

Research brief

[Business](#), [Human Resources](#)



Module The types of HRD interventions are made use of in the 21st century implying the fact that there are several training delivery options that are utilized beyond the conventional training systems. The major issue the various types of HRD interventions deal with are to provide solutions that are successful in attesting to the valuing of creativity in not only delivery but also in training design (Abdullah. 2009). Furthermore, the problems in relation with the social issues taking place among the members of an organization including not only group dynamics and communication but also leadership and decision making. The types of HRD interventions are classified into individual based, group based and inter group based interventions. The individual based interventions involve counseling, coaching, motivation and mentoring etc. the group based interventions involve group facilitation, virtual teams, conflict management and many others while the inter group based interventions involve third party peacemaking interventions as well as organization mirroring. The main focus is implied on the techno structural intervention. This deals with the restructuring of the entire organization. This restructuring is done with the area of the workload of the total organization by dividing it into several subunits in order for the effectual completion of the tasks. This restructuring can be done on certain major factors which include organization size, technology, worldwide operation, and environment and organization strategy (Sandhu. G et al, 2012). One of the most vital parts of the techno structural intervention is considered to the employee involvement which can be defined as the foundation of skills, power, information, knowledge and finally reward. One of the concluding modules of HRD interventions includes the

work design. The work design involves not only the scientific management but also the motivational approach. The involvement of the employees in the process of organizational development is of core importance (Gamerding, 1997). Without the part played by the employees in the interventions, success is never guaranteed. The impact of the employee involvement on the types of interventions can be made effective by providing them with several learning styles and processes which makes it able to enhance the positive outcome from the employees. Alongside the advantages that the implication of HRD interventions holds, there are certain challenges impacting the professional practice of HRD. These challenges not only affect the HRD professionals but also the organization itself in implementing the HRD interventions as well as in managing them. The range of challenges faced in the climate of globalization involves the importance of the capital in HRD practice along with the deficiencies in the human resource motivation and learning tends to bring into light several challenges in the management, implementing and most importantly the development of the effective HRD interventions in the organizations. Furthermore, another challenge observed in the practice of the HRD in organizations is the altering demographics of the in the workforce. The original and basic issues in regards to the human resources' are when deficient in intellectual abilities and capabilities, it is considered to be grounded at the particular levels of technical training as well as certain levels of education.

References

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