Significance of Human Resources Development (HRD) Process and Placement inside the workplaces

Abul Kalam Azad[1]

Dr Valliappan Raju [2]

Limkokwing University of Creative Technology, Malaysia [1,2]

Abstract: The research has investigated the areas of HR activities, tools, functions of HR and processes, from employee joining to termination and placement. In Bangladesh view , especially in sequestered sector organizations (transportation sector), the service industry was involved in choosing the wrong people in the wrong place, and their process was wrong. Because some owners and top-level management are not expert enough. As a result, the HRD-Human Resources Development department sometimes fails to maintain the HR process and placement procedures. Due to time limitations the HRD department is not involved or scape their colleagues, their duties, the company's plan, policies, regulations, management staff, and so on. There are also some major issues, such as reward, protection, and well-being issues, that have an impact on overall organizational performance efficiency. Having preliminary ideas about one's own workplace for every responsible and conscientious worker. However, the research established the positive impact by analyzing software like MS Excel and Hypothesis Test - Z test. The study was conducted using simple random sampling (probability sampling). The target population was executive employees. Sample size is 63 executive employees, and the data collection geography was Uttara, Dhaka, Bangladesh. The outcomes and the contribution of the examine are noticeable and have a positive impact.

Key Words: HRD, HR functions, Process, Placement, Transportation, Bangladesh.

Chapter One: Introduction

1.1 Introduction and Background of HRM

The good quality of staffing in a very well-maintained way. While HRD shortlists the CVs of the candidates, they also shortlist benchmarks by comparing them with the job requirements and also other qualities such as educational qualification, experience, achievements, extra-curricular activities etc. When the job requirements match those of the candidate, the candidate is then chosen for the next step of selection. By this way, they control the quality of their staff. Person-organization math is also important to HRD. If the person does not get matched with the organization's rules, regulations, discipline, norms, and practices, it creates a hazard for both the employee and the organization. They ensure their person-job match when they take the written tests of the candidates (Gosney, M. W., & Hughes, C (2016). The most suitable candidate is the one who has more knowledge and experience of the selected position he is applying for. On

the other hand, the organization ensures a person-organization match while they take the final interview. If the person gets more involved in the organization, understands the rules, norms, and practices of the organization, and is dedicated to giving his best effort, the person becomes the perfect match for the organization as well (Hardin-Bartley, S. L. (2014).

1.2 Problem

From researcher observation and experience, and from the literature gap and research gap, researcher have found that the organization's H.R. process and placement procedures are not good enough. Even though they do not maintain HR activities properly, HRD has to follow it properly, but somehow, it's not followed. As a result, HRD cannot place the position of employees in the right place with the right person.

1.3 Research Objectives:

1. To find out the company HRD activities within the workplaces,
2. To identify the placement & process of HRD functions of workstations ,

1.3 Research Questions

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Chapter Two: Literature Review

2.1 Introduction

Human resource department is responsible for the HR Planning, Job analysis, Recruitment and Selection, Training of the employees of the company. They also monitor the performance and handle the promotion and salary related matters (Mahmood, M., & Nurul Absar, M. M. (2015). It is critical for any company to succeed and achieve its objectives. This is a very crucial activity of the Human Resource Department of a company to make a well-organized human resource plan. The human resource system is one of the best systems to utilize human capital in Bangladesh. The strategy of the Human Resource Division follows their strategy. The strategy that is followed by HR is described Mamy, M. M. B., Shabbir, R., & Hasan, M. Z. (2020).
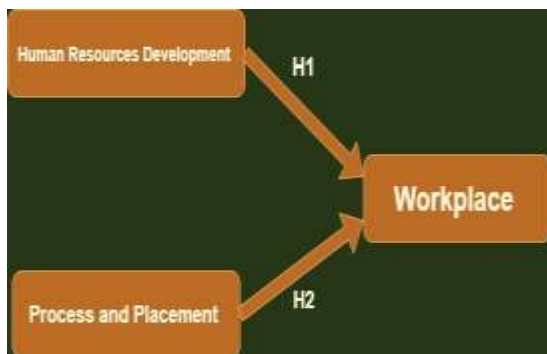
2.3 Theoretical Work
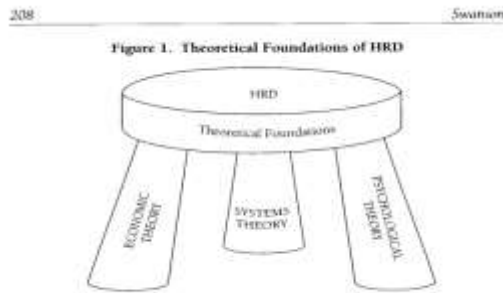
Figure 2.1: HRD Theory by Swanson**,** Sources: from swanson book - page no 208

For this study the researcher uses HRD theory that develop by swanson in 2001 and contribute his book page no 208**.** Before process the paper the researcher tests the theory that can be use or not for this study after that uses this theory for this study.

2.4 Conceptual framework

Figure :2.2 Conceptual framework, develop by researcher

2.5 Hypothesis

H1 : HRD have direct relationship with workplace .

H2 : Process and Placement have direct relationship with workplace .

Chapter Three: Research Methodology

Research Methodology

Exploratory research

Population definition

- Type of research: Exploratory.
- Population: Total 320 employee 289 regular and 31 irregulars
- Elements: Employee of Uttara Branch & Head office
- Extent: Sector 09, Uttara

Sampling Plan

- Sample Unit: executive employee of Selected branch
- Sample Frame:
- The sample frame of this study consists of all 289 employee Uttara Branch
(Head office)
- The sample frame was taken from only the selected branch
- Sampling Size: 63 employees

- Sampling Procedure: Probability Sampling (Simple Random Sampling)

Research Design

Data Source

- Primary Data:

Questionnaires with Structure question by the survey of SMF Employee

- Secondary Data:
- Official website of SMF
- Books
- Brochure
- Prospectors
- Practicum Report
- Course lecture Sheet

Research Approach

- Survey

Research Instrument

- Questionnaires with Structure question
- 3 personal Question with MCQ
- 10 Liker Scale Question
- 5 MCQ Question

Contract Method

- Questionnaire Survey

Data Analysis

- **Result Findings:** Using MS Excel

For analysis of data, Microsoft Excel, different tables and graphs were used to make the data meaningful.

- **Hypotheses Test: Z test**

To extract a meaningful conclusion from the empirical data, hypotheses were tested. In addition, the data was analyzed using basic statistical approaches such as different measures of central tendency. As my sample size is more than 30, I have to used Z test for the study. The following formula has been followed:

Z test = $\dfrac{\overline{X} - \mu}{\sigma}$

μ = mean value
n = sample size
σ = Standard deviation

$\overline{X}$ = Average

Based on my analyzed, I made findings, recommendations, and conclusion.

Hypothesis Scale

In order to analyses the data, a 5-point Liker scale has been used. 1 represents a highly disagreed employee, 2 represents only disagreed, 3 represents the neural employee, 4 represents an agreed employee, and 5 represents a highly agreed employee.

The scale has been shown below.

Customer Opinion	Weighted
STRONGLY DISAGREE	1
DISAGREE	2
NEITHER AGREE NOR DISAGREE	3
AGREE	4
STRONGLY AGREE	5
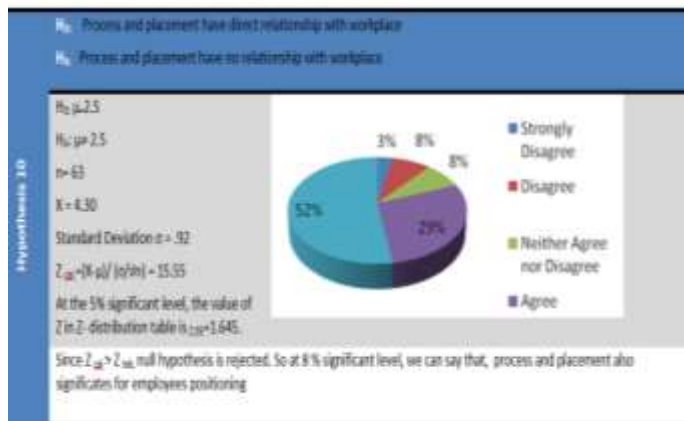
H1 : hypothesis testing results
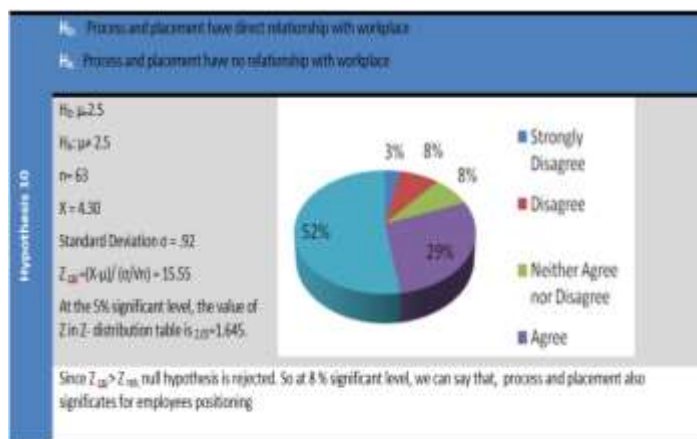
Hypothesis 2

Conclusion

At the end, the researcher comes up with decisions that HRD plays a vital role for the company. It covers the whole company, also monitors its employees' activities and is proactive in managerial decisions. For any company, whether it is small or big, human resource management is one of the major tasks to do because, without the proper support from the employees, the organization may find it difficult to achieve its desired goal. Recruitment and selection are very significant for any organization. HR processes, placement planning, strategies, proper job analysis, well-organized recruitment and selection, and accurate demand and supply forecasting enable an organization to assess vacancies and choose the best personnel to lead the organization in the future (Azad, A. K., Raju, V., & Islam, M. E. (2021). Division and its activities are very developed and effective. If the organizations can-do well-planned tasks, then the Human Resource Division will be more effective and efficient.

Recommendations

1. Develop the organization's process and strategies, monitor and manage the plan.

2. Successful employment planning is designed to identify an organization's human resources needs.

3. The HR department should undertake a background investigation of applicants who appear to have the potential to be employees. They should verify an individual's legal status to previous work through checking credit references, criminal records, driving record checks, etc.

Limitations

The main limitation researchers faced while making this report was the limitation of some information. Time limitations are the major limitations for this study. Moreover, pandemics are also a limitation.

Future Scope

In the future, researchers may research in the HRD field in terms of HR development issues like HR and AI adaption, HRM, and improvement of employees' inter-personal skills, etc.

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