

COMBATING INDUSTRIAL CHALLENGES DURING COVID 19

Editors

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Editors

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A STUDY ON HUMAN RESOURCE DEVELOPMENT IN COOPERATIVES

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Abstract - Human resources development is an important component for the success of any organisation. Human resource management plays a crucial role in the implementation of strategic management in cooperatives. It has, however, not been accorded the importance it deserves in the cooperative institutions. The existing organisational design of most of the cooperatives does not conform to the basic principles of human resources management of a sound institution. The cooperatives are generally headed by a committee of elected members, who are not necessarily professionals. The cooperatives will have to evolve sound personnel policies encompassing proper manpower planning and assessment. It is necessary to evolve scientific staffing norms. There should also be a conscious policy for developing the second line of management in all key functional areas. Conscious and well specified HRD principles in crucial areas like recruitment, placement, training, career progression, managerial grooming, etc., are lacking in most of the cooperatives. There was no evidence of an objective system involving professional guidance for recruitment in cooperatives in several states. Therefore, it is necessary to study on human resource development in cooperative. This paper attempts to analyse the human resource development in cooperatives. A diagnostic research design (theoretical analysis) is followed in the present study. Empirical results show human resource management and development in cooperatives are is not effective.

Keywords: Human Resource Development, Cooperatives, Management, Training, Education, NSUI.

1 INTRODUCTION

According to the Society for Human Resource Management (SHRM) 2007, Change Management Survey Report, "the top two obstacles encountered during the major organisational changes are communication breakdown and employee's resistance." India moves towards progressively 'Knowledge Economy'. Skills and knowledge are the important driving forces of economic and social development of any Country. The Eleventh Five Year Plan focused on advancement of skills and these skills have to be relevant to the emerging inclusive economic growth of rural India. Cooperative is one of the sectors, which renders services to the poor people and uplifts the socio-economic status of members. A cooperative organisation is an autonomous association of persons united voluntarily to meet their common economic, social and cultural needs and