



## CHALLENGES IN HUMAN RESOURCE MANAGEMENT THAT NON-GOVERNMENT ORDINATIONS CONFRONT

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**ABSTRACT:** Non-governmental organizations (NGOs) participate in a variety of activities to benefit society. Non-governmental organizations engage in a wide range of activities, including environmental protection, elderly care, rural development, health, culture and heritage, women's empowerment, child care and upliftment, the provision of a basic education to all children, animal welfare, disaster management, and many other topics. Because India is such a populous country, the government struggles to address all of the country's social and human requirements without the help of non-governmental organizations (NGOs). Through a range of projects, non-governmental organizations (NGOs) seek to fulfill the needs of the general public while also improving national development. They do this to assist the government in meeting its objectives. When it comes down to it, social organizations and society as a whole are responsible for meeting basic needs and addressing the issues that oppressed, disadvantaged, and weaker segments of society (women and children) face. The welfare state is currently considered one of the Directive Principles of State Policy established by the government. The government has created initiatives in which non-governmental organizations (NGOs) and volunteer organizations can participate. These initiatives consider both the population's requirements and social ways of living. Some of these are aged care, agriculture, animal welfare, children, cities and urban areas, culture and heritage, individuals with disabilities, education, the environment, health, and human resources.

**Key Words:** Non Government Organization, Human Resource

### I.HISTORY OF NGO

The ethical idea of providing assistance and making donations to others who are not members of one's immediate family is referred to as "philanthropy," and it has developed in a variety of ways throughout the course of history in the majority of cultural systems. The emergence of these divisions is frequently influenced by the ways in which religious tradition is practiced. Philanthropy, volunteerism, and charity giving are all practices that have been around for a very long time in a variety of cultures and religions.

In spite of the fact that the term "non-governmental organization" (NGO) did not become widely used until 1945, the year in which the United Nations (UN) was established, the organization itself can be traced back to that year. NGOs, which stand

for non-governmental organizations, have been around since the 1800s. Over the course of its existence, the Industrial Revolution, which started in Britain and lasted from 1700 to 1900, had an effect not only on the United States of America, but also on Western Europe and the rest of the world. Over the past few years, there have been significant shifts in a variety of industries, including agriculture, transportation, technology, and manufacturing processes. The impact of the Industrial Revolution on people's day-to-day lives was far-reaching and widespread, spanning not just the economic but also the social and cultural spheres.

The lower classes were especially concerned about issues pertaining to health and sanitation, the right of women to vote, and the employment of children. Even if there were

instances of child labor prior to the Industrial Revolution, the prevalence of this practice increased significantly as the population continues to grow. People who worked in factories and those who worked at other manufacturing sites were subjected to living conditions that were both hazardous and unpleasant while they were on the job. Campaigns for women's suffrage, the abolition of slavery, and the elimination of child labor were the primary focus of the majority of non-governmental organizations (NGOs) that were active during that time period. As a result of globalization as well as advancements in communication and transportation, the number of non-governmental organizations (NGOs) on a local, national, and international scale had skyrocketed by the time the century came to a close.

According to David Lewis and Nazneen Kanji (2009), the majority of non-governmental organizations (NGOs) extend their scope and become more challenging over the course of various time periods. According to Korten (1990), there have been four distinct generations of non-governmental organizations during the course of their history. Following the development of community development, then the development of sustainable systems, and lastly the development of people's movements, relief and welfare came first.

Following the first generation are the four generations that are listed here. In the initial phase, non-governmental organizations (NGOs) deliver food and medical supplies to their respective locations in order to provide immediate assistance to people who are in need of assistance. As they acquire more knowledge and experience, and possibly as they become more influenced by other organizations, including sponsors, they advance to the second stage, in which they begin to concentrate on building local development initiatives that are on a smaller scale and are capable of supporting themselves.

When it comes to activism, the third generation is better prepared to use it to impact bigger legislative and institutional shifts, as well as to assure long-term viability.

This is because more people are participating in activism. The goal of the fourth generation of non-governmental organizations (NGOs) is to bring about structural change that is sustainable over the long term. Collaborating with broader social movements and coordinating efforts at the local, national, and worldwide levels are the means by which this objective can be realized.

The generation model developed by Korten (1990) is a potentially useful instrument since it explores the internal and external causes that cause some non-governmental organizations (NGOs) to develop throughout the course of time.

## II. HISTORY OF NGOs IN INDIA

It has been argued by a number of academics, such as Iyengar (2000), Mishra et al. (2006), Sen (1997), and others, that "NGOs in India have their origins in ancient times." The Rig Veda, which is also referred to as the ancient Aryan Scriptures, was written around the year 1,500 B.C. and it espoused the principles of dharma, which means "personal obligations," jeev daya, which means "humanitarian concern and a concern for all living things," voluntarism, and philanthropy. Both of these concepts are referred to as fundamental principles. Both selfless service (seva) and charitable giving (daana) are fundamental pillars upon which Indian civic society is built. The concept of generosity can be traced back to the religious beliefs of ancient India. Throughout history, imperial rulers and noblemen have been known to hand out daana to those who are living in poverty. Daana had previously held the position of annadaana, which meant that she was responsible for bringing in all of the food, grains, and sweets. Both the daana and the seva were carried out with the intention of requesting the blessings and well wishes of the general public.

During the medieval time, the primary focus of volunteerism was on matters pertaining to culture, education, and health, in addition to providing assistance in the event of natural disasters. During the time that Britain was in charge, volunteer groups contributed to a wide variety of social activities, and they engaged

in a significant number of those activities.

Literary endeavors, humanitarian missions, and social welfare projects were all areas in which they made contributions. The social reform movements reached their zenith during the first half of the nineteenth century, more precisely between the years 1800 and 1850. Sayyed Ahmed Khan, Swami Vivekananda, Raja Ram Mohan Roy, Ravindranath Tagore, Dayananda Saraswathy, Iswara Chandra Vidyasagar, Kesava Chandra Sen, Vinoba Bhave, and Mahatma Phule were among the social reformers who worked to end practices such as child marriage, caste discrimination, untouchability, widow remarriage, and marriages between people of different castes. There were a great number of organizations that came into existence during this time period. The Ram Krishna Mission (1898), the National Council for Women in India (1875), the Brahmo Sabha (1828), the Atmiya Sabha (1815), the Dharma Samaj (1830), the Widows Remarriage Association (1850), and the Satya Shodhak Samaj (1873) are some of the organizations that fall under this category. It was in response to the expansion of non-governmental organizations that the Societies Registration Act was passed into law in the year 1860. Non-governmental organizations (NGOs) were granted legal recognition as a result of this act. There were many other causes that benefited from the massive amount of volunteer work that took place during this time period. Some of these causes include relief, education, healthcare, and welfare. "The establishment of the Servants of India, a secular NGO, in 1905 laid a solid foundation for secular voluntary action in India." A secular approach was used by the society in order to successfully handle the problems that were faced on a national and social level. Included among the accomplishments were the enhancement of women's position, the resolution of the problem of untouchability, the establishment of cooperative businesses, and the provision of assistance.

The introduction of Mahatma Gandhi into the political arena of India between the years 1916 and 1917 had a significant influence on the national struggle as well as on the concept of voluntarism. It was during this time when

India started participating in volunteer activities, which were inspired by higher moral convictions and principles. It was during his time in India that Mahatma Gandhi came to the conclusion that the most pressing problem was the acute poverty that the rural population was experiencing.

His creative ideas were mostly centered on the creation of towns that were capable of supporting themselves economically. He encouraged people to use khadi, charkha, and gramudoyog, which are three distinct types of handwoven fabrics and spinning wheels among the many that are available. The Gramudoyog was another product that he suggested they try. Gandhi brought attention to the inextricable connection that exists between social obligation and political freedom as his Constructive Work became intertwined with the larger national struggle for political independence. Gandhiji's constructive efforts served as the foundation for the establishment of a great number of organizations during this time period. Following the nation's attainment of its independence, the government acknowledged the significance of the nonprofit sector and initiated a number of initiatives pertaining to welfare, relief, and development. The first five-year development plan for India was put into action in 1951 and continued until 1956.

The endeavor was ultimately fruitful. Since the Central Social Welfare Board (CSWB) was established in 1953, the major goal of the organization has been to encourage the expansion of organizations that are not-for-profit enterprises. A consequence of this is that charitable organizations receive financial help from the government in the form of grants-in-aid. It was in the early 1950s that the National Extension Service and the National Community Development Programme were established, which marked the beginning of the decentralization of volunteer operations in the field of development planning. Decentralization was increased as a result of the implementation of a Panchayati Raj system that consisted of three levels in the year 1958. The Association for Voluntary Agencies for Rural Development (AVARD), which was established in 1958 with the

intention of constructing a national platform for voluntary organizations found all across the country, asserts that "civil society started to grow during the 1970s and 1980s."

This is in line with the outcomes that the organization has achieved. Nongovernmental organizations (NGOs) started proposing new models of development that involved the engagement of the general public as a response to the ineffectiveness of government programs that did not provide support to those who were poor and powerless. Many of these concepts were later incorporated into the policies and programs that were implemented by the government. With the help of this new paradigm, non-governmental organizations (NGOs) expanded the scope of their program areas to include primary health care, education, drinking water, sanitation, small irrigation, forest regeneration, women's development, child labor, and the avoidance of pollution, among other challenges. According to the findings of a study that was carried out in March 2012 that was carried out by the Ministry of Statistics and Programme Implementation, the National Accounts Division of the Government of India, the Central Statistics Office, and the MOSPI Report, the number of registered non-profit organizations in India increased from 1.44 lakh in 1970 to 1.79 lakh in 1971-1980, 5.52 lakh in 1981-1990, 11.22 lakh in 1991-2000, and as many as 11.22 lakh in 2001-2000.

Since the year 2000, a total of 11.35 lakh societies have been granted permission to register the organization. According to these statistics, the decade of the 1970s marked the beginning of a significant increase in the number of non-governmental organizations (NGOs of all kinds). It was around this time that the state made the decision to formally acknowledge non-governmental organizations (NGOs) as development partners. India's five-year plans frequently make reference to non-governmental organizations, sometimes known as NGOs.

### **III.HUMAN RESOURCE**

Action-Aid India employs 188 regular staff members and 29 contract employees, providing the company with a professional

human resource team. It is estimated that women make up approximately 35% of the workforce. Our employees come from a wide range of recognized institutions, including social work schools, colleges, and institutes both nationally and globally, as well as the communities we serve. Our program teams are made up of people who have achieved a post-doctoral or post-graduate degree. We are working with seasoned social activists. We are pleased with the quality of our personnel because they demonstrate a sense of responsibility, a culture of shared learning, excitement, and alignment with our vision, purpose, and values.

We believe that our company's commitment to gender and social equality should be demonstrated not only through specific projects, but also throughout the organization. To achieve a more fair and balanced staffing ratio, we have made a concerted effort to enhance the proportion of women and persons from our service regions in our workforce.

We feel that in order to achieve our goal, we need specialists who are not only skilled but also understand the obstacles that disadvantaged and disenfranchised people face.

### **IV.HRM IN NON-GOVERNMENT ORGANIZATION :**

Which is more effective for bridging the gap between business and the community: non-governmental groups or corporate social responsibility? The solution to this problem can be found in the industry's Human Resource Management department.

It is the role of human resource managers to initiate a link between the community and the industry. It is critical that human resource managers use their strategic relationship management abilities to build their connections with their employees. They should engage with the community by building ties with non-governmental organizations functioning in the region. Focus group discussions (FGDs) are a tool that human resource managers can use to assess and rate the needs of community members and leaders. Non-governmental organizations can help facilitate these debates.

In the last two decades, non-governmental organizations (NGOs) have made significant contributions to development policy. The ever-changing ties between non-governmental organizations (NGOs), developing countries, and donors are an important part of international development assistance, as well as the larger topic of development policy. Nongovernmental organizations (NGOs) have diverse aims, internal controls, levels of involvement, financial sources, linkages with undeveloped nations, and specific areas of focus.

Nongovernmental organizations (NGOs) are civil society's leaders. They are increasingly viewed as vehicles for the new policy agenda of economic liberalization and political channeling via indigenous and northern nongovernmental groups (NGOs) that promote political empowerment, social transformation, grassroots organizing, and sustainable development. This viewpoint is becoming more and more popular. Governments in poor nations have granted authorization to non-governmental organizations (NGOs) to provide services, contract out development projects, and promote institutional capacity building.

This article provides a detailed overview of the function of non-governmental organizations (NGOs) in today's society, as well as the management issues and other concerns that NGOs, social action groups, policymakers, and other stakeholders confront. Furthermore, the paper analyzes the challenges that non-governmental organizations confront in managing their operations.

## V.RESULT & DISCUSSIONS

The following information about non-governmental organizations (NGOs) in India is collected from a comprehensive study on the NGO sector that was carried out by PRIA, which is a recognised NGO in India.

Table-I The total number of employees employed by India's other non-governmental organizations

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 Full-Time Equivalents (FTEs) are the total number of employees that are employed by non-governmental organizations (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%

Despite the fact that some nongovernmental organizations (NGOs) have paid staff, the vast majority of them rely on volunteers, as demonstrated by the statistics that was presented earlier in this paragraph. It is impossible to provide an accurate estimation of the actual number of professionals who volunteer their time to work for non-governmental organizations (NGOs) due to the fact that there are very few individuals who are receiving compensation for their services.

A survey of a number of different sources, including as books, journals, and research reports that have not yet been published, reveals that one of the key goals of development plans and strategies is to empower professionals who are working in the field of human resource management. The ability of non-governmental organizations (NGOs) to assist working professionals in achieving independence has been proved on multiple occasions.

Authority, autonomy, self-governance, entitlement, participation, awareness-raising, and skill development are some of the essential components that make up the concept. Additional components include the development of skills. An individual's comprehension of the process of

empowerment can be enhanced by adopting a perspective that is based on systems. All of the pertinent and associated factors are taken into consideration in the analysis. These components consist of the target group, the development project or program, the external agency, as well as the context at both the national and international levels. An investigation that might be conducted using a systems viewpoint would involve analyzing the ways in which comparable NGO programs and protocols have an impact on a variety of communities and specific target populations in a number of different instances.

## VI.CONCLUSION

while taking into consideration not just the results but also the responses of individuals who took part in the study. The marketing efforts of non-governmental organizations (NGOs) have resulted in the establishment of a culture that is participative and supports the growth and contribution of employees. These communities have become successful in their professional endeavors as a result of their strong moral standards and religious convictions. The sense of oneness and unity that these groups have in common is very powerful. Honor, reliability, and a dedication to working together, being innovative, and providing feedback are the foundations upon which their workplace culture is formed. One of the most important aspects of employee training and development programs is the management of all training operations. Through the utilization of a variety of training approaches, employees are provided with the opportunity to enhance their social skills as well as their potential for future advancement. The employees regularly offer their best effort, demonstrating a high degree of motivation and paying close attention to the duties that they have in their professional roles.

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