



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore - 641 107**

**An Autonomous Institution**

**Accredited by NBA - AICTE and Accredited by NAAC - UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **DEPARTMENT OF MANAGEMENT STUDIES**

**COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT**

**II YEAR /III SEMESTER**

**Unit 1 - STRATEGIC HUMAN RESOURCE DEVELOPMENT**

**Topic 4: CHALLENGES TO ORGANIZATIONS**



# CHALLENGES TO ORGANISATION

- ▶ Re-structuring of Organisations.
- ▶ Emphasis on core competency
- ▶ Technological changes
- ▶ Work-force empowerment
- ▶ More attention to special categories of workers
- ▶ Compensation linked to share holders value.
- ▶ More Research in HRD



# HRD FUNCTIONS

PRIMARY FUNCTIONS	SECONDARY FUNCTIONS
Training and development	Role analysis and development
Organisational development	Performance appraisal
Career development	Potential appraisal
	Performance counselling
	Employee orientation
	Succession planning
	Participatory devices and quality of work life
	Human resource information system and research



# ROLES OF HRD PROFESSIONALS

## ➤ Roles of HRD Executives/Managers

- Training role
- Research role
- Consulting role
- Change management role



# ROLES OF HRD PRACTITIONERS

- ❖ HRM Strategic Advisor
- ❖ HRM Systems Designer and Developer
- ❖ Organization Change Consultant
- ❖ Organization Design Consultant
- ❖ Learning Program Specialist
- ❖ Instructor/Facilitator
- ❖ Individual Development and Career Consultant
- ❖ Performance Consultant



**RECAP**

**QUESTIONS???**

**THANK YOU**