

# IMPACT OF HUMAN RESOURCE IN AN ORGANIZATION IN RESPECT OF PRODUCTION

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## ABSTRACT -

“Man power is main power for all organizations whether it is a family a society or any other formal organization. We know that an organization is owned by a person or by a group of persons which has a specific goal. To achieve such goals the owner applies all fundamentals of management with the help of modern devices. The goal of an organization is determined by its nature, size, and risk factors. But one element of goal is common to all organizations and that is desired success and aspired growth. For this success and growth every organizations employs its financial strength in the form of capital and applies its rationale to bring in physical resources in the form of infrastructure and human resources in the form of superiors and subordinates.”

**KEY WORDS:** Organization, Human Resources, Production & Risk factors.

## INTRODUCTION -

Human resource Management came into existence with the modern management principles propounded by Henry Fayol and later conceptualized by father of scientific management who gave the codified idea to reward the workers in scientific way. In later stage of twentieth century HRM became the most important aspect of managerial activities in all corporations. The term human resource management is used to denote a branch of knowledge as well as an important activity of management.

The term HRM is the combination of three words viz. human, resource and management. Human refers to the /men engaged or employed in an organization to satiate their individual interest.’ Resource denotes to strength with skill, efficiency and regenerating capability. Management refers to a process or mechanism through which man interacts with men in a tactful manner.

Thus, human resource management is concerned with manpower of an organization which means that form of management where manpower is planned. organized, coordinated, directed and controlled. In other words, HRM is the management of human resource in an organization. It includes regulation of different personnel through an efficient mechanism to achieve the objectives of an organization. HRM

creates competence in qualifications, generates productivity in competence and natures wisdom in productivity. It is the management of skill, efficiency and other aspects of human behaviour in an organization.

## **REVIEW OF LITERATURE -**

The traditional concept of HRM was based on a very narrow view of human motivation i.e. human being is primarily motivation by comforts and salary and so most of the attention was on administration of salary and other benefits. But the field of HRM has changed dramatically over the last few decades. The modern concept and practice of HRM is regarded as a strategic and coherent to the management of an organization and human resources are treated as the most valued assets – who individually and collectively contribute to the achievement of the objectives of the business. This is mainly because of the organizations’ increasing emphasis upon the new emerging values of humanism and humanization. Moreover with increased emphasis on the creativity and autonomy the expectation of the people is fast changing and as a result people cannot be taken for granted any more. The concept of HRM therefore assumes that human being is great assets to the organization.”

### **Importance of Human Resource Management –**

Manpower management plays vital role in making an organization the treasure of profit and in, turning the employees in to human resource. HRM generates the dormant energy of personnel, channelizes the kinetic energy of manpower of different organs of the organization and stores enlightenment of human resource in harnessing the competitive advantage. Milestones of success can be achieved only through the effective HRM and therefore, HRM is indispensable managerial activity in every organized business activity.

The relevance and significance of HRM lies in the importance of human resource prevailing in an organization which has been described in the following lines.

“Manpower is main power in which Money, machine, material, method. Stand dormant, stay inactive. But manpower ignites them all making them sensitive and effective; Planning succeeds with manpower hence, manpower is main power; This manpower is human resource called work-force, addressed task-force this work-force has mind and brain full of love, lust and disdain; Different age-group, distinct attitude vigorous skill, morale, in different aptitude critical, complex, chaotic force; Human resource is inevitable resource”.

The above verse reveals the significance of human resource for an organization. It also describes that human resource is the most important productive assets of an organization. Capital and physical

resources, by themselves, cannot improve efficiency. It is through the combined and concerned efforts of people that monetary or material resources are harnessed to achieve organizational goals.

### OBJECTIVE OF THE STUDY –

Thus study tells us the concept about production that could not be possible without human being used as valuable resource of production. This present study is carried out with the following objectives:

- (i) To study the role of human being in production process.
- (ii) To established the value of human being in final statement of accounts in all types of organization equally.
- (iii) How to valuate the present and future value of human in an organization.
- (iv) To analyse the impact of human resource in an organization in respect of production

### RESEARCH METHODOLOGY -

This paper introduced to scholar of accountancy, students and other readers about importance of human being as a resource of production in all types of commercial and non-commercial organizations particularly engaged in manufacturing or trading activities. This study hypothesized that none can produce or improve any things without human being engaging in production process.

### ANALYSIS AND INTERPRETATION –

This study examine the role and significance of human being as a big and very important resource of production against other resource of productions as maternal, machine, labour and organisation to establishing the this theory a smart problem arises before financial accountant is that, what will be the method and way of depreciation that will be changed on human being.

HRM attempts to sharpen attitudes and skills from time to time to optimize the effectiveness of human resources and to enable them to meet greater challenges. Effective management of human resource is essential for the individual organization, society and for nation.

The importance of HRM can be realized for the individuals, for the organization, for the society and for the nation which may be discussed in the following manner:

- A) **For individuals:** An individual employee of an organization is benefited by the HRM in the following manner:
- a) It promotes team work and team spirits among employees.
  - b) It offers excellent growth opportunities to people who have the potential to rise.
  - c) It facilitates people to work with diligence and commitment.
  - d) It paves the way for psychological need of recognition, belongingness and self-actualization.

- e) It develops leadership qualities among potent manpower.
- B) **For the Organization:** An organization comes into existence to fulfill certain goals which is possible through better human resource. Therefore HRM plays pivotal role to make an organization district dominant and developed. The importance of HRM for an organization may be seen as under.
- a) It helps in attracting and retaining the best persons in the organization.
- b) Good human resource management can extract extraordinary work from even ordinary people.
- c) Human resource management establishes mechanism for the administrative system regarding welfare services for the workers such as medical housing, transportation etc. This creates a team of committed and loyal workers for the organization.
- d) It leads to healthy employee-management relationship and thus create and restore industrial harmony in the organization.
- e) Human resource manager can prepare the people to adapt to technological and other changes in the organization.
- C) **For the Society:** Human resource management helps the society to a great extent as an organization discharges social responsibility to benefit the society with regard to eco-techno environment. The importance of HRM for the society maybe seen in the following headings:
- a) It maintains a balance between the jobs available and the job seekers as it provides most suitable and productive employment.
- b) It provides sound personnel policies for socio-psychological satisfaction to people at work.
- c) It eliminates waste of human resources through conservation of physical and mental health of personnel.
- d) It may provide various fringe benefits and social security measures which may help not only the employees but their families as well.
- D) **For the Nation:** Nation as a whole enjoys the following benefits from the human resource management.
- a) Efficient management of human resources can play a vital role in the growth, development and self-sufficiency of a nation.
- b) Committed manpower is necessary prerequisite for the effective and efficient exploitation and utilization of nation's physical, financial and natural resources. If the people are educated, skilled and efficient, the country will progress in the desired direction.

- c) Proper management of people results in their development which, in turn speeds up the process of economic growth leading to higher standard of living and employment opportunities.
- d) Development of positive environment for self employment avenues.

### CONCLUSION:

Human resource management is the backbone of general management of every organization. Every activity of an organization is accomplished by human being engaged at that work place, therefore, the scope of human resource management pervades of every organ of a business enterprise. It is also true that managers of all level deal with the human behaviour deployed in the organization, thus making the scope of HRM relevant in all stages of achieving the organizational objectives.

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