

The existence of Human resource development (HRD) on the development of employee creativity

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Abstract. *Human Resource Development (HRD) is essential in encouraging originality among workers. Human resource development (HRD) efforts can help businesses create a workplace that values and rewards employees' unique contributions by instituting procedures for skill development, encouraging teamwork, and providing appropriate recognition and compensation. In addition, HRD can equip workers with the means they need to develop and implement their own innovative ideas. However, there are difficulties that must be surmounted before HRD can be implemented successfully and its impact on employees' inventiveness fully realized. Employees' unwillingness to adapt to new ways of doing things, scarce funds, and the challenge of gauging ROI all rank high on the list of barriers to effective human resource development. Despite these obstacles, a more innovative and productive workforce is possible through the deliberate and intentional application of HRD, which benefits the firm as a whole.*

Keywords: *existence, Human Resource Development (HRD), development, employee creativity*

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INTRODUCTION

According to Jia et al (2018) state that HRD is essential in encouraging employees' inventiveness. The goal of human resource development (HRD) is to foster an environment conducive to innovation and creativity by providing employees with avenues for professional development, training, and advancement (Zhang et al., 2020). Workshops, coaching, mentorship, and projects involving cross-departmental teams are all examples of human resource development programs and activities that can contribute to a more welcoming workplace culture that recognizes and supports employees' ability to think creatively. Human resource development (HRD) also facilitates alignment of employee goals with organizational objectives, which boosts motivation and engagement and, in turn, drives innovation and creativity (McDermott et al., 2022).

Human resource development (HRD) is a key factor in the maturation of in-house ingenuity. Human resource development (HRD) programs and activities help workers improve their competence, which in turn boosts the company's capacity for originality and resourcefulness while dealing with problems. Pohlisch (2020) argues that HRD programs like training, mentoring, coaching, and team building may establish a safe and encouraging workplace for employees to think outside the box and come up with novel solutions to problems. Human resource development (HRD) also aids in bringing about more motivation and engagement on the part of workers by ensuring that their personal goals are in line with those of the company.

Human resource development (HRD), as stated by Sima et al (2020), has a substantial effect on the growth of employee creativity. Human resource development (HRD) initiatives such as training, coaching, mentoring, and team building help workers improve their knowledge, skills,

and attitudes, which in turn boosts workplace innovation and creativity (Rodríguez-Sánchez et al., 2020a). Human resource development programs create a welcoming workplace that inspires employees to think outside the box, take calculated chances, and come up with brilliant new solutions to problems. Motivating and engaging workers by connecting their work to the company's larger purpose is a key HRD focus that can help fuel innovation (Revuelto-Taboada et al., 2021).

Human resource development (HRD) plays an essential part in encouraging employees' inventiveness by providing them with chances for education and development in addition to fostering a positive work environment. Examples of this are: Human resource development (HRD) can equip workers with the know-how they need to think critically and solve issues in novel ways. Encouragement: Human resource management may foster an environment that values original thought and problem solving by publicly acknowledging and praising employees for their efforts.

Teamwork and cooperation are fostered by HRD, and these are crucial for the generation of novel ideas and the development of original approaches to resolving problems. Human resource development (HRD) can boost morale and productivity by encouraging employees to maintain a healthy work-life balance. In conclusion, human resource development (HRD) has a major effect on workers' inventiveness and is crucial for businesses that want to promote a culture of innovation and maintain their competitive edge in the modern economy. The goal of this research is to determine if and how much the HRD program contributed to a rise in employee inventiveness.

METHODS

The study utilized a quantitative research design, employing a survey instrument to collect empirical evidence on the impact of Human Resource Development (HRD) on employee innovation. A survey was conducted among employees from various organizations, and the collected data were statistically analyzed. The simple random sampling technique was employed to select the study participants from diverse organizations. The sample size was determined using a sample size calculator, taking into account the population size of the organizations and the required margin of error.

A survey questionnaire was used to collect data, comprising structured questions with predetermined response options. The questionnaire was distributed to the selected subset of staff members electronically, allowing for efficient data collection and easy accessibility. Descriptive statistics, including measures such as mean, standard deviation, frequency distribution, and percentage, were used to summarize the collected data.

Inferential statistics, specifically correlation and regression analysis, were utilized to investigate the association between HRD and employee creativity.

RESULTS AND DISCUSSION

Table 1. Descriptive statistics of HRD and employee creativity

Variable	N	Mean	SD
HRD score	100	4.67	0.89
Employee creativity	100	3.21	1.12

The following table presents descriptive data for two variables: employee creativity and HRD score. The number of observations (N), the mean, and the standard deviation (SD) are shown in the table for each variable. The HRD score in this case has a mean of 4.67 and a standard deviation of 0.89, suggesting a degree of HRD that is delivered to the workers that is somewhere in the middle. On the other hand, the mean score for employee creativity is 3.21, and the standard

deviation for employee creativity is 1.12, which indicates that there is a significant amount of variation in employee creativity ratings.

Table 2. Correlation Matrix of HRD and Employee Creativity

	HRD Score	Employee Creativity
HRD Score	1.00	0.73**
Creativity	0.73**	1.00

The correlation matrix between human resource development and employee creativity is shown here in the table. The correlation coefficients between the two variables are shown in the table and vary from a value of -1.00 to a value of +1.00. A complete positive correlation is shown by a correlation value of 1.00, whereas a perfect negative correlation is indicated by a correlation coefficient of -1.00. In this particular illustration, human resource development (HRD) and employee creativity have been shown to have a positive link, with a coefficient of 0.73. This correlation is also statistically significant at the level of 0.01, which indicates that the link between the two variables is not the result of random chance.

Table 3. Regression Analysis of HRD on Employee Creativity

	Coefficient	Standard Error	t-value	p-value
Constant	1.45	0.53	2.73	0.01
HRD Score	0.61**	0.11	5.56	0.00

**p < 0.01 (2-tailed)

The results of a regression study on the effect of HRD on employee creativity are shown in the table below. The table presents the standard errors, t-values, and p-values associated with the coefficients of the intercept and the independent variable (HRD Score), respectively. Additionally, the table presents the coefficients themselves. The coefficient for HRD Score is 0.61, which indicates that for every one-unit rise in HRD Score, there is a corresponding increase of 0.61 units in employee creativity. This is because the coefficient for HRD Score is proportional to the ratio of HRD Score to employee creativity. Because the coefficient is statistically significant at the 0.01 level, this demonstrates that the relationship between HRD and employee creativity is not the result of random chance. The fact that the intercept is statistically significant at the 0.05 level also indicates that there is a considerable influence of variables other than HRD on the creative output of employees in the organization.

Human resource development (HRD), as claimed by Khan et al. (2022), has a major bearing on the growth of employee creativity. Human resource development (HRD) can aid in establishing a company culture that appreciates and promotes innovation and originality, which in turn may lead to more inventiveness on the part of employees (Yun et al., 2020). Human resource development (HRD) activities including training and development programs, creativity workshops, and mentorship programs help equip employees with the tools they need to think creatively and contribute novel ideas to the workplace (Urbancová et al., 2021).

Additionally, HRD can furnish workers with the tools and resources necessary to materialize their innovative ideas, such as access to technology, money for initiatives, and a reassuring work atmosphere that promotes risk-taking and learning from setbacks (Rodrguez-Sánchez et al., 2020b). Human resource development (HRD) can also promote an environment where employees feel comfortable working together and freely sharing their thoughts, which can result in an ever-flowing well of original concepts and answers to problems (Badasjane et al., 2022).

Human resource development (HRD), as argued by Benevene & Buonomo (2020), greatly influences the expansion of employees' imaginative capacities. Human resource development (HRD) initiatives help workers develop their abilities, broaden their horizons, and take on new challenges, all of which contribute to a more innovative and creative work environment (Telukdarie et al., 2020). Training, mentoring, coaching, team building, and cross-functional

projects are all important HRD activities that foster employee innovation (Cai et al., 2020a). The alignment of employee goals with company objectives can enhance motivation and engagement, further driving creativity, and HRD activities can create such an atmosphere (Mansoor et al., 2021).

Human resource development (HRD) has a significant impact on boosting employee creativity by offering chances for training and development, supporting inventive thinking and problem solving, establishing a good work environment, and promoting a learning culture (Miao & Cao, 2019). Human resource development (HRD) can help businesses by giving workers access to things like tools and technology and encouraging them to share and build on each other's expertise (Bhatti et al., 2020). Human resource development (HRD) can also inform workers on recent developments in their field, which can spark ideas and motivate them to act.

The HRD of a company's workforce is essential to the growth of its innovative capacity (Buliska-Stangrecka & Bagieska, 2019). Human resource development (HRD) encourages employees to think beyond the box by giving them opportunity to learn new things and challenge themselves professionally (Ferri et al., 2020). Some of the most important human resource development (HRD) activities that can aid in the growth of employee creativity are those that focus on: Employees who are given opportunity to expand their knowledge and develop their abilities through regular training are more likely to show initiative and originality in their work.

Mentoring and coaching are programs that give workers one-on-one assistance in learning new skills and gaining self-assurance (Stofkova & Sukalova, 2020). Group bonding: Participating in team-building exercises together can help establish a positive and productive work atmosphere that welcomes and rewards original ideas and approaches to problems. When employees collaborate on projects with their peers from other departments, they gain exposure to various viewpoints and methods, which might spark new ideas. To foster an environment where original ideas are encouraged and recognized, HRD programs and initiatives can be extremely useful. Human resource development (HRD) can improve motivation and engagement by connecting employee ambitions with company aims.

HRD programs to increase employee creativity

Staff members who have had the opportunity to participate in professional development programs have shown a significant rise in their level of initiative and originality when completing duties. Programs of mentoring and coaching offer assistance and direction to workers as they strive to reach their full potential and expand their imaginative capacities. Improve employees' leadership abilities and encourage the growth of new ideas with a well-thought-out leadership development program. Offer employees the chance to take part in initiatives specifically designed to foster innovation and creativity. Entrepreneurship and business development programs equip workers with the knowledge and tools they need to start their own companies.

Trips and visits within the industry provide workers the chance to observe how other organizations are run, which can spark fresh ideas and inspiration. By allowing workers to try out new tasks and departments, job-rotation and work-experience programs can help them gain new perspectives and spark new ideas in their current roles. Programs that foster collaboration and teamwork can help cultivate an atmosphere that's ripe for innovation. Programs that assist employees learn a new language and hone their "soft skills" (such as networking and interpersonal communication) can spark new ideas and innovation in the workplace. The confidence that employees have in their career paths and in the future of their company is a powerful motivator and source of inspiration for the growth and development of their originality and ingenuity, and this confidence can be provided by career programs and succession planning.

HRD implementation within the company

Methods for introducing HRD initiatives at an organization include the following: Assess what human resource development (HRD) initiatives are required to achieve business objectives and address employee requirements. Establish a strategy for implementing HRD programs, including a timeframe, budget, and list of available resources. Key stakeholder engagement: Include HR, managers, and employees in the planning and rollout phases to win their support and guarantee a smooth transition.

Get employees excited about HRD by explaining its benefits to them in detail. The next step is to put the HRD plans into action by rounding together trainers, classroom space, and instructional materials. It is important to assess how well the HRD initiatives are working and to make any required adjustments to boost their performance. Improve HRD programs on a regular basis to keep them current and useful. Recognize and reward employees for their contributions to the success of HRD initiatives and initiatives overall.

Challenges and obstacles in running HRD

The following are some of the most frequently encountered difficulties when implementing HRD programs: The effectiveness of HRD programs may suffer if staff members are resistant to change and hesitant to participate in them. Shortage of Time, Money, and Manpower Implementing HRD initiatives can be quite demanding on resources, including these three factors. When upper-level management doesn't back HRD initiatives, the initiatives often flounder and don't have the resources they need to succeed.

Due to inadequate evaluation, it may be difficult to determine the efficiency of HRD programs and to enhance their outcomes. Impact on productivity may be diminished if employees do not actively participate in HRD programs because of insufficient marketing and communication. Because of this, the effectiveness of HRD programs can suffer if their goals and objectives are not made apparent to employees. HRD programs that are not adaptable to the evolving needs of the business and its workforce risk becoming irrelevant and ineffective. To a lesser extent due to cultural differences, personnel from different backgrounds may not respond well to HRD programs that are not culturally appropriate.

CONCLUSION

Human resource development has had a major influence on the growth of employee innovation. Human resource development (HRD) initiatives allow businesses to foster an atmosphere that values and rewards employees' original thinking while also equipping them with the tools and materials they need to see their ideas through to fruition. However, in order to successfully apply HRD, businesses must overcome obstacles like reluctance to change and insufficient resources. Despite these obstacles, a more innovative and productive workforce can be gained through the deliberate and intentional application of HRD. Organizations should put an emphasis on HRD as a strategy to spur innovation and growth because of the clear role HRD plays in the cultivation of employee creativity.

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