

# Role of Human Resources Management in Industrial Development in India

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**Abstract:** *Human resource acts as a link between the management and employees of the organization. Duties include assisting in the recruitment process, conducting job advertisements, conducting job summaries and applications, preparing interview schedules and assisting in the process, conducting background checks and ensuring. The Human Resources Manager will lead and direct the routine functions of the Human Resources department, including hiring and interviewing employees, managing payroll, benefits and leave, and implementing company policies and practices. This movement gained momentum during the industrial revolution. Although machines and technology were prevalent at the time, people were needed to operate the equipment. It became clear that both labor management and praise were necessary.*

**Keywords:** Human resources, Management, Industrial Development, organization etc

## I. INTRODUCTION

Human resources tell about the population of our country India. Because of this, we get to know human alertness, educational qualities, productivity, organizational abilities, and foresight. It increases the economic development of our country. Human resource is also called human capital. The importance of human resources is closely related to both economic development and population growth. As much as development affects population, population affects development. Man is the end and means of economic activities. That is why human resource is considered as a major asset. Human capital is the most important and valuable asset of any organization. Human Resource Development Group has been formed for this. HRD Group is engaged in training, grooming and capacity building of scientists, technologists, technical and administrative staff. The objective of the HRD Group is to promote a professional and holistic human resource development by conducting training and development programs to professionalize Research and Development management. Human Resource Development and Employment sector is one of the important sectors in North Eastern Council, Secretariat. This sector deals with education, sports, social welfare, skill development and training. The sector formulates sectorial plans in the fields of education, sports, social welfare, skill development and training. Apart from the scheme it plays a catalytic role in infrastructure development and promotional activities in all the eight North Eastern states in the fields of education, sports, social welfare and gainful employment. Percentage spent on punishment, which is higher than most South Asian countries like; Bangladesh, Pakistan and Sri Lanka, which is lower than other BRICS countries in spending on punishment as a percentage of their GDP. The Ministry of Human Resource Development, Government of India has included planned development including improving access and quality of educational institutions across the country as one of its objectives for the education sector.

### Problems of the Study:

One of the main problems of human resource managers is to combine the needs of employees with the economic and social realities of the company. The role of human resources manager is often reduced to just administrative tasks such as payroll management, recruiting, managing paid leave, etc. Recruiting is challenging, but retention is only possible if you provide employees with the right benefits, opportunities, exposure and a positive work environment. Attracting and retaining top talent is one of the most important challenges facing HRM in India. Human resources are used to describe

both the people who work for a company or organization and the department responsible for managing employee-related resources.

**Objectives of the Study:**

The objective of human resource planning is to ensure the best fit between employees and jobs, as well as to avoid staff shortages or redundancies. The three key components of the HR planning process are forecasting labor demand, analyzing current labor supply, and balancing projected labor demand and supply.

1. To Study the role human resources management.
2. To Study the role of HR in industrial development.
3. To Study the factors affecting human research management.

**Significance of the Study:**

Human capital refers to the knowledge, skills and abilities of individuals that contribute to the productivity and economic development of an organization or society. It is an important factor in determining the economic development and competitiveness of a company in a country. Human resources are those who have human resources that can be used in the production sector. Manpower is essential for the progress of any country. The objective of human resource development is to utilize human labor which includes manpower development. Human resource development aims at the judicious use of manpower just as economic organization is the objective of productivity.

**Scope of the Study:**

As far as human resource development at the community level is concerned, it includes the provision of all basic necessities of life including medicine, health, family welfare, punishment, housing, employment, clean drinking water, transport, equality, justice, human rights, and security.

**Limitation of the Study:**

Man is considered a resource because he has the ability to work and contribute to the production of goods and services. Thus, human beings are similar to other resources like land, capital and natural resources, which are also used for the production of goods and services. The objective of human resource management is to treat human resource as the best asset. Its main objective is to motivate the employees in accordance with the goals of the organization, to discharge the responsibilities with satisfaction and to cooperate in earning maximum production and profit with their full potential.

**Period of the Study:**

While conducting the said research, the researcher has studied the Human Resource Management 2022-23 with respect to various factors. Industrial factors affecting human research management and the role of human research are studied in detail.

**II. RESEARCH METHODOLOGY**

Researchers have used many types of secondary research while studying human research management. In this, research papers, articles, journals, newspapers, audio videos, serial books, annual reports, etc. have been studied in detail. Studying the role of human resource in the industrial sector is very important in the present scenario because skill knowledge and qualification plays a very important role in human resource management.

**Research Method:**

While studying the role of human resource management and skill-wise factors affecting industrial development, the researcher has conducted member research on the basis of secondary resources using descriptive analysis method.

### **III. RESULTS AND DISCUSSION**

Human resource development develops new skills, knowledge, competences, abilities and technologies of the workforce, which creates human capital for the country. Human resource development develops key competencies that enable individuals in organizations to perform current and future tasks through learning activities. To achieve its vision of Skilled India, the Government of India has mandated the Ministry of Skill Development to coordinate all skill development efforts across the country, bridge the gap between demand and supply of skilled manpower, and create vocational and technical training frameworks. Skill upgrading, creation of new skills, and new thinking not only for existing jobs but also for the jobs that are to be created. Some important human resources are knowledge, abilities, skills, interests, attitudes, energy etc.

### **IV. CONCLUSION**

The human resource department is responsible for determining plans regarding the future of the company and its workforce. This responsibility influences many other HR functions, such as talent recruitment and placement, performance management and succession planning. Human resources are very important resources because humans use other resources of nature. People can best use nature to create more resources only when they have the knowledge, skills and technology to do so, so humans are a special kind of resource. Human resource managers are usually in charge of conducting background checks, on boarding new employees, and negotiating payroll, benefits, and company policies. The recruitment process involved a considerable amount of important legal paperwork, recordkeeping and administrative responsibility.

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