



# OPEN ACCESS INTERNATIONAL JOURNAL OF SCIENCE & ENGINEERING

## IMPORTANCE OF MANAGEMENT & HUMAN RESOURCE MANAGEMENT FOR DEFENCE SERVICES

Dr Saurabh Dubey

Jiwaji university Gwalior M.P.

*Abstract: The study intends to the Importance of Management & Human Resource management For defense services encompasses managing the individuals .The starting point of the Human Resource Management is as old as the coming of human race . The quick advancement in innovation and its expansion in varying backgrounds has turned into a noteworthy driver in changing the way of life of the general populations. The entire things denote the implementation of HRM in the defense services which have become the mandatory planning's as well as the whole system of Management, which is directly correlated with the development of organization. Moreover, the paper attempts to provide many tools to encourage better management.*

**Keywords:** Defence Services, Human Resource Management, Management.

### I INTRODUCTION

In any authoritative unit, regardless of whether it is an organization or a segment in an organization, the director remains between his association and its surroundings. Today, the general public has turned out to be extremely unpredictable and an adjustment in one section produces changes in different parts. Changing innovation has made complexities which call for improved administrative practices. The period of specialization presents issues of coordination and the activity of the chief turns out to be progressively muddled and amplified. Business has additionally turned out to be increasingly muddled because of expanded Government control. **Commitment of the executives to society** The administration contributes in the accompanying approaches to a perplexing society:

1. It attempts to make successful usage of assets,
2. It creates different assets,
3. It adjusts the weights from different intrigue gatherings,

4. It gives steadiness in the general public by changing and altering the assets according to the changing condition of the general public, and

5. It gives incorporation among conventions and new developments and shields the general public from the mal-impacts of creations with the goal that progression in the social procedure might be kept up.

### II SIGNIFICANCE OF MANAGEMENT

The criticalness of 'The board' might be listed in the accompanying passages: **Meeting the Challenge of Change** Test of progress has turned out to be extraordinary and basic as of late. The complexities of current business can be conquered just through logical administration. **Compelling Utilization of the Seven M's** There are seven M's good to go, for example, Men, Materials, Money, Machines, Methods, Markets and Management. The executives remains at the highest point of all these M's and decides and controls every single other factor of business.

**Coordinates the Organization** Similarly as the mind which guides and controls the body to satisfy its wants, the board additionally guides and controls the association to accomplish the ideal objective **Incorporates Various Interests** In the collective endeavors, there are different intrigue bunches which put weight over different gatherings for most extreme offer in the last yield. The executives by adjusting these weights incorporates the different interests. **Gives Stability** It gives soundness in the general public by changing and adjusting the assets to adapt up to the requesting needs of the each changing condition of the general public. **Gives Innovation** The board gives new thoughts, creative impulses and dreams to the association and vital life for better and more prominent execution. Builds up Team-soul The board arranges the exercises of the different divisions in an association and builds up solidarity among the faculty. Handles Business Problems Great administration fills in as a companion, savant and guide in handling business issues.

It gives an apparatus to the most ideal method for completing an errand. **Goes about as a Tool of Personality Development** The board isn't the course of things, yet the improvement of men. It makes the identity of the general population. The executives endeavors to improve quality, effectiveness and profitability. **It helps in Achieving cluster Goals** – It arranges the factors of invention, assembles and organizes the possessions, integrates the possessions in efficient manner to complete goals. It directs group efforts towards achievement of pre-determined goals. By defining objective of organization clearly there would be no wastage of time, money and effort. Management converts disorganized resources of men, machines, money etc. into useful enterprise. These resources are coordinated, directed and controlled in such a manner that enterprise work towards attainment of goals. Management utilizes all the physical & human resources productively. This leads to efficacy in management. Organization provides greatest utilization of sparse assets by selecting its best achievable every other use in industry from out of various uses. It makes use of experts, professional and these services leads to use of their skills, knowledge, and proper utilization and avoids wastage. If

human resources and apparatus are producing its highest there is no under employment of any resources.

**Reduces Costs** – It gets maximum results through minimum input by proper planning and by using minimum input & getting maximum output. Management uses physical, human and financial resources in such a manner which results in best combination. This helps in cost reduction. **Establishes Sound Organization** –

No overlapping of efforts (smooth and coordinated functions). To establish sound organizational structure is one of the objective of management which is in tune with objective of organization and for fulfillment of this, it establishes effective authority & responsibility relationship i.e. who is accountable to whom, who can give instructions to whom, who are superiors & who are subordinates. Management fills up various positions with right persons, having right skills, training and qualification. All jobs should be cleared to everyone. **Establishes imbalance** – It enables the organization to stay alive in varying atmosphere. It keeps inside lay a hand on with the altering atmosphere. With the change is external environment, the initial co-ordination of organization must be changed. So it adapts organization to changing demand of market / changing needs of societies. It is responsible for growth and survival of organization. **Essentials for Prosperity of Society** – Efficient management leads to better economical production which helps in turn to increase the welfare of people. excellent management makes a intricate task easier by avoiding consumption of limited resource. It improves standard of living. It increases the profit which is beneficial to business and society will get maximum output at minimum cost by creating employment opportunities which generate income in hands. Organization comes with new products and researches beneficial for society.

### III CONCLUSION

Human Resource management for Defence services is too significant an aspect of organizational continuation to be dismissed unconscientiously. It is a situation to be managed jointly by the organization and affected individual with the

clear understanding that organizational interests are overriding. The Human Resources Management (HRM) move towards aims to ensure that staffing manning of an organization effectively meets the quantitative and qualitative aspects at all times to ensure efficiency and effectiveness. An essential aspect of HRM is Human Resource Planning (HRP). This calls for long-term manpower projections based on which intake would be determined. This research makes attempt to identify key issues using the ‘\_HRM approach’ in managing supersession. While staking no claim to provide definitive answers (a rather tall expectation) the endeavour has been to highlight an approach within the framework of contemporary motivational theories.

It is conventional and comprehensible for an organization to focus on the HRM aspects of recruitment, selection and placement: aspects which the Armed Forces have addressed most effectively. However, the aspects of training, development and, most important, that of retention seems to have been out of focus. Letting a valuable human resource (officer) either move out of the organization or stagnate must be seen in terms of ‘\_sunk cost’ and non availability of expertise to the It is incumbent on the organization to effectively train and develop officers so at to assist in realizing full potential or detect ‘\_the end of the road’ as early as possible.

Towards this objective the aspect of effective Performance Appraisal assumes importance. Many a times Commanding Officers make ‘\_populist’ appraisals out of misguided feelings of sympathy thereby postponing supersession to the next level at the cost to the organization and eventual disillusionment to the individual. The earlier an officer is released on account of limitations, both the individual and organization stand to benefit. The individual either moves out into a second career at an early enough age to facilitate growth, or reconciles and works effectively within the organization. This needs to be seen as a proactive approach to supersession as against a reactive one. The word ‘\_supersession’ encompasses a assortment of meanings that show a discrepancy with the human being as also with the

place an individual occupies in an organization, thus, giving rise to differing points of view or perceptions. It must be recognized that perception is nothing else than what reality means to the perceiver, though the meaning attributed may actually differ from reality. To make your mind up this seeming contradiction in terms, it is accepted that the Sun rises in the East and sets in the West, which is simply a perception. A discerning observer with a rudimentary exposure to school-level geography will acknowledge that in reality the Sun actually neither rises nor sets! Thus, the perception of supersession in turn determines its reality as perceived by the organization and individual and which further determines the responses to it by both. Supersession is also a recognized (though not always readily acknowledged) phenomenon of organizational existence that has widespread ramifications to both; the organization and the individual. These can be potentially (though not always) damaging to both and thus have to be either minimized or at least their dysfunctional aspects need to be effectively managed. An understanding of supersession as also its etiology would go a long way in its In its contemporary meaning in an organizational context, supersession could imply that an individual has been passed over for promotion or has been overtaken by an erstwhile subordinate or even colleague on grounds of being unfit for promotion for whatever reason. It is within this contextual framework that this paper would attempt to examine the various aspects of supersession with the objective of identifying possible solutions leading to its effective management using the ‘\_Human Resources Management’ (HRM) approach.

#### REFERENCES

1. <http://www.scribd.com/doc/39382840/HRM-in-Indian-Defence#scribd> MohitKabra on Oct15, 2010
2. [https://en.wikipedia.org/wiki/Indian\\_Armed\\_Forces](https://en.wikipedia.org/wiki/Indian_Armed_Forces)
3. <http://www.globalsecurity.org/military/library/report/2003/htar-chapter13>.
4. <http://www.globalsecurity.org/military/library/report/2003/htar-chapter13.pdf>
5. Principals and practices of management SCDL,pune
6. [www.itsa.org](http://www.itsa.org)

7. [www.iteris.com](http://www.iteris.com)
8. [www.emotionalintelligence.com](http://www.emotionalintelligence.com)
9. [www.tc.gc.ca](http://www.tc.gc.ca)
10. <http://www.shrm.org>
11. <http://www.chforum.org>
12. <http://www.humanlinks.com>
13. <http://www.quickmba.com>
14. [http://en.wikipedia.org/wiki/porter\\_jeneric\\_strategies](http://en.wikipedia.org/wiki/porter_jeneric_strategies)
15. <http://www.its.dot.gov/index.htm>