New Strategies for Human Resource Development in Organizations

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Abstract
Undoubtedly, human resources in all the centuries, is the most important achievement and it's considered as the engine of development. In this era that human achieved extraordinary advances in science and technology, despite the role of technology in economic development and industrialization, not only decrease, but according to the importance of human resources "HR" used as creator and receiver technology, has become increasingly necessary. At development of human resources in an organization should always identify new capacities and capabilities of human quality to the development of capabilities of human quality perform as a continuous process.

Keywords: Human Resource Development, education, Productivity.

1. Introduction

Human resource development means generate thought and idea by staff and the new concept will require staff to be equipped with the skills and qualities that with Compassion and capabilities full commitment, put their Energy, expertise and thought in order to accomplish the mission of the organization, And permanently create new qualitative intellectual value for the company. At new concept of human resource development has the following components:
- Creation of knowledge and enhancing knowledge of workers
- To produce scientific and balanced behavior in staff
- Creating added value as a quality of staff
- Improving employability
- Development of work skills
- Updating employee information
- Ability to solve problems in scientific form
- Doing things right
- Rational decision making
- Harmonious personality growth in staff
- The ability to combine and build new collections

2. Continues education of employees:

The most important element of any military is human resource, which can lead to development of objectives of the country. Proper use of human resources as the most valuable and the greatest wealth of any society, as an important issue, always considers for the state. In other words we can say that humans is the purpose of development of and cause of it And realizing development goals, to a considerable extent depend on method of management of this critical resource and wealth. In concept of human resource development in organization, goal is create skills that person could prepare himself heavier responsibility occupations higher career. Therefore, training programs of human resource development in order to grow their business without current or future relationship with the organization, And permanently create new qualitative intellectual value for the company. At new concept of human resource development has the following components:
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Generally, the purpose of continues employee education on the organization can be summarized in the following cases:
1. To facilitate the achievement of organizational goals
2. Way to do things in harmony and prevent overlap and duplication of tasks and responsibilities in the organization.
3. Blossoming hidden talents and enhance employee morale and create stability in the organization.
4. Reduce the direct and indirect supervision.
5. Creating Job Satisfaction and increase and decrease the insurgency rate, conflict and Absence and reduce the costs of disaster.
6. Reduce public spending and improve the quality and quantity of products or services offered by the organization.
7. Strengthening and developing a sense of loyalty between employees and necessary flexibility to the organization.
8. Building trust and improving the lives of workers and employees through job promotion and secure their future.
9. The growth and success in the field of occupational, social, individual, private.
10. Helps to increase individual and organizational effectiveness and efficiency.

3. Making use of employee participation

Use of employee participation in the management and implementation of the organization, today, management is considered as one of the fundamental principles of quality. Employees are the essence of the organization and their participation because their abilities consider as their advantage (Heir, 1998). Motivation, commitment and involvement of the organizations will bring innovation and creativity in developing organization goals. Responsibility and accountability to Employee in relation to the performance of their underlying desire to work in partnership for develop better human resource, and therefore continuous improvement in the organization (Pearce, 2006).

Applying the principle of involvement of people in the organization typically leads to:
- Employees understand the importance of their contribution and role in the organization.
- Staff identifies performance limitations.
- Staff recognized ownership and responsibility to solve problems.
- Employees should evaluate their performance in line with personal goals and objectives.
- Employees should search for opportunities to increase competence, knowledge and experience.
- People freely share their knowledge and experience.

Therefore, it is suggested that use the planning of the organization interactive programming method that focuses on the high level of employee participation. Participation in organization can develop Power and influence, unity and cohesion; As a result, it can perform specified tasks.

The role of information technology in human resource development:
In today's world, information technology, yeast human development in the community and the main axes determines human resource development and nature of society and human. In human resource development should always recognize new human capacity, develop human capabilities and quality should perform as a continuous process (Baford, 1998). Achieve this purpose depends on the use of information technology, because technology is constantly in the process of information production, processing, distribution and management. Thus, when information technology will solve the problems that develop in the service human beings and human capabilities combining together to lead develop and.

4. Productivity.

The concept of information technology:
Information technology before being a hardware system and a set of patterns is a thought and cultural production culture it can be called information. Without the production of information, IT systems cannot be sustained. So, what is important in IT is critical thinking-oriented information. Information Technology and connections formed by the combination and is not supercomputer produced useful ideas and tools such as wire and cable. In information technology, intelligent people thought generate information. Information technology, (IT) methods of data collection and use of information technology in society, with smaller, cheaper and computer programs that are easy access to access information from anywhere and by anyone. Databases derived from the concept of information technology facilitate complex processes within the organization and connect organizations together, has established organizational networks and mid-term viewpoints of management has change to a long-term viewpoint (Zaheri, 2006).

In general, the concepts of information technology components are:
Production of information, information policy, collecting data, summarizing data, this area; Sensitive information, processor, network thinking, optimization, integration, research approach, Preparation methods, storage, transmission.
Briefly, Information technology in following dimensions will lead to human development:
- Professional development
- Institutionalization of change and innovation
- Enhanced perceptual skills
- Strengthen decision making skills
- create Research moral in employee
We can say IT is as set of generate thought that by hardware mechanisms are available for individuals and organizations (Soltani, 2003).

5. Conclusion

The concept of human resource development, organizational human qualities should be equipped not has any problem with organization and with insight and compassion, and commitment of all abilities, energy, expertise, and their mind to achieve organizational missions and constantly For organization produce intellectual value. Understanding the importance of human resource and its development is a key factor in the success and effectiveness of the organization because only sustainable competitive advantages of organizations are people who work on it. For success and Enhance effectiveness of the organization, the organization must continue to support systems and capital investment led to the development of human resources. to David J. McLaughlin (1984) expression, first we should Took the initiative and provide an environment where people are making up lies inner talents to flourish And thereby improve the health and welfare organization And thereby improve the health and welfare organization. Continuing education and participation in organization direct exploitation of potential employees is associated with the development and prosperity And it plays a major role in human resource development. In addition, today provided the necessary knowledge and change the orientation of its human resources through information technology easily and develop employees in all aspects of an organization or society. Thus according to the three general questions can be useful for developing human resources in today organizations.
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