

**ORGANSATIONAL DEVELOPMENT:
THE ROLE OF HUMAN RESOURCE MANAGEMENT
(AN EMPRICAL STUDY AT BIHAR STATE ELECTRICITY BOARD)**

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ABSTRACT

Human Resource Management is strategic approach to the acquisition, motivation, development and management of the organizations human resource. It's a specialized field that attempts to divide an appropriate corporate culture and introducing programmes which reflects and supports the core values of the enterprise and ensure its success. Human Resource Management philosophy emerges whenever people are perceived, not as a price of doing business but the sole resource capable of redeeming animate factors of production into wealth. People provide the source of creative energy in any direction the organization dictates and fosters.

KEYWORDS: *Human Resource Management, Acquisition, Motivation, HRM Philosophy.*

Introduction

Good managers aren't only effective in their use of economic and technical resources, but after they manage people they remember that these particular resources are special, and these are ultimately the foremost important assets. People don't seem to be only real source of Core Competence and thus of continuous competitive advantage. Good managers also remember that these particular assets are individuals. Management Study is anxious with how a personal understands his problems and the way he efficiently reacts to numerous changing situations for achieving the goals. Today the practice of management has been greatly tilted to unique aspects of development of individual skills for achieving more productivity. In other words, Management has evolved into a finer interface between Human Resource Development and technological advancement with application of skills for better results. In recent past, quite ever before, focal points of business management are seen totally on the expansion of massive business organizations. Therefore, one can easily understand that core function of Human Resource Management becomes the event of skills for organizational growth. Understanding the dynamic aspects of Human resource management and development of individual skills became the core functions of organizational development.

Objective of Study

The significance of the study signifies thanks to the importance of Human Resource Management within the organization it's most significant asset of a company. The management of Human resource is that the key factor of the success. The success is possibly to be achieved if the personnel policies and procedures of the enterprise are closely linked with and make a significant contribution to the achievement of corporate objectives and strategic plans.

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Review of Literature

C.Subramanyam Raju (2003) summarized the organizational performance of state electricity board. Study covers the performance techniques also as financial performance of the organization. He described the ability sector reforms in India and also the Andhra Pradesh state. He also covers the distribution efficiency of APSEB. Scope of the study is proscribed only to the Tirupati circle only.

Morli Dave (2008) contributed study within the power sector of Gujarat state. He mainly focuses on the economic performance of the electricity board. It contains the history of electricity in India, energy situation in India and also describes the physical aspects of power situation in India. Lastly he concluded with the physical energy situation in Gujarat state and its financial performance.

Rajesh Kumar Rai (2013) study mainly specialize in the communication system within the organization. it's found that there are such a lot of barriers within the communication system of organization like difference between superiors and subordinates, superior's attitude towards subordinates, misleading communication, rumors and ineffective formal channels for informing employees. So for that he suggested to cut back the barriers so amplitude should be low, there should be suggestion of compliant box and listening skill should be improved etc.

Kothapalli S. V. (2012) discussed that the training is that the only thing that give better knowledge about the strength and weaknesses in employees. So it helps to spot it and what are skills are required for the actual job. Most of the staff opinioned that and believe statement that training is that the thing required for the organizational success. Researcher also suggested that there should be an efficient feedback system after a completion of coaching programme for increasing the effectiveness of the programme.

Rational of Study

Economic growth and living standard rely on availability of adequate and reliable power at an inexpensive price. The dynamics of business and economic process will be effectively sustained only through the achievement of adequate and reliable supply of business energy, especially of electricity.

Research Methodology

Research Methodology could be a process during which some scientific and statistical techniques are wont to evaluate some problem which may well be associated with a particular subject or is also of general Nature. Use of Scientific techniques in purposeful manner needs use of relevant and reliable Data

Sampling Technique

The sampling method which is found appropriate for the current research was convenient sampling. the overall sample as mentioned below is all over again divided supported the task designation of the staff.

Sampling Design

As discussed above the sampling method that was found appropriate for the current research is convenient sampling. For the worker opinion 200 respondents are chosen among the various departments of the Bihar State Electricity Board.

Results and Analysis

This para focuses on management process of Bihar State Electricity Board and picked up respondents opinion regarding Human resource is very important source, communication process, and work culture in Bihar State Electricity Board. Lastly it includes the opinion about the effectiveness of Human resource department working in Bihar State Electricity Board.

Table 1 is concerned with various parameters related to level of awareness of the respondents for the nature of work. As we can see that only 72.5 percent of employees believe that Top Management or Board believes that Human Resource is a very important resource and it should be treated more humanly. Majority of employees agree that Senior Officers or Senior Executives in BSEB shows active interest in their juniors or Subordinates and help them learn their job. But fifty five percent of respondents have never been communicated properly with your seniors/Supervisors. 68% respondents accepts that yes Effect of Training and Development Programme on Performance is exist.

Table 1: Presentation of Data for Selection, and Recruitment along with Nature of Work

Sr. No.	Question asked in Questionnaire	Yes		No		Not Secure		Total	
		No.	%	No.	%	No.	%	No.	%
1	Whether the Top Management or Board believes that Human Resource is a very important resource and it should be treated more humanly?	145	72.5%	35	17.5%	20	10%	200	100%
2	Whether Senior Officers or Senior Executives in BSEB shows active interest in their juniors or Subordinates and help them learn their job?	124	62%	37	18.5%	39	19.5%	200	100%
3	Have you been communicated properly with your seniors/Supervisors?	90	45%	110	55%	0	0%	200	100%
4	In your Opinion whether BSEB have an effective Human Resource Department?	116	58%	52	26%	32	16%	200	100%
5	Effect of Training and Development Programme on Performance	136	68%	54	27%	10	5%	200	100%

Conclusion

The study of Human Resource Management practices of Bihar State Electricity Board with special relevance Aurangabad zone are administered by evaluating the organizational commitment of the workers supported demographic characteristics like name, gender, age, education and dealing experience. The evaluation of Human resource management practices is finished by considering all the functions of Human resource department in Bihar State Electricity Board. It's clearly included the opinions of employees regarding management process and managements attitude towards employees. Recruitment and selection function includes the sources of recruitment and their opinion regarding recruitment policy. The study also covered the training and development programmes of Bihar State Electricity Board. It also included the participation in various training programmes, its identification, and opinion regarding its quality and application of coaching inputs in actual working.

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