



A STUDY OF HUMAN RESOURCES DEVELOPMENT IN SANDEEP TRADERS, AKOLA
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ABSTRACT

Human Resource Development means the knowledge, creative abilities, talents, skills and aptitude value that play a pivotal role in deciding efficiency and effectiveness of working employees. Primary data collected through questionnaire, observation and interview method from Sandeep Traders employees. Secondary data through books, journals and internet. Manpower planning, Training, counseling, performance appraisal, career development, organization development, team development, labor welfare measures and effective communication are the part of human resource development process.

KEYWORDS: Human Resource Development, Training, organization, performance Appraisal.

INTRODUCTION:

Development is an application of knowledge. It gives employees an awareness of the rules and procedures to guide their work. It attempts to improve their performance of the current job. Job development covers not only those activities which improve to performance but also those which bring out growth of the personality. Which help individual in the progress towards maturity and actualization of their potential so that they become not only good employees but better men and women. In organization terms it is intended to equip person to earn promotion and hold greater responsibility.

While increasing globalization of economy, the market place has become increasingly complex, highly uncertain, competitive and transformational. What makes the ultimate difference is whether a dealer is able to develop and establish competitive or not? Dealers are required to adopt protective development programs towards the attainment of corporate objectives by nurturing a development oriented culture. Human resource development (H.R.D.) deals with creating conditions that enable people to get the best out of themselves and their lives. Development is a never ending process. As people develop themselves in new direction, new problems and issues arises, requiring them to develop new competencies to meet the changing requirement, aspirations and problems.

Human resource development is now being increasingly realized in the country in general and particularly in the fast growing corporate world as a result of globalization and new economic policies.

Human resource development refers to the knowledge creative abilities, talents, skills and aptitude value that play an important role in deciding the efficiency and effectiveness of a working people. Planning is necessary for creating human resources development programmes.

H.R.D. is likes flower in bloom to be experienced but difficult to describe. It is always said that, behind performance there are individual and behind result there are people. It is therefore, essential to develop the people working in organization by using various H.R.D. mechanism like training, performance appraisal, organization development, counseling and team building etc.

In this era of professional management where managers as well as chief executives are professionally developed, the working force to achieve the objectives or desired goals of the organization. Sandeep traders is a

one of the distributor of H.U.L. in Akola district. This agency is situated at Alsi Plot in Akola city. It is established in the year Aug 2005 by Mrs. Usha Chanduseth Chawchariya .Now all business activities handled by the Mr. Chanduseth Chawchariya. Sandeep trading agency supply the H.U. L. branded products to different corners of Akola district. All products supplies by the employees of the agency .Sandeep traders get H.U.L. goods from Khamgoan depot. Mr. Moin Khan senior most manager look after all business activities of Sandeep traders. The annual turnover of the Sandeep traders is above Rs. 40 Crores. Sandeep Traders is a one of the distributor of Hindustan Unilever Ltd. in Akola district. Sandeep Traders working with 50 employees and implemented various H.R.D. programs for the development of the employees. Therefore, all employees benefited with H.R.D. Programs and welfare schemes. Employees are completely satisfied in the organization.

For H.R.D. programs employer continuously helped to acquire new competencies through a process of performance planning, training, periodic review of performance and assessment of the development needs and creation of development opportunities and such other mechanisms. Sandeep Traders always arranged training programs for employees to develop themselves. Thus, employees get satisfaction and the work culture is helpful to earn trust and belief of employees to upgrade the nature of the work.

SIGNIFICANCE OF STUDY:

Human resource development programmes played an important role in changing the work culture.HRD is an important need to develop a proper climate in the organization. It is helpful to employees to develop their knowledge, skill and attitude. With the help of the Study we can understand the development facilities in the organization. The study helps to find out ways and means to improve the work culture in the organization through effective development programs. We easily knows the effectiveness of development in the organization.

METHODOLOGY:

Descriptive method of research used for the research. Primary data collected through interview, observation and by questionnaire method. Secondary data collected through books, journals and internet. There are 50 employees working in Sandeep Traders, Akola the dealer of HUL. All 50 employees selected as a sample. The study is limited up to the employees of Sandeep Traders , Akola.

OBJECTIVES:

- 1) To understand the role of HRD program in the development of the employees and organization.

- 2) To study the need of development for employees.

DISCUSSION:

Table No. 1

Particulars	No. of Respondents	Percentage
Nature of Job:		
Skilled	30	60
Semi-skilled	14	28
Unskilled	06	12
Training:		
Yes	42	84
No	08	16
Types of Training :		
On the Job	10	20
Off the Job	15	30
Both	25	50

The above table shows that, 60 percent of employees are skilled, 28 percent are semi skilled and 12 percent are unskilled.

84 percent respondents responded that, Sandeep Traders organized training for their development, while 16 percent respondents responded that, their organization never organize training, these all 16 percent respondents are unskilled and newly appointed. 20 percent respondents responded that, the organization organized on the job training. 30 percent respondents responded that, they got off the job training. 50 percent respondents responded that, they got both type of training.

Table No. 2

Particulars	No. of Respondents	Percentage
H.R. D Program :		
Yes	45	90
No	05	10
Wages during HRD Program:		
Yes	48	96
No	02	04
Improvement in working:		
Yes	45	90
No	05	10

From the above table it is observed that, 90 percent respondents responded that, organization organized the H.R.D. programmes for the welfare of employees.

96 percent respondents responded that, always they get wages during the HRD programmes.

90 percent respondents responded that, they benefited with HRD programmes and their working improved with a great extent.

Table No. 3

Particulars	No. of Respondents	Percentage
Employees Interest in HRD programme:		
Yes	47	94
No	03	06
Implementation of HRD programme :		
Yes	44	88
No	06	12

The above table represents that, 94 percent respondents responded that, due to HRD programmes their interest changed in a positive form.

88 percent respondents responded that, all HRD programmes implemented in a proper manners. Even though they get opportunity to involve in the management also.

CONCLUSIONS:

1. The maximum no. of employees belongs in the age group of 18-53 years.
2. The 88 employees are doing skilled & semiskilled job.
3. 84 percent employees got on the job and off the job training.
4. The Human Resource Development is the important activity performed by the organization for employees.
5. The present Human Resource Development programmes designed by the dealer of H.U.L. company at Akola increases the efficiency of employees working in organization.
6. The survey concluded that, the Human Resource Development of employees helps in career development of the employees to greater extent as they are able to learn required job skills.
7. The organization provided welfare facilities to the employees.
8. The requisite facilities helps in improving human resources.
9. The performance appraisal is important for evaluation of employees. Sandeep Traders followed it.
10. The H.R.D. programmes are helpful to employees career development.

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