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H. No. 5-11-559, Srinagar Colony, Naimnagar,

Hanmakonda, Warangal- 506009. Telangana State (India)

Website: www.spwingo.org/www.spwijournal.com

Email: spwi.ngo.2014@gmail.com/ devathasuresh@gmail.com

editor@spwijournal.com Ph: 9959026635

spwijournalforsocialwelfare@gmail.com

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HRM AND POLITICS AND PUBLIC ADMINISTRATION – A STUDY



Dr. Madishetti Nagaraju

Department of Public Administration & HRM,
Kakatiya University,
Warangal, TS

Abstract: *India stands for democracy that has established a parliamentary form of the political system for fulfilling the interests of the people. In a democracy, people can be regarded as the ultimate source of power generation and the authorities of the rulers are conferred by the people. Similarly, power is related to politics and public administration (P&PA). In other words, politics is a power struggle and PA is related to the execution of power. However, it is very difficult to determine the achievements of India as a democracy towards uplifting democratic values and national objectives. Here, one of the major democratic values in the mainstream is human resource management (HRM) in India. It is closely related to the development process and growth of the country. This paper has been made to understand the relationship between HRM and P&PA in light of existing literature and evidence.*

Keywords: *Human, Management, Politics, PA, Power Generation, Growth*

Introduction

Resource management means the adjustment of the resources in an even way. It is also related to the concept of sustainable development. The economic hardship of a country leads hurried exploitation of resources. But future awareness alerts the mentioned trend. It is needed to maintain a balanced system for the same. However, the study has been made for investigating the role of the country in the respective field specifically towards HRM. Here, we can point out the concept of democratic values and resource management. Before going for a brief discussion, we should know the democratic values and their directions. Democracy is a form of a political system that empowers the people to rule over the whole. It creates the situation for common

participation in politics and the political system. The judgement of the majority is supreme and absolute to the rest. Similarly, it conceives the principles of liberty, freedom, equality, social justice, and so on. At present time, the model of the liberal welfare state is taken by a major portion of countries in the world. Similarly, we can say that it has been taken because of the effectiveness of democratic values. All countries believe in the principles of the welfare nation. It is a transition from a conservative nation-state to a liberal welfare state. So, of late, in this newly emerging trend and environment, HRM has become one of the major challenges for the country in the development process.

The question arises on the ground that how far modern states can control their resources in the waves of globalization like India. Based on the mentioned issue, how P&PA is related to the same is the focus of the study. We have discussed democracy and its directions. So, politics has a great role in making situations in a democratic setup that is further run by public administration. It determines the direction of the respective country. Henceforth, resource management is also a big issue for a country like India which is more and more dependent on P&PA to sustain the development process. It does not mean that P&PA is the only responsible mechanism for it. But both have a great impact on the matter.

Human Resource Management

HRM is the function within an organization that focuses on recruitment of, management of and providing direction for the people who work in the organization. HRM is also a strategic and comprehensive approach to managing people and the workplace. The specific subject of the discussion is HRM in the context of Resource Management in India. At present time, HRM is one of the remarkable areas of resource management for India and P&PA is directly or indirectly related to HRM as well as resource management. The growing population forces people to exploit natural resources. At the same time, the issue of sustainable development comes to the field. So, it has become clear that unless tackling the matter with a strict hand, it is very difficult to manage the people for their bread and butter. There is a way for the same. For example, the wastage of reserves can be reduced through scientific methods and plans. Similarly, manpower can be used adequately for maximising production through proper engagement in various sectors.

The American Society for Training and Development (ASTD) has developed a Human Resource Wheel indicating the different functions of HRM. It is made for qualifying work life, productivity, and readiness for change:

1. *Compensation/Benefits*: It deals with the deed of assuring compensation and benefits fairly and consistently.
2. *Employee Assistance*: This section indicates the task of providing counselling to individual employees for personal problem-solving.

3. *Human Resource Practices*: HRP has been designed for defining the organization's major HR needs, strategies, and philosophies.
4. *Organization and Development*: It is for assessing healthy inner and intrapersonal relationships and helping groups to initiate and manage the changes.
5. *Organizational/Job Design*: It defines how tasks, authority and systems will be organized and integrated across organizational units and in individual jobs.
6. *Personal Research and information System*: This section has been made to assuring a personal information base.
7. *Selection and Staffing*: This section deals with the work of matching people and their career needs and capabilities with jobs and career paths.
8. *Training and Development*: It addresses identifying, assessing, and planning learning that has helped to develop the key competencies for enabling individuals to perform current of future jobs.
9. *Union/Labour Relations*: It assures a healthy and sound union/ organization relationship.

Theoretical Origin of HRM

HRM has been introduced in the early 20th century and it was developed by Frederick Taylor. Taylor developed a theory that is well known as "scientific management". It has been developed to improve economic efficiency in manufacturing jobs. He has keyed in one of the principal inputs into the manufacturing process. Another important approach is the human relations movement developed by Elton Mayo. He did Hawthorne studies (1924-1932) to find out how stimulus can be related to financial compensation and working conditions, yielding more productive workers.

The Chartered Institute of Personnel and Development can be regarded as the oldest known professional HR association which was established in 1913 in England. Also, it represented the Welfare Workers' Association. Later, the name was replaced by the Institute of Industrial Welfare Workers. Again, the newly given name was replaced by the Institute of Labour Management. Similarly, the School of Industrial and Labour Relations was established at Cornell University (USA) in 1945. This is the world's first institution of higher education and it is dedicated to workplace studies. The trend of collective representation has been introduced within organizations by the end of the 20th century. The relationship between industries and labours was increased and the personnel management approach has become prominent for the same. In 1948, the Society for HRM was formed and it was further named the American Society for Personnel Administration. Gradually it has become the largest professional HR association. By the beginning of the 21st century, human power has been regarded as one of the assets along with other elements by corporations. Simultaneously HRM has become the dominant approach in this field.

Ministry of Human Resource Development (MHRD), Government of India

MHRD handles the issues related to HRD in India. We would like to provide some major objectives of the department which are as follows:

1. Encouraging international cooperation in the field of education, including working closely with UNESCO and foreign governments as well as Universities, to enhance the educational opportunities in the country.
2. Formulating the National Policy on Education and ensuring that it is implemented in letter and spirit
3. Paying special attention to disadvantaged groups like the poor, females, and the minorities
4. The planned development includes expanding access and improving the quality of educational institutions throughout the country, including in the regions where people do not have easy access to education.
5. Provide financial help in the form of scholarships, loan subsidies, etc to deserving students from deprived sections of society.

Critical Evaluation

India is a big outlet for the rest of the world. It is the second-largest populated country and seven largest regarding territorial areas. Similarly, we can trace it to the concept of the semi-periphery of the world. It has resources and an infrastructure-friendly environment to a large extent. Secondly, the country continues democracy and stands as the big democracy all over the world. In a democracy, people can be regarded as the ultimate source of power generation. Therefore, the authorities of the rulers are conferred by the people. Similarly, power is related to P&PA. We can say that human is a resource and that resource is a kind of power. Similarly, resources are interrelated. At the same time, the management of resources is one of the big challenges for India that is further related to the mobilization of human power. Irrespective of internal or external outlets, the mobilization of human power should be a prime goal for the country. For doing that it is necessary to make healthy, sound, and conducive politics in the country that can create an effective PA and its structures. Because politics is the mechanism of power generation in a democratic country and established powers are used by PA.

Output

The study has unveiled some facts for us. We would like to present the results of the study in brief. They are as follows:

1. Before 1991, India suffered from conservatism and ideological disease. So, it was unable to circulate manpower efficiently.

2. Globalization is seen blindly. Global steps should be made for the own sake of the country rather than allowing international actors.
3. Government policies are more theoretical rather than practical. Despite various plans, the country is unable to celebrate the human resource management approach.
4. India consists of different groups having different identities. So, it is difficult to sort out universal goals for the country.
5. India has been facing political barriers that have created problems in the management of human resources.
6. India has big natural reserves. Similarly, the country contains more than a hundred crores of people and it is the second largest populated country in the world. Despite those, the country has failed to mobilize human resources.
7. Indian diplomacy fails in deliberation to mobilize manpower to the rest of the world as well as to invite foreign outlets for managing the Indian manpower in the internal field.
8. Indian education system facilitates more and more art and cultural studies rather than technical and professional studies.
9. The Spread of education in India is not satisfactory. So, the people are not so aware of the acquisition of power and utilization of their manpower for their own sake.
10. There is a needed structural change in public administration in India. Human resources should be made efficient to the extent that can compete with foreign actors.

Suggestions

The study provides some needful to the respective field. They are as follows:

1. Government should concentrate more and more on the empowerment of people. It should be taken as one of the prime goals of the country.
2. Government should search for new areas for the engagement of unemployed people rather than allowing outsiders.
3. It is one of the major tasks for government to establish some strong surveillance institutions to increase accountability. It helps in implementing goals in the practical field.
4. Non-governmental organizations should take responsibility to uplift awareness. They can encourage people for doing that. Similarly, they can enlighten people by giving directions for the same.
5. Political participation is another important aspect of this field. Participation in politics should be practical and goal-oriented. Unconscious participation

is more harmful than de-participation. So, people should take care of their political right

6. Professional studies should universalize in educational institutions in a resourceful way.
7. The country should change its perspective from an ideological to a realistic approach to innovation.
8. There should be made research in this field for deciding for the future.

Conclusion

Gradual increase in population and complex world environment demands tactful management for the survival of human beings. Similarly, it has become an unmanageable race between the growth of population and natural resources. Also, it can be traced to a sustainable development approach. So, it is a big question for human civilization how to adjust human resources with a natural balance system. Human beings are separated from other living creatures. The logic is management capacity for the greater good. The concern is not exploitation in nature but it is the utilization of resources to a reasonable extent through human resource management in the natural environment. People can do everything they want to do. We can run activities with a natural balance system without harming the base. It is needed to be aware of our peaceful qualities and powers for utilization with planning. That can be called real HRM for the greater good.

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