



Organizing Human Resources for Development

Dr. Kanta Rani

Abstract: Today, in the age of New and Emerging Technologies, it has become imperative for companies out there to manage and sustain their human resources. Not to forget that Covid 19 too has started to change the sentiment against the same resources as its place and efficiency have been challenged. It is understandable that replacement is not on the cards in the distant future, however, in few countries, some instances and successful experiments have been conducted. With the advent of LPG reforms in India past 1990, there has been a dramatic shift in the functioning of corporates and institutions. Earlier, it used to be one sided affair with large management houses streamlining the processes. There was no scope of transformation in any industry as the most invaluable link was missing throughout the process. As the time progressed and so did our skills, we got to adapt with the changing scenario.

Keywords: Growth, Development, Upskill, Reskill, Human Resources, Inevitability, Transformation

Need: With the advent of LPG reforms in India past 1990, there has been a dramatic shift in the functioning of corporates and institutions. Earlier,

it used to be one sided affair with large management houses streamlining the processes. There was no scope of transformation in any industry as the most invaluable link was missing throughout the process. As the time progressed and so did our skills, we got to adapt with the changing scenario.

For one of the most obvious reasons, we would be happy in bringing reforms in the potential of human resources. With better team on the table and skilled professionals, accomplishments could be on the way.

Technology and Time: Today, in the age of New and Emerging Technologies, it has become imperative for companies out there to manage and sustain their human resources. Not to forget that Covid 19 too has started to change the sentiment against the same resources as its place and efficiency have been challenged. It is understandable that replacement is not on the cards in the distant future, however, in few countries, some instances and successful experiments have been conducted.

Owing to rapidly changing work environment and demands of the clients, upskilling existing employees has become instrumental in survival of the corporate setup. For that, some corporates, as asked by governments across the world, have started to initiate programs in their own zones to *reskill* and *upskill*.

Urgency and Future: Today, the most pressing problems for human resources is sustainability and *new age problems*. As the famous adage goes

unprecedented problems ask for unprecedented solutions - the process in the world has ignited for better and creative potential.

The world today needs urgent reforms in the management sector as new age problems don't carry the same weight for old age solutions. Better administrators coupled with innovative and out of the box thinkers would be catalyst for the futuristic human growth. After all, the world has endured several lessons in the past.

It is time to not only adapt but focus on the larger picture.



References:

1. Yojana magazine; Government of India
2. Institute for New Economic Thinking; International Op-Ed Page
3. Syndicate, Project: International Op-Ed page

Author: Dr. Kanta Rani, Lecturer, Department of Public Administration, Shah Satnam Ji Girls' College, Chaudhary Devi Lal University, Sirsa - 125055