

- The Six Factors of HRD:-
 - The individual
 - The role
 - The dyad (Boss and subordinate)
 - The team
 - The inter-team
 - The organization
 - HRD Systems and Activities
 - Appraisal system
 - Career system
 - Training system
 - Work system
 - Cultural system
 - Self-renewal System

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HRD MATRIX

HRD MECHANISM OR HRD -SUBSYSTEMS OR INSTRUMENTS	HRD PROCESS AND HRD CLIMATE VARIABLES	HRD OUTCOME VARIABLES	ORGANIZATIONAL EFFECTIVENESS DIMENSIONS
• HRD Department • PAS • PAS • T & D • JOB ROTATION • OD EXERCISE • JOB ENRICHMENT • JOB ENLARGEMENT • ASSESMENT CENTRES	• ROLE CLARITY • AWARENESS OF COMPETENCIES REQUIRED FOR JOB PERFORMANCE • OCTAPACE • VALUE GENERATION • CLARIFICATION OF NORMS AND STANDARDS • FAIR REWARD SYSTEM • BETTER COMMUNICATION	• MORE COMPETENT • HIGH WORK COMMITMENT, • PROBLEM SOLVING SKILLS, • HIGHER SATISFACTION AND MOTIVATION, • BETTER ORGANIZATIONAL HEALTH • DECLINING ORGANIZATIONAL POLITICS • GREATER TEAM WORK	• HIGHER PRODUCTIVITY • GROWTH AND DIVERSIFICATION • COST REDUCTION • BETTER IMAGE