

HUMAN RESOURCE DEVELOPMENT SYSTEM IN ORGANIZATIONS

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ABSTRACT

The Human Resource Development (HRD) system is a comprehensive framework that encompasses a multitude of processes and practices aimed at enhancing the knowledge, skills, and abilities of employees within an organization. This system encompasses various approaches, such as training and development, performance management, career development, and succession planning. The HRD system is crucial in ensuring that employees are equipped with the necessary competencies to perform their jobs effectively and efficiently, as well as to meet the evolving needs of the organization. By implementing a robust HRD system, organizations can foster a culture of continuous learning and development, resulting in increased employee engagement, job satisfaction, and retention. This report aims to provide recommendations for improving HRD systems in organizations. The report begins by discussing the importance of HRD and the challenges organizations face in implementing effective HRD systems. It then outlines the key elements of a successful HRD system, including needs assessment, learning objectives, training methods, and evaluation. The report then presents recommendations for improving HRD systems, which include aligning HRD goals with organizational goals, providing adequate resources for HRD initiatives, ensuring management support for HRD programs, utilizing various training methods, and evaluating the effectiveness of HRD programs.

Finally, the report concludes with a discussion of the benefits of implementing effective HRD systems, including increased employee engagement, improved performance and productivity, and enhanced organizational competitiveness.

Key words: *human resources, human resources development programs, improvement, human resources development systems.*

INTRODUCTION

Human resource development (HRD) is the process of improving employees' skills, knowledge, and abilities to enhance their performance and productivity. HRD systems are critical in enabling employees to acquire new skills and knowledge, adapt to changing job requirements, and achieve their career goals. However, many organizations struggle with implementing effective HRD systems, which can result in decreased employee engagement, low productivity, and high turnover rates.

The point here is that in the service sector companies, the HRD function plays a more important role as the chief sources of competitive advantage in these companies are the human resources. In the services sector like the financial and technology companies, the brand value is measured according to the level of intellectual capital which is a derivative of the contribution of the human resources in the company.

Further, the services sector runs on human resources whereas the manufacturing sector uses machines and equipment as the key aspect of production. This means that the HRD function in the services sector has to ensure that the human resources are enabled and fulfilled to actualize their potential.

DISCUSSION AND RESULTS

HRD is essential in enabling organizations to achieve their goals and remain competitive in a dynamic business environment. Effective HRD systems can help organizations develop a skilled and adaptable workforce, reduce employee turnover, and improve organizational performance. Furthermore, HRD can improve employee engagement and job satisfaction, leading to increased productivity and organizational success.

The manufacturing enterprises, on the other hand, are still working to align their plans with the RBV, and in many cases, they may not be able to do so given that their style of operation is fundamentally different from that of the services sector.

Despite the importance of HRD, many organizations face challenges in implementing effective HRD systems. These challenges include a lack of resources, insufficient management support, inadequate training methods, and a lack of evaluation mechanisms to measure the effectiveness of HRD programs.

A successful HRD system must have four key elements: ¹needs assessment, learning objectives, training methods, and evaluation. A needs assessment involves identifying the skills, knowledge, and abilities that employees require to perform their jobs effectively. Learning objectives should be clearly defined to ensure that training

¹ Armstrong, M., & Taylor, S. (2014). *Armstrong's handbook of human resource management practice*. Kogan Page Publishers

is focused and relevant to employees' job requirements. Training methods should be selected based on the learning objectives, and the evaluation should be conducted to measure the effectiveness of the HRD program.

Recommendations for Improving HRD. To improve HRD systems, organizations should consider the following recommendations:

Align HRD goals with organizational goals: HRD initiatives should be aligned with organizational goals to ensure that employees' skills and knowledge are relevant to the organization's needs. Adequate resources should be allocated to HRD initiatives, including funding, equipment, and facilities. Management support is critical in ensuring the success of HRD programs. Managers should support and encourage employees to participate in HRD initiatives. Utilize various training methods also are an essential tool to improve human resource developing systems. Organizations should utilize a variety of training methods to cater to employees' diverse learning styles and preferences. Evaluation mechanisms should be in place to measure the effectiveness of HRD programs and identify areas for improvement.

Benefits of Effective HRD Systems can help to run the organization. Effective HRD systems can provide numerous benefits to organizations, including increased employee engagement and job satisfaction, improved performance and productivity, and enhanced organizational competitiveness. HRD systems can also reduce employee turnover rates and improve the organization's ability to adapt to changing business environments.

CONCLUSION

HRD is critical in enabling organizations to develop a skilled workforce and remain competitive in a dynamic business environment. However, many organizations struggle with implementing effective HRD systems. By aligning HRD goals with organizational goals, providing adequate resources for HRD initiatives, ensuring management support, utilizing various training methods, and evaluating the effectiveness of HRD programs, organizations can improve their HRD systems and achieve numerous benefits.

There are several problems that organizations may face in implementing an effective HRD system.



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Picture 1. Some of the most common problems

Lack of alignment between HRD goals and organizational goals: If HRD goals are not aligned with the organization's goals, then the training programs may not be effective in addressing the organization's needs. This can result in a waste of resources and an ineffective HRD system.

Insufficient resources. HRD initiatives require adequate resources, including funding, equipment, and facilities. If these resources are not available, then the quality of the training programs may suffer, and the HRD system may not be effective.

Lack of management support: Management support is critical for the success of HRD programs. If managers are not supportive of the training programs, then employees may not be motivated to participate in them, and the HRD system may not be effective.

Inadequate training methods: The use of ineffective or outdated training methods can be a major problem in an HRD system. If the training methods are not

² Fenech R. The changing role of human resource management in an era of digital transformation [Текст] / R. Fenech, P. Baguant, D. Ivanov // Journal of Management Information and Decision Science. – 2019. – Т. 22. – № 2. – С. 176–180.

appropriate for the employees' needs or do not align with their learning styles, then the training may not be effective.

Lack of evaluation mechanisms: Evaluation is critical to determine the effectiveness of the HRD system. If there are no mechanisms in place to evaluate the HRD programs, then it may be difficult to determine their impact and identify areas for improvement.

Resistance to change: Employees may resist changes in their work environment or the introduction of new training programs. This resistance can impede the effectiveness of the HRD system and hinder the organization's progress.

Lack of accountability: Without clear accountability for the HRD programs, it can be difficult to ensure that they are implemented effectively and that employees are held responsible for their participation and performance.

Overall, these problems can hinder the effectiveness of an HRD system and prevent an organization from achieving its goals. It is important for organizations to address these issues and implement solutions to ensure that their HRD system is effective and provides value to the organization and its employees.

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