

Human Resources Development

Human resources development (HRD) refers to the vast field of training and development provided by organizations to increase the knowledge, skills, education, and abilities of their employees. In many organizations, the human resources development process begins upon the hiring of a new employee and continues throughout that employee's tenure with the organization.

Many employees come into an organization with only a basic level of skills and experience and must receive training in order to do their jobs effectively. Others may already have the necessary skills to do the job, but don't have knowledge related to that particular organization. HR development is designed to give employees the information they need to adapt to that organization's culture and to do their jobs effectively.

Business dictionary defines HRD as *'the part of human resource management that specifically deals with training and development of the employees. Human resource development includes training an individual after he/she is first hired, providing opportunities to learn new skills, distributing resources that are beneficial for the employee's tasks, and any other developmental activities.'*

Furthermore, HRD includes such opportunities as:

- employee training
- employee career development
- performance management and development
- coaching
- mentoring
- succession planning
- key employee identification
- tuition assistance
- organization development

These are paramount factors for organizations who care about their workforce development, and in light of this, we will explore HRD in greater detail in forthcoming articles. Click the *S'inscrire* below to stay up to date.

Purpose of HRD

The purpose of HR development is to provide the 'coaching' needed to strengthen and grow the knowledge, skills, and abilities that an employee already has. The goal of development and training is to make employees even better at what they do.

Types of HRD

Human resources development usually begins as soon as an employee is hired and continues throughout that employee's tenure with the organization. **HRD** comes in different forms, including on-the-job training or job shadowing, textbook or online education, growth opportunities, and compliance training.

On-the-job training refers to learning the aspects of a job while one is doing the job. An employee may know the basics of what the job requires, but specifics like which forms to use, where materials are stored, and how to access the computer systems may require on-the-job training.

Job shadowing is similar in that the employee watches another employee do the job in order to develop the proper skills.

Another form of development is **intellectual or professional development**, which includes college or certification courses or job-specific trainings and seminars related to how to do one's job better.