

Role of Human Resource Development in the Organization Success

Morteza Abadijoo, Mahmood Nekoei Moghadam, Malikeh Beheshtifar

Abstract— The human resources development has been debated to a great extent, but what matters today in the context of human resources development is not only technical training but also a comprehensive education system should train the employees, and it means that staff should be grown in different dimensions. Education is an essential investment for the organization. Obtaining the employees' satisfaction is related to investment in education which means the educational activities are associated with the overall business activities. The support of top management organization for the education is acquired. Without their support, no matter how well the training has been done, there are chances that we do not achieve the desired result. Training programs in organizations can meet the needs of resourceful and skilled manpower in the future staffing and serve as the best practices to solve the staff problems. Training and development programs are designed to suit the needs of organizations and will prepare the individuals who are likely to have higher job incumbents for the next one or two years.

Index Terms— Education, Development, Human Resources.

1 INTRODUCTION

TODAY'S world is the organizations world and human resource is the most valuable resource. Human resources give meaning and context to organization and provides the bases of achieving the organizational goals. Today, more than any time before, it has been found that the growth and development of organization, society and the country depend on the proper use of manpower (Rahmanpoor and Ahmadi, 1991:43). Manpower is one of the inputs of the organizational system. If the organization is able to attract more qualified workforce and use them in a more efficient way, it can be more successful in achieving its goals and can be ahead of its rivals. Competition of organizations, is not limited to earning more profits and market share, but they all result from a cause more worthy which is qualified human resource. And this is the point that organizations have realized and have a competition for absorbing the forces, trying to hold (keep) them and prevent their quit. The maintenance of human resources system, in long term causes low labor turnover and an increase in the productivity of the organization. Perhaps in an organization, the best means have been applied to employ the most qualified people and those people have started working for that organization (absorption system), then using various methods of assessment and training (development system) have caused the increases of the insight, knowledge and skills, but if the service does not keep them in a good and desirable way or the other organizations provide them with more and better attractions, it would cause the staff particularly the expert ones to leave the organization easily and be absorbed by those organizations, consequently, labor, effort, and costs associated with recruiting, training and equipping the workforce

and investing in people is wasted (Kazemi, 1993). The aim of this study is to emphasize the importance of education on human resource development.

2 IMPORTANCE OF EDUCATION

Education refers to the attempts to improve job performance and work-related issues. Education is effective if it includes the learning experience and a planned organizational activity or is designed for a response to a known need. The senior managers are aware of the value of education in the interests of organization. Also, the staff knows that training opportunities help them to grow and develop their career courses. Due to the technological changes and the lack of skilled labor in the early levels, the organizations provide various training programs in order to respond to the needs of organization (Jazani, 1996). Education is a key factor for the progress and development of human resources (Hopkin and McDonald, 2003:157), and the flow through which people learn advanced knowledge, skills, attitudes and trends relevant to specific roles. During this process new knowledge enters the person's mind and creates changes in their behavior and attitudes. By education help, the lack of skills, attitudes, knowledge and insight can be made up and performance deficits can be removed if it is directly related to education (Zahedi, 2004:176) Education is a necessary investment for organizations.

Obtaining employee satisfaction is related to the investment in their education and it means educational activities are associated with the overall business activities. The support of organization's senior managers should be obtained for education, without their support no matter how well the training has been done there are chances that the desired result would not be achieved. The top managers need to be aware how the training will be useful to the organization and its employees, and how it is associated with the business goals (Jrys, 1999). The fundamental purpose of education is to help organizations to reach their aims. Training wants to improve qualifications and competence of employees and improve their per-

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- Department of Management, Rafsanjan Branch, Islamic Azad University, Iran.
 - Research Center for Health Services Management, Institute for Futures Studies in Health, Kerman University of Medical Sciences, Kerman, Iran.
 - Department of Management, Rafsanjan Branch, Islamic Azad University, Iran. E-mail: M.beheshtifar@yahoo.com

formance and the philosophy of education in an organization indicates the importance of education in that organization (Haji karimi and Rngryz, 2000).

Among the benefits of training for staff: Increased job satisfaction, contributing to the health and safety, employees contribution to employee to faster get close to a skilled employees and increased employee flexibility. The training also has some benefits for the employee, including: increased profits, improved performance standards, use of resources, reduce waste, reduce complaints, helping to recruit employees, job rotation, to help improve customer satisfaction with succession planning (Jrys, 1999).

3 THE CONCEPT OF HUMAN RESOURCE DEVELOPMENT

The most important factor of economic and social development, at different times is the consideration of the effective role of human resources, because unlike other creatures, humans possess creative and efficient role and it can improve the quantitative and qualitative aspects of their work and eliminates potential problems with new methods. Trained and skilled manpower could be given the power to make the best use of available resources and enhance their thinking (Vafanzhad, 1999:1). In today's organizations the changes are so fast, multilateral, no complex and pervasive, that organizations could not survive, grow, develop and improve without forecasting and adaptation to it. The appropriate response to complex events puts organizations in place of a social theory of open systems (Soltani Tabrizi, 1378).

Today, one of the most fundamental activities in the organization to cope positively with change and competition is the use of systems improvement and innovation in inhuman resources to achieve desired goals and its constituent organizations. In a sense it can be said that "today's age is changing and waves are subject to change, as the world has become a raging ocean waves aboard a boat that changes every moment since the world calls it at any hand, living in an age throws the man has not changed so much (Asadi,1990).

The human resources development has been debated to a great extent, but what matters today in the context of human resources development is not only technical training but also a comprehensive education system should train the employees, and it means that staff should be grown in different dimensions. For example, if an engineer or technician of technical and professional people with great skills, does not know well about organization's rules, or is weak in human relationships or does not know his/her duties, he/she is not an improved person, because, due to organizational failure he could not use his ability and expertise effectively (Soltani, 1998).

Characteristics of manpower in the knowledge-based economy: We refer to the characteristics of knowledge-based economy concisely.1) Knowledge-based economy, is less reliant on physical aggregation of labor, materials and money. In the past, it was necessary to pool the resources to produce goods and services. Now, through what is called mass deforestation, we can reach the same functionality. We can combine labor,

materials and money while they are indifferent regions of the world (Sanei, 2008).Technology makes it possible to convert physical phenomena to virtual ones. Virtual corporation is a company that has no specific physical location and permanent staff and relies on contractual relationships with distributors and suppliers. Empowered teams from around the world can come together and work together without being in a certain time and in a single location (Sanei, 2008).

4 NECESSITY OF EDUCATION AND HUMAN RESOURCE DEVELOPMENT

Due to the rapid and accelerating transformation of human knowledge, things change and evolve drastically, and changing is the most striking features of the modern civilized world. Changes are taking place in all aspects of life with dramatic speed. Organizations and workplaces are not exempted from this issue. Knowledge development and environmental change have faced organizations with emerging phenomena and factors such as, globalization, leading to their employees, new technologies, emphasizing quality, value-added knowledge work systems, high-performance and upgraded path of employment and the gap between education and knowledge needs of the business environment. This causes the need to educate the business environment as a dynamic and strategic system and increases the role of education in improving organizational goals (Khorasani, 2013).

Training and development of employees is a strategic move that cause the value of the individual in person level, and in the organizational level cause the improvement and development of the organization upgrading and in national and even transnational organization, leading to increased efficiency of the next related results. So, one of the underlying measures which causes effectiveness of organization, is the creation or joining in the taking of human capital development and improvement of education by the help of training and development. Training and development play a major influence on people's knowledge and skills and improve their attitude towards the job and the duties and activities. Therefore, the role of organizations and institutions, which knows the role of training and development for increasing skills and knowledge and improvement of attitudes and motivation of employees, the cost of training and development are considered as investment and in their development plans and annual budget, allocate a substantial sum to devote to training and staff development. Take the upgraded model of successful companies and organizations around the world (such as IBM, Xerox, Motorola, McDonalds and Ford) and major investments in education and infrastructure and improvement of its people confirm the above mentioned point (Khorasani, 2013).

According to Bonas manpower planning manager of Paul Ford Company, if you look at the training and development as an expense, in a tough economic climate, we should cut funding education and development and save development costs. So if the set of values and principles on which to base employees are considered the most important as set be the organization's motto, education will remain even during the recession.

Education is a continuous process and is permanent, not a temporary and passing problem (Khorasani, 2013).

Factors affecting the education and development of human resources: the most important factors that influence the training and development of employees are as follows: 1 - Senior management support: Training and manpower development is possible if it is supported by the comprehensive senior management organizations and individuals has provided necessary facilities for this program. 2 - Commitment and facility of executives in leadership training and cooperation with other organizations' managers: level of commitment and success in implementing training educators believe that whatever the belief is more obvious, the training would be more successful. 3 - Technology: Technology is continuously changing, so staff must be consistent with the changes. 4-complexity of organization: Today organizations in terms of staff numbers and volume have been developed to the extent that has complex organizational structure. 5: Knowledge of Behavioral Sciences: The necessity of these sciences for managers is obvious to recognize needs of people. 6: the basics of learning: Training implementation requires knowledge of the following: a) learning and motivation b) feedback and learning c) training and learning d) ability to transfer the findings. 7: Other duties of Human Resource Management: Performance of other duties of human resources management, affects training and development of manpower in any organization (Shariatmadari, 2003). So organizations for achieving their goals successfully, need to train staff to increase their productivity and enrich the content to be useful. Education, increases labor productivity and causes the specified time, the supply of goods and services is more and more valuable. The cost of education refers to work force investment. In general, education increases the operating efficiency in three ways: (Taheri, 2004). A) Educated people at the same time do additional work load and the work they do is of a higher value. B) Educated people can allocate the resources better and thus increases productivity. C) Educated people on equal terms are capable of doing more inventions and innovations and by this way productivity will be increased rapidly (Shariatmadari, 2003). What is required to emphasize is the point that without staff training the base management becomes unstable and will collapse all. It is also seen that most of the problems can be solved with training programs and the work of different groups (Thomas, 1971).

Staff training is a vital and inevitable matter that should continually be considered with the whole management process so that the other management activities will be fruitful (Jafari, 1996). Training programs in an organization require skilled manpower and expertise to meet the future staffing and can be the best practices to solve problems training and development programs are designed to suit the needs of organizations and will prepare those who are likely to be of higher job incumbent in one or two next years (Alvani, 1993).

5 OPTIMIZATION OF HUMAN RESOURCES

Human resources, methods and techniques of training, development and enrichment rely on three key assumptions:

First assumption: we should be known one of the methods and techniques of teaching may not be the best method of teaching. Effectiveness of different teaching methods, techniques, is subject to variables such as educational aims, background and status of the participants in the training courses and the course of training and skills of members and educational instructors. Second any programming using some of the methods and techniques of teaching. In fact planners and designers according to the purposes of training courses undoubtedly will use more than one way to achieve practical goals. Thirdly, it should be noted that combination and integration of some of the techniques and training methods will play an important role in the status of each activity. So it is logical that in some of the topics several teaching methods are used (Abtahi, 1989: 60).

Some of the methods and techniques of training and human resource development are: 1 - Learning through Lecture 2 - Learning through groups discussion, 3 - conferencing, 4 - seminar - 5 training through the use of Symposium 6 - scientific visits 7 - division of groups into large and small 8 - case study 9 - brain stimulation 10 - simulation 11 - service training - 12 Education or adjacent trial 13 - school 14 - education through a discussion 15 - the union 16 - open Group 17 - team work 18 - illustrate the display - 19 The four-stage training - 20 the related study 21 - correspondence education (Abtahi, 1989).

6 CONCLUSIONS AND RECOMMENDATIONS

Higher education represents an important form of investment in human resources and by providing the knowledge, skills and attitudes contribute to economic development. Higher education certainly is not only knowledge but also the promotion of the development of research, technology and science, to create new knowledge thus, universities and other higher education institutions increase contribution to the economy.

Before 1960 AD, economist had a sporadic interest to the category of education in general. The initial studies about evaluating the importance of education in the quality of human resources were assigned to "William Petty". But more serious work is attributed to Adam Smith, he knew the source of workforce skills development and economic prosperity on the one hand and on the other hand, argued that by increasing competition between universities, training centers, we would increase the efficiency. After "Smith", "Alfred Marshall" seriously made the category "Education and Economy" alive and examined the relationship between the two. He mentions the basics of economics of education as an investment and believes that the condition that causes parents to be involved in education legally, should be examined seriously. Until the mid-1930s "Walsh" did the first experimental study in the context of Cost - Benefit Analysis. In the late 1950s, economists patch work took into account the education and economic importance. Then how to deal with things changed, it seemed, they believed that education is the difference in the growth between countries so that in 1970 AD, "Schultz" and "Denison" and "Baker" published the results of studies and attempted to

justify the nature and the root causes of fluctuations in economic growth with a new variable called "training". Surly, earlier other people like "Mynsr" and "Miller" began to evaluate the effect of education on different in take (Naderi, 2001: 177).

It can be admitted that theoretical background can be expressed in terms of the economic development of the organization: One of the efficient supply of manpower is to increase efficiency and productivity of people, second, to push the boundaries of science and technology and advancing technology as the responsibility of raising manpower and increase productivity and efficiency at high levels of specialization in charge of the university, so the university has a fundamental role in economic development, because higher education as part of the overall process of education, skill and expertise of the faculty members improve their detection and improves the productivity of the workforce.

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