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Position of Human Resource Management Challenges facing Non-government Organizations

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Human resource management is a core management function in any type of organization. It creates the most crucial condition for organizational performance. Human resource management is a process that assists organizations recruit, select and develop staff within the organization. Human resource management as a management function within organizations concerned with people and their relationships at work. The foundation of HRM is that everyone in the organization is capable and has the ability to perform and it's the sole responsibility of management to put in place system and structures to motivate performance. One of the purposes of the HRM is to build an organization with the 'right persons', in the 'right positions' and at the 'right time'. The purpose of a Human resource framework is to guide organizations to achieve this objective.

[**Keywords :** Non-government organization, Human resource, Management skills, Civil society, Economic liberalization]

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1. Introduction

Non-governmental Organizations can play a better role in the corporate social responsibility; the question here is who can play the better role in linking industry with community. The answer here is Human Resource Management Department of the industry. HR managers should take lead in its effort to make a linkage between community and the industry. To develop better rapport with the people, HR managers have to make use of their Strategic Relationship Management Skills. They should interact with the community by establishing better linkage with the Non-governmental Organizations working there in the locality. The HR managers can initially conduct Focus Group Discussion (FGD) with the community and community leaders with the help of Non-governmental Organizations and need evaluation and need prioritization is to be conducted. Non-government organizations (NGOs) have become significant players in development policy over the last two decades. The evolving relationship among NGOs, developing states and donors are a critical aspect of international development assistance and the wider development policy debate. NGOs vary in their missions, internal management, scope of engagement, source of funding, relations with developing states and targeted areas of operations. NGOs are the vanguard of civil society. They have increasingly been seen as the vehicles of the new polices agenda of economic liberalization and political channelling resource through northern and indigenous NGOs support grassroots organizations, social change, political empowerment and sustainable development. Developing states have ceded space to NGOs to deliver services, perform contract development work and promote institutional capacity building. The role of NGOs in the contemporary world is elaborately described in the present study along with the management challenges and other issues faced by NGOs, social activity, policy-makers and all concern Staffing decisions are among the most important decisions that nonprofit organizations make. Just as businesses and organizations of all sizes and areas of operation rely on their personnel to execute their strategies and advance their goals, so too do non-profit groups. It follows, then, that non-profit organizations need to attend the same tasks as profit-seeking companies do when they turn to the challenges of establishing and maintaining a solid work force.

2.   Human Resource

Action-Aid India presently has an experienced human resource base of 188 regular staff and 29 staff on contract. Among these nearly 35 percent are women staff. Our human resources are drawn from Universities, Institutes and Social Work Schools of national and International repute as also from among the communities we work with. All members of our programs teams have either post-graduation or post- doctoral degrees. Also, a number of experienced social activists are working with us. We pride ourselves of the quality of our staff - the passion with which we work, our orientation for learning and sharing, ensuring downward accountability, aligning our work to our vision, mission and values. We believe that our commitment to gender and social equality must not be limited to our programs work, but should also reflect in our organization. During the last few years, we have made conscious efforts to recruit more women staff and people from the communities we work with, so to have an equal and balanced staff ratio.

We are convinced that to achieve our mission we must have the human resources with right competencies - staff who can empathize and bond with the poor and marginalized people and their issues.

3.   HRM in Non-government Organizations

If Non-governmental organizations can play better role in the corporate social responsibility, the question here is who can play better role in linking industry with community. The answer here is Human Resource Management Department of the industry.

The HR managers should take lead in its effort to make a linkage between community and the industry. To develop better rapport with the people, HR managers have to make use of their Strategic Relationship Management Skills. They should interact with the community by establishing better linkage with the Non-governmental organizations working there in the locality. The HR managers can initially conduct Focus Group Discussion (FGD) with the community and community leaders with the help of Non-governmental organizations and need evaluation and need prioritization is to be conducted.

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NGOs are the vanguard of civil society. They have increasingly been seen as the vehicles of the new polices agenda of economics liberalization and political channelling resource through northern and indigenous NGOs support grassroots organizations, social change, political empowerment and sustainable development. Developing states have ceded space to NGOs to deliver services, perform contract development work and promote institutional capacity building.

The role of NGOs in the contemporary world is elaborately described in the present study along with the management challenges and other issues faced by NGOs, social activity, policy-makers and all concerned.

4.   Result and Discussion

An extensive research done by PRIA, a leading NGO in India, on the NGO Sector indicates the following facts about NGOs in India :

Table-I : Number of People working in the NGO Sector in India

All India / State	Number	Volunteers	Paid
All India	19.4 million	85%	15%
West Bengal	1.52 million	90%	10%
Tamil Nadu	1.49 million	72%	28%
Delhi	1.03 million	80%	20%
Maharashtra	0.77 million	89%	11%
Meghalaya	0.12 million	83%	17%

Table-2 : Number of Full time Equivalent Persons working in NGOs in India

All India / State	Number	Volunteers	Paid
All India	60.35 lakhs	56%	44%
West Bengal	3.51 lakhs	62%	38%
Tamil Nadu	6.41 lakhs	42.5%	57.5%

Delhi	3.45 lakhs	50%	50%
Maharashtra	2.43 lakhs	71.3%	28.7%
Meghalaya	0.43 lakhs	55%	45%

It is reveled from the above data that most of the NGOs are staffed with voluntary workers and many of them have one or two paid staff. The question arises, how many personnel in NGOs are professionals if very few people are remunerated for their services.

Review of various literature such as books, journals and unpublished research reports reveals that empowerment of human resource professionals is high on the agenda in development plans and policies. NGOs have proved to have the potential to facilitate the process of empowerment among professionals. The definition encompasses a few key elements such as power, autonomy and self-reliance, entitlement, participation, awareness development and capacity building. For a proper understanding of the process

of empowerment, a systems view is presented in which all the relevant inter-linked elements have been analyzed, such as the external agency (NGO), target group, development project/program, immediate environments of the target group and external agency, and the macro-environment in which the target group and the NGO exist. Such a systems view would throw light on the differential impact of similar NGO initiated projects and processes on different target groups/communities.

5.   Conclusion

Based on the findings and interactive, responses from the respondents. Finally I would like to conclude that Non-government organizations have fostered a culture of participation and modernism for employee growth and contribution. A high slandered of social ethics and religious dedication in there day to day activities have made these organizations grow more professionally. There is an atmosphere of complete harmony and support in these organizations. There unique work culture is based on trust, openness and a commitment to creativity and consultation. A section of Training and development programs handles all training activities on a predetermined basis. Various kind of training methods are being followed which enrich employees with better social skills and

empower them for future development. Employees show high motivation and are dedicated to their jobs and responsibilities.

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