

A Study on HR Intervention in today's Corporate Sector

Prof. R Hiremani Naik

Institute of Management Studies and
Research, Kuvempu University
Shankaraghatta, Shimoga
Karnataka, India.

Mrs. Vanishree K Naik

Faculty Member
Kuvempu University
Shankaraghatta, Shimoga
Karnataka, India.

Abstract

HR Intervention is the significance of the corporate sector. The purpose of this paper has to undertake a conceptual review of research on HR Intervention in order to functional and operational areas of HR. The article research work towards of the evaluation of the concept of Interventions through particular reference to its use in the context of intervention needs. The conceptual research draws together views on the HR and Interventions. HR intervention identifies the potential applicant, interventions are processed in which corporate functions or set of targeted groups or individuals who committed to set strategy in the organization. HR intervention set targeted goals and objectives to long-term sustainability and development of the organization by the leaders. Interventions constitute the process of action research. Intervention helps the organization to develop cultures (behavior, values, beliefs, and norms) appropriate to their strategies and environments.

Keywords

Human Resource Management, Intervention, Strategy, Industrial Dynamics, Managerial Grid.

1. Introduction

Liberalization and industrialization have paved an increasing pressure on organizations in India to change from indigenous, costly, sub-optimal levels of technology to performance-based, competitive and higher technology provisions. When introducing LPG concept that creates opportunities for the corporate sector to upgrading new technology that is essential for HR so the corporate has formulated the concept of intervention. Today's corporate business is paying more attention to formulate a strategy so the Strategic Human Resource Management formulate value chain management by the efforts of employee

contribution through goal setting, performance appraisal, career planning, and managing workforce diversity. HR interventions can identify the problems with the internal and external environment. Internal structure leads by the management to develop a leadership style (Managerial Grid) interventions help organizations to develop cultures (behavior, values, beliefs, and norms) appropriate to their strategies and environments. Some of the factors involving intervention nature of the issues, aim to change efforts, cultural norms, and expectation.

2. Need for Study

The study determines the use of Human Resource Interventions a sequence of planned activities, actions, and events intended to help an organization improve its performance and effectiveness.

3. Literature review

Sayed Ashfaq (2004); Reviews what are the challenges meeting corporate goals, how the HR functions facilitated to overcome the challenges which can support to accomplish corporate goals. Some of the direction giving by the author a) there is no compromise in procurement b) formulate effective planning process like reactive and proactive planning c) Always groom in-house talent for higher positions than an outsider. d) Always reciprocate and reward the performance of employees. e) A New employee has to be trained suit the needs of the organization. f) Regular review of training effectiveness. g) Collaborative efforts of superiors in team efforts to fruitful level with productive inter-personal relations.

Jain Uma, Pareek Udai and Shukla Madhukar (2005); As the study of review how leaders contributed to developing global economy by the HR intervention in the business. HRD and OD interventions can direct and guided to formulate the process of manager to develop the organization.

Rao, T.V and Rao Raju (2002); This study identifies the HRD practice in Asia- features and challenges as per the study what are the roles of a leader, styles, delegation of responsibilities, and qualities of Indian leaders. How to create learning opportunities, increasing the degree of job satisfaction.

4. Objectives of the Study

- To understand the contribution of HR Intervention in the corporate sector.
- To discuss comprehensive interventions.
- To study various uses of intervention in the corporate sector.

5. Research Methodology

The paper is based on conceptual framework. The basic foundation comes from various secondary sources like research articles, published and unpublished scholarly papers, books, various international and local journals, newspapers and websites.

6. HR Intervention

The Goal: Goal makes workers more satisfied and increase productivity when corporate is concerned about culture, values, philosophy.

Performance Appraisal: Appraisal is periodic evaluation towards corporate sector to measure organization performance.

Reward System: HR intervention involves formulating reward system give the return to employee contribution and increase the level of satisfaction. Create the morality of organization.

Career Planning and Development: HR intervention involves identifying the career to make the planning and development to increase the productivity of the organization.

Managing Workforce Diversity: It is significance to the organization to identify the diversity of workforce changing segment.

Employee Wellness: These interventions assist the employees on how to reduce the stress in the organization.

7. HR Intervention Process

- 1. Corporate Altercation Meeting:** This is a dynamic process of HR Intervention to identify problems when diversified or change the organization to set the duties and responsibilities. Set an action target, and working on problems.
- 2. Intergroup Relations:** These interventions are built the cohesion between different stakeholders in the organization and designed to improve communication and relationship.

3. Large-group Interventions: This is another type of large meeting these interventions involve getting a broad variety of stakeholders to clarify important values, beliefs, and assumptions of the organization towards constructing the new vision to organizational problems.

4. Grid Organization Development: Activities developed by Robert Blake and Jane Mouton, constitute a six-phase change model involving the total organization. Internal resources are developed to conduct most of the programs which may take 3 to 5 years.

These six phases are:

- Promotion individual managers
- Talent and attitudes
- Be in the motion of team growth
- Interrelationship development
- Change game planner
- Execution of tactics
- Assessment phase

8. Interventions Used in Organisation

1. Focus on Intervention

Most of the corporate sector used individual focused and group focused interventions for action research. For identifying the problem based on problem provide a solution and receiving feedback based on feedback facilitates training programs by HR intervention focus on self-motive and mirror, self-learning, or an advisor or facilitator providing feedback, coaching or mentoring.

2. Team Intervention

As we learn by intervention, intervention focused on team development by used techniques and methods designed by the HR to mobilize the organization and individual from here to there from where it wants to be for the development of the team. HR interventions are aimed at improving individual and team activities and efforts so that they may better accomplish their targets/ goals in accordance with the organization's envisaged vision and strategy. The interventions also assist to change the culture of the organization.

3. Role Efficacy Lab

Role Efficacy refers to the psychological factor, it develops work commitment and develops the role to shows effectiveness of potential roles in corporate. It is more significant for today's modern era to leads corporate strategies ex: Stakeholders.

4. Force Field Analysis

Force field analysis is a management technique developed by Kurt Lewin for diagnosing situations. Change is inevitable in corporate sector in which makes plane when diversified the business required change management program in that segment discussion, formulate new teams, evaluating various force by the HR intervention take the decision formatting effective like HR planning recruiting, selecting potential candidates, training and development, industrial relation.

5. Intergroup Intervention

Now a days, modern corporate sectors lead two or more working groups independently. Synchronize tasks, on the basis of a contract to achieve the required organizational goals. That would raise the misunderstanding among the groups that would affect the morality of groups where there is river among the groups it may increase the tension and conflict each group members other as an enemy.

- Enhancing effective interaction among the group members.
- To find common attitudes among the group members.
- To finding desire if the goals with mutual support with the groups

6. Personal, Interpersonal and Group Process Intervention

The HR interference is a learning process to identify and exclusively diagnosis personal, interpersonal and group problems. By providing T-group training focus on how to build interpersonal relations among stakeholders. Negotiation is another technique for build the relation how to manage the conflict.

7. Process Consultation Intervention

Continues Process of Consultation (PC) is another method of HR involvement monitoring solving a problem that puts the employee experience that is called design thinking, the new way of HR faster evolving and adapting new things for recruiting and hiring strategies.

8. Sensitivity Training Laboratories

Learning process schedule small group formation by the professional trainer conduct the survey, collects the data discusses and interacted with the group members examine the action and reaction observing the behavior identify the relationship how they react to one's behavior and learn to change the group formation, to direct group members to improve interpersonal skills, and to build coordination and cooperation.

9. Comprehensive Interventions

The Confronting Meeting

Inclusive HR intervention essential for the corporate sector for understanding comfort zone to make planning implementing strategy delegating duties and responsibility. The confronting meeting, introduced by Richard Beckhard, is a one-day meeting of the entire management of an organization to take a growth of the organizational development. In several actions, the management inquiring the corporate major issues, to examine the reason to develop action plans to redress the problems and set the agenda for effective work. Confrontation meeting is nippy, simple and trust path in which create data about the organization.

Strategic Management Activities

Strategic management means integrated resources to expansion and execution of the corporate to design objectives for present and future completion strategic management integration is:

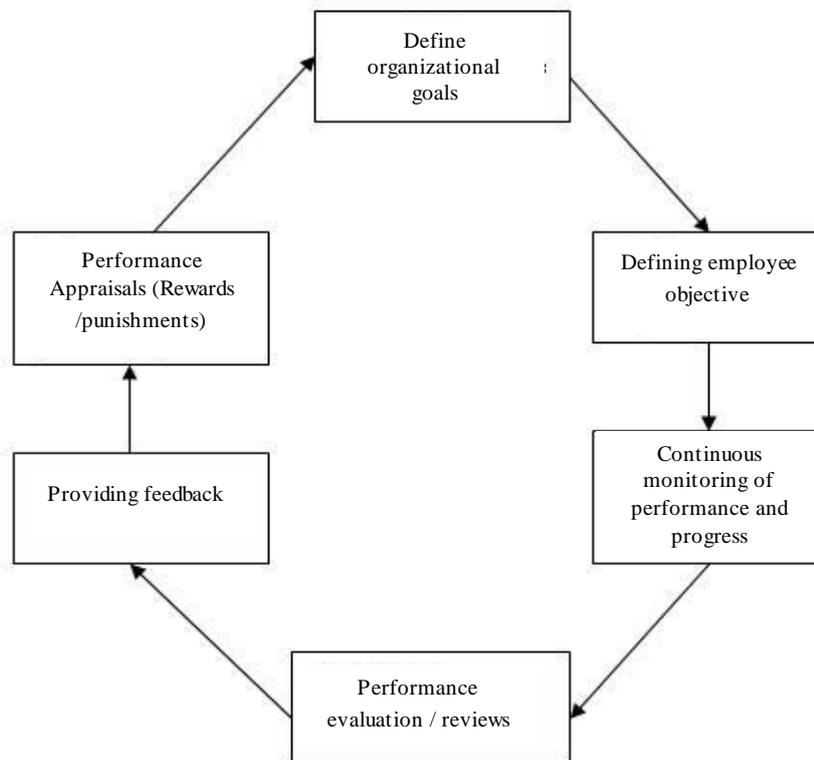
1. Set the object or purpose
2. Environmental investigation
3. Policy formation
4. Policy implementation and
5. Directing and control.

Structural Intervention

Structural Intervention is scientific process its aims to humanizing organization efficiency by the change duties and structural hi-tech of subsystems. Structural intervention changes the work design distribution of duties and responsibility according to the unit of works exposure to relationships, practices and procedures, rules and regulations, preparation of tools and human resources.

Job design: Job design is methods and techniques carrying out of the job procedure to meet the requirements of higher productivity, quality of work, morality of jobs. HR Intervention used to explain the content of job design involve administrative areas such as job rotation, job enlargement, task/machine pacing, work breaks and working hours.

Management by Objective (MBO)



A management model that aims to improve the performance of an organization by clearly defining objectives that are agreed to by both management and employees. According to the theory, having a say in goal setting and action plans should ensure better participation of objectives across the organization.

10. Conclusion

Overview of this paper is HR intervention significant in corporate sector because of development process the action component of organization development presents some of the thinking that goes into planning and implementing HR intervention leaders and practitioners are encouraged to learn the full range of interventions so that change efforts will be relevant, timely, properly structures, and ultimately successful.

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