

HRD Strategies for long term planning and growth

Session 4
HRM Sem II

HRD Strategies

- HRD Strategy indicates the desired course of action planned by an organization to achieve HRD goals or HRD outcomes.

Components of HRD Strategy

1. Umbrella strategy
2. Specific strategy
3. Functional strategy

Designing HRD Strategy

1. Understand the business strategy
2. Developing a Mission statement
3. Conducting SWOT analysis of the organization
4. Conducting the detailed HR analysis
5. Determining critical people issues
6. Developing consequences and Solution
7. Implementing and evaluation of the action plans

HRD Strategies for Long term planning and growth

- Drivers for HRD Strategies:
 - i. Mission, Vision, Values and goals
 - ii. Principles and Beliefs
 - iii. Core competencies
 - iv. OD Strategy
 - v. External Environment

Policies concerning HRD Strategies:

- Recruitment of right personnel
- Retaining personnel
- Reward strategy
- Employee Relation strategy