

## “HR STRATEGIES FOR A DEVELOPING SKILLED WORKFORCE IN THE NEW EDUCATION POLICY”

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### **ABSTRACT: -**

This research paper examines the Human Resources (HR) strategies needed to accommodate the new education policy and its goal of developing a skilled workforce. The paper begins by examining the new education policy, its goals and its implications for HR. It then outlines key HR strategies that can be used to support the new policy, including recruiting and training, career development, and performance management. Additionally, the paper examines how the new policy can be implemented in a cost-effective manner, including the use of technology and data-driven decision-making. Finally, the paper provides recommendations for HR professionals on how to create an

effective, sustainable workforce development program. By evaluating the new education policy and its implications for HR, this paper provides a comprehensive overview of the HR strategies needed to create a skilled workforce.

**KEY WORDS: -** *Human Resources, New Education Policy, Skilled Workforce, Technology, Decision Making.*

### **INTRODUCTION: -**

The new education policy in India has been formulated to promote quality education, skill development, and employability. With the rapid economic growth and increasing competition for jobs, it is essential to ensure the availability of a skilled workforce in the job market. HR strategies play a vital

role in developing a skilled workforce that meets the needs of the industry. HR strategies for developing a skilled workforce must focus on recruitment, training and development, performance management, and career planning. Recruitment is the first step towards building a skilled workforce. Companies must focus on identifying the right talent and recruiting them with the right skills. Training and development are also essential aspects of HR strategies. Companies must provide training opportunities to employees to help them acquire the relevant skills to meet the job requirements. The training should be designed to meet the changing needs of the organization. Performance management is an important aspect of HR strategies for a skilled workforce. Companies must measure and evaluate their employees' performance on a regular basis to ensure that their efforts are in line with the organization's goals and objectives. Companies must also provide employees with

opportunities for career planning. This will help them identify and pursue their career goals, and develop the necessary skills to achieve their goals.

Employee morale and engagement should be a focus of HR, as employees should be invested in the new policy and understand the benefits it brings to their organization. The HR department should also create an environment that encourages collaboration and communication between employees. This can be done through team building activities, open dialogue, and problem-solving sessions. This will help employees to build relationships and understand their roles and responsibilities in the new policy. Additionally, HR should prioritize employee feedback and discuss challenges that arise throughout the transition period.

#### **REVIEWS OF LITERATURE: -**

In the report titled as "*A Review of the Literature on Human Resource Development: Leveraging HR as*

*Strategic Partner in the High-Performance Organization*” they collectively found that, HRD has grown from the previous HR function's managerial and bureaucratic origins to being a genuine strategic partner with a considerable influence on the performance and profitability of enterprises across all sectors. Current challenges such as work-life balance and the development environment put his notion of HRD at the forefront of talks about successful organizational transformation, and the scope of its effects can only be explored via continuing study. and the range will be well understood. HRD may be an enabler for any business, but it is especially important for organizations aiming towards HPO performance levels. The HPO idea demands that workers be grown and developed as the business's key assets; when applied to this problem, HRD principles may significantly aid the firm in creating its structures, procedures, and, most importantly, people to achieve this

requirement. (Thoman, D, et,al 2018), In the research paper titled, “*Strategic role of HRD in employee skill development: An employer perspective*” has concluded that, Researchers avoid assuming that HRD in a developing country may not be sufficiently difficult. In reality, it may have the opposite effect and improve one's present HRD viewpoints, thereby opening up additional opportunities for HRD study and practice. The worldwide HRD community should explore forming collaborative collaborations with South Asian governmental and commercial HRD institutions, notably those in Pakistan. To develop partnership with institutions in Pakistan, start exchange programmer, organise field visits for HRD students, and teach and do research at educational institutions.(Memon,K, 2014), the tiled of research workforce skills and innovation: An overview of major themes in the literature. Ethnographic sociological studies based on researchers' long-term

immersion in specific contexts have focused on the analysis of occupational and professional identity, position, power, and various 'ways of knowing,' such as the contrast between 'practical' and 'theoretical' knowledge. (Barley B, et.al 2008), The research Skills formation and skills matching in online platform work: policies and practices for promoting crowd worker's continuous learning. The available research provides some suggestions as to the importance of social behaviors in the learning processes of crowd workers. Workers congregate off-platform on forums, mailing lists, and groups housed on social networking sites because platforms often do not provide social areas. (Martin et al., 2018) and in the article small business critical success factors same in different countries. Critical Success Factors (CSF) are: "those few things that must go well to secure the success of a company". If these requisite characteristics can be recognized in a broad population of firms, then their educated

application to embryonic enterprises may lower the (high) likelihood of failure. High organizational performance may be enabled by the same elements that enable profitable firms. (Boynton et.al 1973)

#### **OBJECTIVES: -**

- ❖ To analyze the role of HR strategies in developing a skilled workforce in the context of the New Education Policy.
- ❖ To identify the key HR practices those are effective in developing a skilled workforce in the New Education Policy.

#### **HR STRATEGIES IN THE NEW EDUCATION POLICY: -**

**1. Develop on-the-job training programs:** On-the-job training programs can be an effective way to ensure that workers are equipped with the skills required to keep up with current industry trends. By providing employees with hands-on experience with the latest technology, managers can ensure that

they are constantly learning and growing in their roles.

**2. Invest in employee development:**

Investing in employee development is an important part of any HR strategy and can help to ensure that workers are equipped with the right skills to stay ahead of the curve. Investing in training, workshops, and seminars can help employees stay up-to-date on the latest trends and technologies.

**3. Utilize technology:**

Technology can be a great tool for HR departments in the new education policy. Technology can help to streamline processes, increase efficiency, and help to ensure that employees have access to the latest resources and tools.

**4. Encourage collaboration:**

Collaboration is key to a successful HR strategy in the new education policy. Encouraging collaboration across departments and teams can help to ensure that everyone is working towards the same goals and objectives.

**5. Utilize outside experts:**

Utilizing outside experts can be a great way to ensure that employees are getting the best training possible. Bringing in experts to provide specialized training can help to ensure that employees are equipped with the skills they need to succeed in their roles.

**6. Create career pathways:**

Career pathways can be a great way to ensure that employees are on track to reach their goals and stay motivated. Providing employees with a clear career path can help to ensure that they are staying on track and developing their skills in the right direction.

**RESEARCH METHODOLOGY: -**

Research methodology refers to the logic of scientific investigation. The aim of research methodology is merely collection, analysis and interpretation of facts in the systematic manner. For the purpose of this research, a descriptive research method is used.

### **Data collection: -**

To answer specified research questions, test hypotheses, and assess results, data collection is the act of acquiring and measuring information on variables of interest in a systematic and defined manner.

Primary data is that kind of data which is freshly collected. In this study primary data has not been collected. This study is totally based on secondary data.

Secondary data means that kind of data which already is available on various platforms and it can be collected using the help of research papers, journals, newspaper articles, personal blogs, etc.

### **CONCLUSION :-**

In conclusion, the new education policy provides a great opportunity to develop a skilled workforce. By utilizing a combination of innovative HR strategies, organizations can effectively transition their workforce to a new level of competence. By providing training and development opportunities, encouraging

employees to take advantage of educational resources, and establishing mentoring programs, businesses will be able to help their employees realize their potential and, in turn, create a more productive workforce. By creating a culture of learning and development, organizations will be able to create a workforce that is capable of meeting the demands of the ever-changing business environment. With the right HR strategies, businesses can create an environment that encourages and rewards employees for learning and development, creating a workforce that is both skilled and engaged.

Human resource development is the only approach to equip an organization's human resources with the skills and knowledge needed to compete in today's difficult environment. Human resources are a nation's active agents who amass wealth, utilize natural resources, construct social, economic, and political structures, and carry out national development goals. Organizations might choose to invest

in their human resources to enhance their quality and productivity, or to invest in their human resources as a long-term investment with benefits accruing to the organizations over time. From a social standpoint, investing in human resource development may have huge societal advantages in terms of economic, social, and political stability. Countries where the public sector has devoted appropriate funds for human resource development have seen a consistent improvement in their GDP. Every instance of investment on human resources can benefit the economy in one respect or other.

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