

Human Resource Development for Quality Enhancement in Educational Institutions: Perspectives and Prospects



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First Edition: October 2012

ISBN: 978-81-924451-0-6.

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Publisher: Gokhale Education Society's
College of Education and Research
Parel, Mumbai – 400 012.
www.gescer.com
ges_cer@yahoo.co.in
Phone No. 022 24136408 / 24168493

Printer: Kailash Printers
103, Elite Shopping Centre, Rustom Building, 27/29, Veer
Nariman Road, Near Akbarally, Fort, Mumbai – 400 023.
Email: kailashprinters@gmail.com

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Foreword

Performance Appraisal A Tool For Performance Management

In the earlier days, it would be an insult to call human being as "resource". Resource would only mean materials which are used by human beings. Even the organizations dare not call human beings employed in any job as "resource". It took decades to realize that human being is possibly the most important and expensive resource an organization could have.

In India, till 1970 there was no clear cut HR department and functions in Indian Industries. The role was limited to only salary fixation, recruitment and administration. This narrow view was challenged in 1980 both in terms of innovative practices by large number of organizations, leading to the emergence of National Human Resource Development Ministry network.

Most of the innovations were practiced by the big corporate of the country with the thought of social responsibility, focus on employees as individuals as well as social units. These include the role or the job a person has in the organization, developmental process of the six "human units" i.e. the individual employee, the role, the dyad, teams, inter teams and lastly the organization.

The three processes which attracted the attention of HR department are growth of an organization, impact on society and self renewal, meaning the organization must evaluate its working from time to time and take steps to update its technology. With this objective this conference was organized where a common platform is provided to all the players of the HR system, brain storming, exchange of ideas and discussions should lead to bring qualitative improvement in the Education System.

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About the Book

Organisations need to be efficient, flexible and adaptable to the changing environment in order to survive and grow. Regardless of the type of industry, it has become increasingly difficult for organisations in the global environment to compete with others without right human resources. The quality of manpower in any country ultimately determines the general quality of life. This 'quality' in manpower comes through education, which is the principal developmental tool for human capabilities. In the present competitive situation, institutions need to be efficient, flexible and adaptable to the changing environment in order to survive and grow. Hence, the quality concerns take centre stage and are achievable through quality manpower. Though educational institutions are the ones, where Human Beings are transformed into Human Resources, HRD issues are comparatively neglected area in the context of educational institutions.

This edited book is an effort to know about this important area from experts. The book covers various HRD and Quality issues under four subthemes, namely, Training and Development for Quality Enhancement, Performance Assessment Systems, Employee Engagement/ Employee Empowerment/ Employee Motivation and Organisational Leadership.

PUBLISHER

GOKHALE EDUCATION SOCIETY'S

COLLEGE OF EDUCATION AND RESEARCH

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