

What is Human Resource Development - Definition & Benefits

Individuals who are playing an HR role in an organization do the best that they can for [training and development](#) purposes. They do that for the betterment and improvement of their company's workforce. With an improved and much more capable workforce, their company's production rate will increase, which could lead to an increase of clientele and a dense influx of revenue and profit. If you want to learn about human resource (HR) development and its benefits to an organization, we proudly invite you to read further below.

What Is Human Resource Development?

Human resource development refers to the structure or roadmap to help employees nurture their skills and capabilities towards their full potential. Once that happens, the employees' productivity rates will be optimized which helps in making a company's operations consistent. An HR manager has to exercise his/her [HR skills](#) to the fullest to come up with effective plans and strategies for HR development.

Difference Between HR Development and HR Management

HR development and HR management are often confused. Indeed, they have countless similarities, but they're two different things. HR development focuses on enhancing the attributes and skills of the employees and paving a career progression for them. On the other hand, HR management focuses more on employee facilitation, [performance management](#), and workforce analysis; it's basically just maintaining and putting things in order, not many things concerning development. However, HR development and HR management can work and intertwine together to achieve particular goals.

Benefits of HR Development

Employee Development

The most direct benefit of HR development is, no doubt, none other than employee development. In fact, it's the main reason why HR development plans are established in the first place. Similar to what we've said earlier, developed employees can create many good things for a company, the most notable being an excellent production rate and an optimized potential for more revenue and profit.

Identify Performance Gaps

HR development procedures dissect the overall performance of employees to gather a checklist of information as a basis in formulating development strategies. Along the way during that process, performance gaps will be detected. Performance gaps refer to the areas where employees lack the skill and competency. Knowing the gaps in employees' performance is crucial in determining ways to aid their development.

Helps Employees to Develop Their Careers

Paving career paths for employees is important for every company. Doing so will make it easier for them to fill in their vacant management and leadership roles in the future. How so? That's because they'll only need to pick candidates who are already part of their workforce; no need to recruit externally. HR development procedures enhance employees' skills and capabilities, we all know that now for a fact. When companies help their employees improve, that's already the beginning of helping them develop and progress their careers.

Makes Employees Competent

Companies usually observe [talent management](#) standards to make their employees competent. Nowadays, to keep up with the demands of the industry, you'll need employees with complete skill sets and mental demeanor. Since HR development also focuses on what talent management does, that directly implies that it can help significantly in enhancing the competency of the employees. HR managers must [schedule employees](#) for training programs as one of the steps in making them competent workers.

Creates Trust and Respect

Trust and respect are important values for a good employer-employee relationship. An HR development structure enables company executives and leaders to interact and help their employees, which can fuel their trust and respect with one another. In that situation, a positive working culture will be established in the organization.

Develops Organizational Structure

In an HR development process, the organizational structure of a company will be developed as well. The constant interaction of leaders and subordinates in an HR development process will build the chain of command and hierarchy of the company. Other than that, we've mentioned that HR development helps career progression; in which case, existing employees will earn promotions to higher positions of the company's organizational structure.

Aids in Achieving Goals

Achieving goals will become so much faster and easier for a company with an established HR development process, especially if it's well-structured. HR development will incline employees to improve their skills and strictly follow [company policies](#). When employees do those things, accomplishing the goals of the company will be efficiently done.

Creates an Overall Development of Organization

The development of a company's organization requires a lot of factors to be achieved. One of those important factors is the concept of HR development. The function and purpose of HR development will contribute significantly to the organizational development of a company. Keep in mind that HR development develops employees; and, with developed employees, the company's organization will be reinforced.

Creates Value for Employee and Organization

HR development recognizes the potential of employees and nurtures them for the betterment of the organization. That said, the value of the employees and the organization itself will be emphasized. On the side of the employees, their confidence and morale will be boosted once they're aware that the company values their work and contributions.

Recognizes Individual Employees

Part of the HR development process is employee empowerment and [employee appreciation](#). Those two concepts recognize each employee in the company, especially those who have substantial potential and are excellent performers. It seems petty, but employees want to earn some recognition in the company, regardless if they admit it or not. Recognition will make the employees feel valued, which then encourages them to keep up their excellent work and improve their skills further. Also, they might even

build their loyalty to the company. According to a study by Ultimate Software, "75% of employees" tend to stay longer if their companies recognize their work and address their concerns.

Human resource development can be formulated in many ways possible. It all depends on what strategies the HR manager will adapt and integrate into the process. HR developments made countless companies successful and enabled them to expand their grasp worldwide. Some of these companies may even be familiar with you due to their popularity. Whatever strategies an HR manager utilizes, his/her company will enjoy the 10 benefits listed and explained in this article regardless. We hope we've enlightened you about HR development in some way. Use what you've learned here at your workplace and for your career.