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ISSUES IN HUMAN RESOURCE PRACTICE IN DEVELOPING COUNTRIES

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Abstract

While it may well be said that the human resource practice is witnessing a growing interest in advanced states, in developing countries organization and companies still deliberate on its relevance. The consequence of this is that too many times managers have no job space to absolve the young school leaver or graduate who may need the desk to practice his skill. This debate in regional difference to the practice of human resources retells to the fact that scholars in developing countries are yet to emerge as the relevance of the course is yet to appeal to many of the companies. The paper is a position one, and so avows that three basic factors are threats to the practice of human resources in developing states. These include: the issue of occupational relevance, the issue of cost and the issue of merger. The paper claims offers a solution thereby agitating that the state through the industrial court, must pass into law for companies with more than twenty staff to create a job space for the human resource practitioner. The paper extracted its data from content analysis of secondary sources.

Introduction

Managerial response to industrial work practice depends largely on a number of factors, especially for the developing countries, where a number of indices are taken into account to float a job space. In advanced states, every sector of the economy has its occupational relevance especially as against work over load. Perhaps this is due to a growing advancement in human capital interest. For

such countries the essence of man is first esteemed above profiteering.

Thus then, the understanding about the relevance of human capital in the organization work place has continually increased productivity, thereby spanning the job space for young employees. In other words, certain disciplines are best practiced and appreciated based on the region and work environment. Companies seeking to endorse or incorporate a career into their

society must holistically understand the philosophy and the demands of the career.

In other words, the philosophy about human resource practice is the philosophy of human capital development in the organization work place. Logically, it is believed that the human resource desk has the capacity to grow the organization by ensuring that the human phase of the organization is not in doubt. It then follows that the absence of this knowledge can threaten the job space for the human resource practitioners who needs the desk to exercise his skill

Statement of the Problem

The human resource desk in the developing states is yet to gain a measure of market relevance in the organization work place. This probably stems from the fact that for most companies, the admin desk can always overlap with human resources. The consequence of this is that not many of the companies have no job space for the young leaver or graduate who may need same to exercise his skill. How to get companies and organizations in developing states to begin to appreciate the office of the human resource is yet a drily lane to ply.

Objectives of the Study

The following objectives are intended to guide the research

1. To examine the issues threatening the practice of human resources in most companies in the developing states.
2. To propose ways of tackling the issues threatening the practice of human resources in the developing states.

Conceptual Issues of Human Resources

The idea about human capital development has long engaged the

attention of scholars, especially in the advance states where functionalism yet thrives. In other words, organizations here and companies are set departmentalize their work place according to labour efficiency. For these regions then, the classical over flow of industrial practice does not override the role of man in the work place. As Marx Puts in Law lead (2014) organizations grow because of the essence and being of the staff is esteemed above labour. This probably is the idea behind the practice of human resources overtime.

In many ways for these states, occupational disciplines grow out of the social condition of times and as such are primarily determined to enhance the wellbeing of society. -----then defines human resources as human capital which has to do with the efficiency and effective use of the human material of the organization.

In other words, emerging since early 1900s, the goal of human resource has been about how to effectively manage employees of the organization. This probably is why in some advanced states and schools, the term is interred changeably referred to a human capital management (HCM).

For such school of thought the core of human resource practice is to effectively manage the human capital (workers) within the organization in order to achieve the goal and objectives of the management. As avowed in Mayhew (2019) human resource practice has six man functions to help organizations understand its relevance despite the indifference. Thus

1. Recruitment of the right people for the right job
2. Maintaining a work safe environment
3. Management employee relations
4. Rewards and compensation benefits

5. Industrial law compliance for both the management and the workers
6. Training and development of staff

Recruitment of the Right People for the Right Job

Mayhew argues that effective organization management and productivity of labour depends largely on the right staff for the right work. Having this in mind, the human resource giver or recruiters goes all out to staff in the right people by way of advertorials, interviews and trainings to keep workers appreciate their job effective performance. In other words, the human resource expert as avouched in John Mark - seems to have received enough skill in human learning and in management as much of the organization's life is dependent on her workers.

On the Issue a Healthy Work Environment

Work place safety is a necessary factor for organization performance. This is an aspect of the human resource desk that is mostly treasured. Health department where emphasis is given on the general wellbeing of the staff as pointed outin ----- it is expected that the organization from time to time send their staff for routine checkup as this is capable of impacting on the production desk of the organization. In other hands, H R safety specialist ensures well closely that the health of the workers is managed and compensated where necessary.

Management Employee Relations

Part of the functions of the human resource expert is to ensure industrial dispute with staff can readily be resolved without much beaurocratic process. As well in his capacity is the management of

employee relations, negotiations and collective bargaining, interpretation of labour contract etc. This easily assessed by HR desk as some times most of the human resource experts gain a measure of training in labour or industrial law.

Rewards and Compensation Benefits

The HR specialist is trained to evaluate and set rewards and compensation structures for the organization. In John Mark----- rewards and compensation both in the form of implicit and explicit packages are essentially part of the administrative ways of growing the organization.

Human Resources in Developing Countries

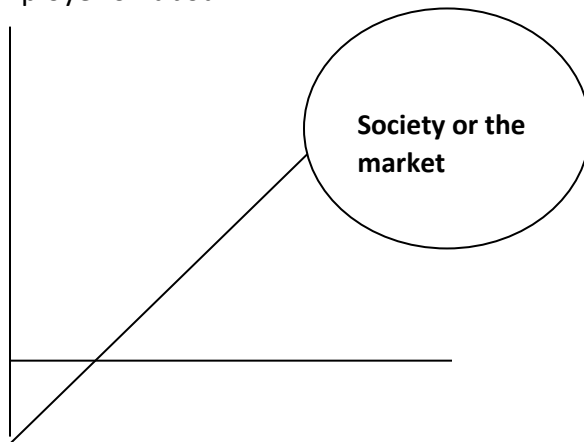
Many developing countries are yet appreciate the philosophy behind their industrial work practice. On one hand, non-ethical realization of such practice can endanger organizational work role. As argued in - industrial work role or type is successfully practiced when organizations are able to understand the philosophy and job-role of their occupation.

It then follow that organizations in developing countries, perhaps by reason of harsh economic weather are yet to appreciate the relevance of human capital management.-----then captures developing countries as countries that are likely to suffer population crisis; relative cross domestic product, low standard of education, human capital devaluation, environmental degradation and above all, low innovative index.

These factors put together are capable of militating against a healthy work type experience in developing or emerging organization, especially in the area of work-desk funding determined by expertise. In other words, it can be argued that the

practice of human resources in the developing world is only a dream as most of the companies, especially emerging and

The model below explains
Employer of labour



The model explains that both the employer and the employee depend on the society to survive if the employer must increase his job desk and the employee occupy his desk, the society to a large degree has a great impact.

In other words, occupations are not to be practiced or slashed by universities and colleges without giving recourse about how society perceives such courses. The human resource desk in developing countries has been wrongly perceived in terms of:

1. Its relevance
2. Cost implication
3. Merger

It's pointed out in - over two thousand companies exist in Malaysia. Five hundred in Nigeria; three hundred in South Africa; two hundred in Ghana etc. Out of these companies, 10% percent of them seem to have a desk for human capital development. ----attributed this to the issue of environmental perception about the projection. For most organizations, the

privately owned ones do feel that there is no enabling environment to expand their employee-intake.

human resource desk is just a nascent one that can always be taken over a run by the office of the admin.

This complication no doubt has necessitated about the non-employment of human resource specialists as it is believed that other job can always be handled by the admin.----- then avows that for professional relevance to be installed in organizations the industrial court must be involved to ensure that required offices in such organizations are occupied by the needed hands.

Conclusion, Recommendation, References

Conclusion

Beside the ideas of times continental issues seems to be that most threatening to the traditional system of human resource practice as countries and region tends to defer in what forms their social conditions. The prevalent social need is perhaps what necessitates for most country market value and relevance of a discipline.

In Nigeria then organizations are yet to evolve in their understanding about the relevance of human resource practice as most of them think that the human capital desk can also merge with the admin unit.

Recommendation

The paper then recommends that academic must refocus their instructional materials on the relevance of human resource practice through a strict regulatory body. Second, the human resource practice if must gain relevance in Nigeria should practice its activity through the industrial court. A legal auditory of this kind should be designed to help check the activities of organization and their report must be given by the human resource expert.

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