

Human resources development

Business, Human Resources



Human Resources Development

For an organization to attain success, it requires proper management of its human resources. All other resources are controlled by the employees, therefore, making it human resources one of the most important parts of an organization. However, it is also crucial to ensure that the human resources are competent, well qualified and motivated to complete their tasks efficiently. These qualities ensure that the organization achieves success (Mankin, 2009). Human resource development aims at enhancing and improving the employees' skills to ensure that they are competent, qualified and motivated in everything that they do.

Human Resource Development can be defined as the process of preparing or enhancing competencies, skills, attitudes and the knowledge of the employees in an organization. The employees can qualify to be called human resources when they become useful components in the organization by acquiring the ability to play their roles efficiently (Kuchinke, 2010). Human Resource Development ensure that staffs are able to work efficiently. Therefore, this process aims at producing knowledgeable, competent and skilled employees that will be able to work optimally toward realizing the organization goals and objectives. Human Resource Development is a continuous process that takes a proactive approach in order to capacitate employees in their different roles and ensuring that they achieve their full potential. This process also helps to better the lives of the employees, as it concentrates on all-around development of human resources (Poell, 2011).