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1 Foundations of Human Resource Development

4 Human ResouRCe Development Table 11 Definitions of human resource development found in literature Author Definition Harbison and HRD is the process of increasing the knowledge, the skills, and the Myers (1964) capacities of all the people in a society

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in aspects of human resource management In some organizations, line managers may be the only people who consider human resource management Other organizations may employ one or more people to oversee human resource management The policy and guidelines for human resource practice which such people provide are used by the line managers

A Review of the Literature on Human Resource Development ...

operationalized, for the purposes of this discussion, as Human Resource Development (HRD) Nadler (1970) defined HRD as “a series of organized

activities conducted within a specified time and designated to produce behavioral change” (p 3), and Desimone, Werner, and Harris (2002)

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Human resource development (HRD) as a subfield of the human resources discipline has long been challenged to define itself (eg Lee, 2001, 2014; Pace, 2000; Russ-Eft, 2000; Wang and Swanson, 2008; Werner, 2014) Although HRD definitional research may appear to be a niche in the overall human resources literature, it has increasing importance in

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EVOLVING TERMS OF HUMAN RESOURCE MANAGEMENT ...

human potentials, individuals' capabilities, time, and talents must be managed and developed Hence, the practice of human resource management (HRM) and human resource development (HRD) works to ensure that employees are able to meet the organization's goals Globally, the term HRM and HRD has been used by scholars, academics and practitioners