

पेटेंट कार्यालय
शासकीय जर्नल

**OFFICIAL JOURNAL
OF
THE PATENT OFFICE**

निर्गमन सं. 35/2023
ISSUE NO. 35/2023

शुक्रवार
FRIDAY

दिनांक: 01/09/2023
DATE: 01/09/2023

पेटेंट कार्यालय का एक प्रकाशन
PUBLICATION OF THE PATENT OFFICE

(54) Title of the invention : THE ROLE OF HR MANAGEMENT IN PROFESSIONAL DEVELOPMENT OF EMPLOYEES IN AN ORGANIZATION

(51) International classification :G06Q0010100000, G06Q0010060000, G06Q0090000000, G06Q0050260000, H04L0067108700
 (86) International Application No :NA
 Filing Date :NA
 (87) International Publication No : NA
 (61) Patent of Addition to Application Number :NA
 Filing Date :NA
 (62) Divisional to Application Number :NA
 Filing Date :NA

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(57) Abstract :

The role of HR management in professional development of employees in an organization ABSTRACT: When the field of Human Resources was first developed, the primary focus of professionals working in the field was on the effective management of the hiring process. In the past, the recruitment and firing of employees was the primary focus of an HR professional's work, despite the fact that their responsibilities today cover a far wider range of procedures. In addition to this, the department of Human Resources was tasked with supporting the company in adhering to the regulations imposed by the government, as well as managing the risks and conflicts associated with employment. Because of the nature of their responsibilities, human resources specialists in an organization typically found themselves playing a supporting role to all of the other business units that were housed within the company. As a direct consequence of this, the HR culture appeared to be predominantly transactional, and the function of Human Resources was characterized by a strong emphasis on utilitarianism and a commitment to process and compliance. The staff is what makes an organization successful in its operations. In spite of this reality, it is absolutely crucial to provide the workers with the instruments and tools that are essential for them to perform their jobs effectively. This is essentially the scope of what is covered by management training and development when it comes to human resource management.

No. of Pages : 11 No. of Claims : 6