

Critical Evaluation on the Importance of Aspects regarding Human Resource Development for Organization Strip

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Abstract – The fundamental aim of HRD is to improve the resource capability of an organization in a way that it will lead to the attainment of optimum level of work performance. Thus, HRD seeks to develop employees in order to improve their competences that will lead to the improvement in organizational performance, and thus contributing to the achievement of competitive advantage. In this article, three aspects namely Learning Styles, Training Needs Analysis and Training Evaluation are investigated critically in order to shed light of their significances in Human Resource Development for Organization strip and achieve competitive advantage in an organization. Also, a new framework in an effective HRD system based on the works of literature is proposed. Besides, a comparison points our proposal in respect of the state of art in HRD system aspects is conducted. The results pointed out three aspects as crucial elements in the HRD system that can be deployed successfully in the industrial domain to enhance organizational effectiveness.

Keywords – HRD, HRD System, influence factors of HRD system, Framework, Learning Styles, Training Needs Analysis, and Training Evaluation.

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1. Introduction

Increasing globalization, competitive pressures, changing customer demands and technological changes are forcing organizations to design effective strategies that will enhance organizational effectiveness in others to achieve competitive advantage. As such, the ability of organizations to develop and use the skills of their workforce has become the critical source of competitive advantage [1]. This view relates to the resource-based view of the firm, which posits that sustainable competitive advantage which is attained when an organization develops its human resource in a way that is difficult to imitate or substitute by its competitors [2].

This position is in congruence with the human capital theory which states that people are key assets, and such organizations need to invest in that asset in order to develop their competences and abilities that will lead to the improvement of organizational effectiveness, and thus the achievement of competitive advantage. Training is crucial in human resources development because it is critical to organizations ability to remain competitive and efficient because it has the potential of increasing the scale of available skills within the labor force. In addition, improvement on existing organizational knowledge will result in attainment of organizational objectives [3].

Organizations invest considerable amount of effort, money and time resources in training. However, in spite of this heavy investment, training has often failed to deliver the expected gains [4]. Some of the reasons for the failure of training are the inability to identify training needs [5], inability to transfer training due to lack of understanding of how people learn [1] and improper evaluation of training [6]. Thus, the ability of employees to internalize what has been learned and applies it to the development of competencies lead to the improvement of individual and organizational effectiveness, and it is dependent on learning styles and proper identification of each employee's training need.