

RESEARCH ARTICLE

Organizational Effectiveness through HRD

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ABSTRACT

Organizations face challenges while they live in a dynamic and competitive environment because of day to day competition. The effectiveness of a business constitutes its ability to perform a function with optimal levels of input and output. Improving organizational effectiveness is a sober concern for any organization as a matter of existence. This has to be achieved through implementation of important organizational effectiveness elements or factors. Enhancing organizational effectiveness is the key for success of business and consequently employees are expected to increase the efficiency of their work environment. Fundamentally, this paper offers a framework for improving organizational effectiveness. The findings revealed that essential elements are to be identified right from the employment and deployment of employees along with related aspects viz: physical resources, money, community development, legal aspects and also survival in the competitive business which has shown significant effect on Organizational Effectiveness.

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Introduction

Organizational effectiveness is often defined because the efficiency with which an association is in a position to satisfy its objectives. This suggests a corporation that produces a desired effect or a corporation that's productive without waste. Organizational effectiveness is about each individual doing everything they skills to try to and doing it well; in other words, organizational efficiency is that the capacity of a corporation to supply the specified results with a minimum expenditure of energy, time, money, and human and material resources. The specified effect will depend upon the goals of the organization, which might be, for instance, making a profit by producing and selling a product. A corporation, if it operates efficiently, will produce a product without waste. If the organization has both organizational effectiveness and efficiency, it'll achieve its goal of creating a profit by producing and selling a product without waste. In economics and therefore the business world, this might be mentioned as maximizing profits.

The main measure of organizational effectiveness for a business will generally be expressed in terms of how well its net profitability compares with its target profitability. Additional measures might include growth data and therefore the results of customer satisfaction surveys.

Highly effective organizations exhibit strengths across five areas: leadership, deciding and structure, people, work processes and systems, and culture. For a corporation to realize and sustain success, it must adapt to its dynamic environment. Evaluating and improving organizational effectiveness and efficiency is one strategy want to help insure the continued growth and development of a corporation.

Model for Organization Excellence through HRD

Organizational effectiveness is the idea of the way powerful an enterprise is in reaching the consequences the enterprise intends to produce. Organizational Effectiveness organizations in corporations without delay subject themselves with numerous key areas. They are skills management, management development, enterprise layout and structure, layout of measurements and scorecards, implementation of alternate and transformation, deploying

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clever approaches and clever generation to manipulate the firms' human capital and the system of the wider Human Resources agenda.

The figure below shows the essential elements identified for the survival and excellence of the organization for sustenance:

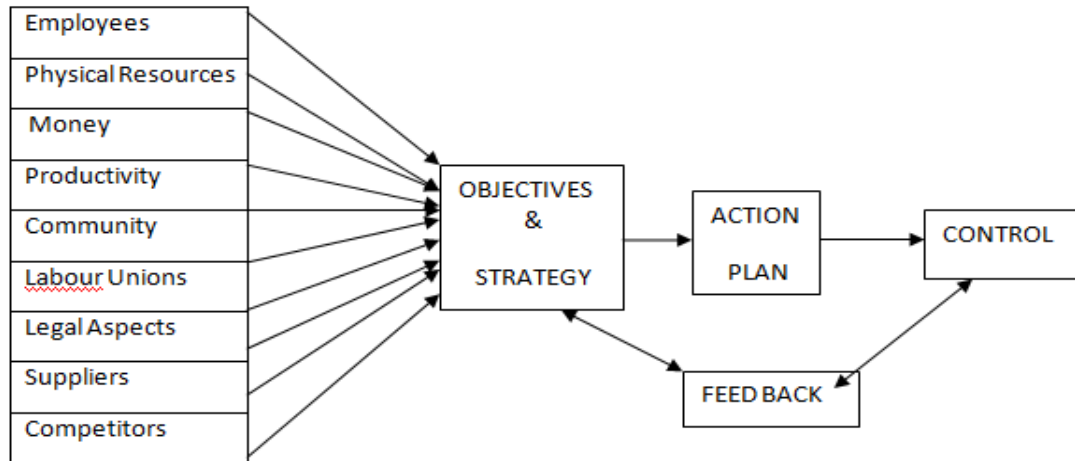


Figure 1. Conceptual Framework for Organization Effectiveness

The primary objective of Organization development towards excellence is improving production and productivity, morale and satisfaction of the employees and to create an environment for best place to work by providing synergistic solutions to obligations and problems with greater frequency to increase the level of self and group responsibility in planning and implementation. The conceptual framework for organizational effectiveness as shown in the above figure is self-explanatory.

Employees: An employee is a term for workers and managers working for a company, organization or community. These people are the staff of the organization. The efficient use of employees/Human resources is challenging tasks as the behaviors of human beings are not easily predictable and controllable. In general, any person hired by an employer to do a particular job in exchange for payment is an employee, but there are different kinds of employees because of their position, cadre, department and role as a whole.

Physical Resources: Every Organization needs resources, whether it's people, money, suppliers, or time etc.,. The physical resources are many include all tangible items that are necessary and available for a business to function. These are items that take space, have a value, and are used in the operation of the company. Physical resources are necessary for all types of business. Product-based Organization use physical resources for providing the goods for sale and for the operation of the business. Service-based businesses use physical resources to facilitate the delivery of the service, such as having a space to work, tools that are needed for the service, and resources used to support the service.

Money: The need for money is pretty clean to every person because it has the capability to satisfy the exceptional wishes of people. So the significance of cash in agencies is pretty vital as it's far used as a motivational device for triggering the Performance of the Employees.

There are sure elements which are concerned with inside the development of the effectiveness of the praise. These elements are as follow.

- Linkage of reward to the performance
- The relevancy of the reward needs to be ensured.
- Interdependent jobs need to be related with the crew rewards.
- Offering rewards need to be precious to the employees.
- The accidental outcomes need to be taken into consideration in advance.

Productivity: Productivity-a ratio of manufacturing output to the enter required to supply it-is one degree of manufacturing efficiency. Productivity is complete outputs in keeping with one unit of a complete enter. Control should enforce manage procedures to preserve or enhance productivity.

Community: The simple intention and goal of community business enterprise is to abolish the variations amongst individuals, develop spirit of common interest and sacrifice and additionally take part together in community programs. To arrange the humans for the advertising and development of community.

Labour Unions: A trade union or labour union, is an organization of employees who've come collectively to acquire many common goals, inclusive of defensive the integrity in their change, enhancing protection standards, and achieving higher wages, benefits (inclusive of vacation, fitness care, and retirement), and operating situations through the multiplied bargaining energy wielded with the aid of using unity amongst employees. Trade unions generally fund the formal organization, head office, and legal group features of the change union through normal prices or union dues. The delegate personnel of the change union illustration with inside the staff are made from place of business volunteers who're appointed with the aid of using participants in democratic elections.

Legal Aspects: Legal aspects with a purpose to impact the employer with inside the future. In this a part of the

facts report there could be the maximum crucial legal aspects for strolling a pupil employer. First there's the choice of commercial enterprise form, wherein there could be a comparison among the specific feasible forms. Afterwards an outline of ways the pupil employer will work with contracts and partners.

Suppliers: Suppliers are very important for running any business. No supplier, no business- No customer, no business . Suppliers are impartial legal entities that exist outdoor the limits of one's personal business enterprise. Suppliers are corporations that promote items and offerings any other business enterprise makes use of to aid its personal items and offerings.

Competitors: A competitor is a person, business, team, or company that competes in opposition to you or your company. If anyone is making an attempt to conquer you in a race, that person is your competitor. We do now no longer simply use the term 'competitor' in business. Competitors additionally exist in sports, politics, acting, music, literature, etc. In business, we name a near a competitor a rival. In different words, competitors are the equal length and make comparable products.

Objectives & Strategy

- Objective - the short-to-medium and specific targets and organization sets in order to achieve its aims.
- Strategy - the plans of action to achieve the strategic objectives of an organization.

Objectives are to be formulated for all the factors which are very much relevant for Organization excellence. Here in our conceptual framework it starts from employees or the human power, physical resources, Money and financial requirements, Productivity for sustainability, Community for welfare of the organization, Labour unions for smooth functioning, legal aspects to take care for polished working atmosphere with established rules and regulations, suppliers and competitors for effective survival and sustainability of the organization.

Action Plan: From the objectives and strategies Action Planning is to deal with the remarks from the survey and construct a timeline to transform actionable records into nice change. The significance of action making plans is that personnel will choose the cost of the survey primarily based totally at the movements taken from the survey

Control: Control play an important role for the success of organization. Organizational control, refers to the process by which an organization influences its subunits and members to behave in ways that lead to the attainment of organizational goals and objectives. When properly designed, such controls should lead to better performance because an organization is able to execute its strategy better.

Organizational control typically involves four steps:

1. Establish standards,
2. Measure performance,
3. Compare performance to standards,
4. Take corrective action as and when needed.

Feedback: Feedback is very important for development of any organization. Feedback is the breakfast for the success of Organization. It is critical for organization to offer feedback to personnel to interact activity overall performance and worker motivation. The feedback wishes to be clear, particular and unique in order that personnel benefit facts on their strengths and weaknesses.

Conclusion

Organizational development for excellence is a continuous intervention strategy of Human Resource Development (HRD) to focus on productivity and cultural development focusing on objectivities and strategies by implementing action plan as per the necessity of the organization. HRD systems are good to focus on employee welfare, production and productivity by retaining quality of work life through continually examining employee needs, demand of the market and meeting them to the extent feasible. Organization effectiveness is complicated enough with Markets, Money and Technology so it is very important to chalk out the elements which are vital and move along with objectives and strategies in mind to overcome by implementing proper controls with complete feedback from all fronts to create an excellence and sustainability of the Organization.

Therefore it is apparent that Organizational Excellence and HRD are the main dependant variables where as the Human power or Employees of an organization form an overall subjective and all powers and talents of the employees based on the factors/elements shown in the conceptual framework towards Organizational Excellence.

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