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### ROLE OF HUMAN RESOURCE MANAGEMENT IN INDUSTRIAL DEVELOPMENT

Ravindra Kumar\*<sup>1</sup>

<sup>1</sup>Research Scholar, Mewar University, Chittorgarh, India.

#### ABSTRACT

Success of any organization depends mainly on the quantity and quality of its human resource. No organization can be successful without employing right kind of people in sufficient numbers, doing right jobs at right time. First and foremost function of Human Resource Management is the procurement of right kind of people in right numbers. Quality and quantity of right people is important before selecting right person for the right job. This is the primary function of Human Resource Planning. In fact, the process of human resource management begins with human resource planning. Human Resource Planning refers to the process of forecasting an organisation's future demand for and the supply of the right type of people in right number. It is only after this the HRM department can initiate the recruitment and selection process. Thus, human resource planning is sub-system in the overall organizational planning. It is also called man power planning, personnel planning or employment planning. Decenzo David and Robbins Stephen has remarked "Human Resource Planning is the process by which an organisation ensures that it has the right number and kind of people at the right place, at the right time, capable of effectively and efficiently completing those tasks that will help the organisation achieve its overall objectives. In an era of globalisation and liberalisation an enterprise is exposed to global competition. In order to survive and grow against competition, it needs to create and sustain its competition and advantage in terms of product, quality, brand equity and customer service. It is possible only with the active support of its staff or human resources. Top management of the corporate must take steps to make appropriate human resource planning for future business by integrating its various policies.