

Philosophy:

The underlying philosophy of the Network is that every human being has the potential to do remarkable things. However, organizations often fail to tap human potential due to their preoccupation with short term results. The HRD movement was primarily started to focus the attention of organizations and concerned individuals on how to optimize human resources.

In the **organization context**, HRD is a process by which employees of an organization are continually helped in a planned way:

- (a) To acquire capabilities required to perform various tasks associated with their present or future roles;
- (b) To develop their general capabilities as individuals so that they are able to discover and utilize their inner potential for self and organizational growth;
- (c) To develop an organizational culture where superior-subordinate relationship, teamwork and collaboration among different subunits are strong and contribute to organizational health and individual well-being.

In the National context, HRD is a process by which people are helped to acquire new competencies continuously so as to make them more self-reliant; and simultaneously develop self esteem and a sense of pride in their country. Such self-reliance, self esteem and sense of pride can be developed through a variety of interventions at national, regional and organizational levels.

Objectives:

1. To help stimulate positive forces for humanizing systems and organizations in national life and enable people contribute their best.
2. To augment knowledge and skills relevant to HRD, its philosophy, processes and implementation, through exploration and experimentation.
3. To generate, acquire and continuously develop new knowledge and skills related to HRD through research and development.
4. To build a rigorous, scientific store-house of knowledge and skills for HRD
5. To disseminate HRD knowledge and skills among HRD professionals and practitioners, and share information and experiences relating to HRD.
6. To strengthen the HRD movement in the country by:

- a) Drawing the attention of chief executives of different organizations, agencies and the Government departments to HRD philosophy and processes, and their benefits; and
 - b) Assisting organizations and agencies in designing and implementing HRD systems, evaluating the impact of HRD systems and processes, and feeding back the results for improvement.
7. To break new ground for the HRD movement in terms of coverage of different human systems and organizations based on national needs as well as innovative approaches and technologies.
 8. To develop and maintain standards of professional excellence in HRD
 9. To act as a clearing house for all referrals related to HRD activities in the country.

Membership:

The National HRD Network has the following types of memberships:

1. Institutional Membership:

Annual Membership is offered to those organizations that are interested in promoting research in the field of HRD and are willing to offer financial support to the Network for research purposes. Every institutional member can nominate two members to participate in Network activities.

Any institution/organization interested in HRD can become **Permanent Institutional Member** by paying a one time fee as decided by the Executive Board.

2. Individual Membership:

Any individual who is interested in HRD and has some knowledge and experience in HRD to share with others, can become a member of the Network. Persons designated as HRD managers, personnel and training managers, chief executives, teachers and consultants working in the field of HRD, and administrators of voluntary agencies are also eligible for membership. Interested persons can become either an annual member or **a life member**.

3. Student Membership:

Those who are undergoing full-time post-graduate education in management, social sciences, and such other fields related to HRD are eligible to become students members.

4. Members Honoris Causa:

An individual who has made an outstanding contribution towards the promotion of human resources development may be invited by the National Executive Board to become a **Member Honoris Causa**.

Membership Structure:

Individual (Annual) Rs.500/- Life – Rs. 2500/-

Institutional (Annul) Rs. 3000/- (Peramanent) Rs. 10,000/-

Rights and privileges of Members:

All members, except student members, have the right to vote in General Body meetings and Elections of the Network. Members may also benefit from various services offered by the Network. Institutional Members, in addition, can sponsor participants to the Network's seminars and courses at concessional rates. All members shall be entitled for one copy of HRD Newsletter. Institutional Members shall be entitled for two copies of HRD Newsletter for each representative.

Local Network Meetings and Workshops:

The National HRD Network functions through local Networks at the regional and area levels and through its Executive Board and its office at Hyderabad at Apex level. Local Networks function as autonomous groups and register themselves as a society under the required statutes in their respective places.

The Network is organized into city/region-wise local Networks. The members of each local Network meet periodically to share their HRD experiences and benefit from each other. The local Networks also organize talks by their members and other professionals in HRD or other related areas.

Benefits of NHRD Membership:

Both Permanent Institutional Members and Annual Institutional Members will have two representatives. The Institutions can replace them when ever they leave them or otherwise. Institutional Membership will be valid at the local Chapter only and members of the same organization at other locations or places cannot claim any benefit of membership.

The other privileges / benefits are as follows.

(A) Institutional Members:

1. Permanent Institutional Members are treated as patrons to the Chapter.
2. Both the nominees will be on All India Database.
3. Both the representatives will receive the monthly magazine free of cost.
4. All the employees are eligible to attend the evening lecture sessions.
5. All the employees are eligible to attend paid programs using the concessional fee offered to members.
6. The institutions can claim in their publicity brochures that they are Institutional members of National HRD Network.
7. Both the representatives will be eligible to borrow books from library of their Chapter wherever libraries are maintained.
8. Member Institutions can collaborate with National HRD Network for organizing seminars, conferences etc.
9. Member Institutions will be charged lower tariff for in-house training programmes by National HRD Network.
10. Both the representatives will be eligible to vote in NHRD Elections and also at Annual General Body meetings.

(B) Individual Life Members:

In addition to all the above benefits 2 to 10, Individual Life Members of any Chapter are automatically treated as life members of any other Chapter across the country. They will retain the same life membership number given to them at the time of admission by the Chapter which admitted him/her initially.

Even where their companies have paid the Membership fee for them, the organizations cannot claim any right and the membership will be with the individual even if he leaves the organization which has paid the fee for him.