HRD IN INDIAN INDUSTRIES

Dilip Kumar Karmakar

*Advisor (HR and Corporate Planning in an Infrastructure Company), Institute of Productivity and Management, Lucknow.

ABSTRACT

The article refers to the abysmal state of affairs in the HRD activities in Indian Industries. While trying to implement HRD activities, mainly HRD interventions, the industry has not taken any initiative to have any knowledge of HRD concept. An effort has been made to depict the true picture of HRD scenario in Indian Industries.

KEYWORDS

HRD (Human Resources Development).

INTRODUCTION

Amongst the various resources, Human Resources are the most important. The developed countries have already understood the power of Human Resources. But in the third world countries, the industrialists still treat Human Resources as commodity – use them & throw them – and definitely not educate them. Hope that this article will throw some light into the ground realities of HRD activities in the Indian Industries.

CONCEPT HEADING

It is a simple analytical write-up without use of any statistical methodology. Certain headings like wrong idea, exploitative, Government’s role, etc. have been used for this write-up.

DISCUSSION

Human resources development (HRD) is no more a new concept as compared to other aspects of management. While the developed countries initiated, innovated and implemented various HRD interventions and ideas after the great Industrial Revolution, the developing countries, like India, had to wait till the 1970s to get used to this new concept. We can say that the process of initiation started from the time when the late Prime Minister Rajiv Gandhi introduced a full-fledged cabinet minister for HRD in the Union Council of Ministers. Mr. Narasimha Rao, one of the senior most members of Congress parliamentarians was assigned the portfolio of Human Resource Development. This shows the importance, Late Rajiv Gandhi paid to the concept of Human Resources Development. But do the subsequent scenarios reflect the very concept of HRD both at macro and micro level? The answer is a definite ‘No’. Initially, there was a craze all over. But it seems to have died down as the industries could not achieve an apparent short-term mileage out of it, although it is a well-known fact that all over the world HRD is a continuous process with a longer term strategic benefits.

The history of global process of industrialisation suggests that along with other disciplines, HRD was implemented simultaneously which ensured proper human development.

This, in turn, facilitated the increase in production, good employee-employer relation, overall growth of the organisation and the most important aspect of quality of work life.

WRONG IDEA

On the contrary, Indian industrialists desire to initiate HRD, let alone implement it, when the organisation becomes financially viable. They don’t think that the concept is other way round. Of course, there are a handful of organisations which have indulged in HRD practices. The Tata started it way back in early 90s through some high profile welfare measures to ensure quality of life. The Tata Group is one of the few companies which have a corporate slogan of team building. Other companies have also followed suit, but they are very few in number.

Some other organisations have merely changed the name of the department from ‘Personnel’ to HRD, although the fact remains that Personnel and HRD functions go hand in hand. In a mechanical engineering industry, a person with mechanical background will be more helpful as a HRD man than a person with only Personnel background. Similar is the case with a marketing oriented organisation, finance oriented organisation, etc. An ideal scenario suggests that every senior person will be an HRD man for his junior colleagues.

EXPLOITATIVE

In India, employers have a tendency to exploit the employees, and the employees in their turn reciprocate the gesture whenever they are able to. Union officials, instead of being the true representatives of the working class, try to create their own image for a larger career in politics. They also ruin the blooming industries. There is no problem if the union leaders have a career graph, but that should not happen at the cost of the Industry. Similarly, the industrialists should also recognise the worth of trade unionism. The unethical attitude mingled with lack of concept about HRD do not motivate the union officials to insist for implementation of HRD.

Some medium and small (As well as big) industries are very much allergic to the term HRD. They are experts in manipulating balance sheets. At the time of foreign collaboration, their balance sheet gives a different story, while they depict a totally shabby picture when it is submitted to the government. If the industries can be brought to book for their willful financial irregularities, there will be no problem of allocating funds for HRD activities.
GOVERNMENT’S ROLE
It is a well-known fact that government can be very helpful in designing and implementing HRD interventions with the help of experts. Bureaucrats should have a co-ordinating role, not a dominating role.

So, first of all, there should be a public awareness to create a culture of HRD right down to the grass root level. Labour Commission, a vital government agency is totally defunct as far as HRD is concerned. It is a pity that we are still in a state of HRD initiation. Innovation and implementation are still unheard realities. In fact, concept is slowly dying down, instead of being a great morale booster.

Now let us go through the functions of HRD Ministry. Right from the beginning the time of P. V. Narsimha Rao to Arjun Singh and the present era of ministers, they are still at dark as what to do! They cannot think that the role of HRD spreads beyond education which is definitely a stepping stone. But proper development have to have a definite vision. Unfortunately, our HRD Ministry is never actively engaged with activities relating to social development, financial upliftment, corporate social responsibility, etc. It is high time the government pays proper attention to this vital aspect of HRD. The situation is exceptionally alarming if we take the conditions of the unorganised sector into account.

CONCLUSION
Of course, we shouldn’t feel disheartened. The path to the glory of HRD may not be all that smooth. But we can form a panel of HRD experts, drawn from various sectors of society, such as academicians, trade unions, journalists, etc. who will not only frame HRD policies, but also should be given a free hand to implement them in consultation with all the stakeholders. Indian industrialists should be made to understand that for overall growth of organisation there cannot be any substitute of HRD. Similarly, Indian Government should also come out with transparent HRD concepts so that it can be implemented with proper political will to ensure a better quality of life for Indian citizens. Like equity and justice, provision of transparent HRD policy and its subsequent implementation is not a gift from the government, but it is like a birth right of a citizen of a country.

ACKNOWLEDGEMENT
No acknowledgement is necessary as it is the write-up of the author himself without taking any help from anybody.

REFERENCES
Again, it is insisted that the author has not taken any help as any type of references. It is solely written by the author himself.