

## **HUMAN RESOURCE DEVELOPMENT (HRD) FOR SOCIETAL DEVELOPMENT (SD):**

### **AN OVERVIEW**

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#### **ABSTRACT**

Throughout history, capitalism increasingly focused on human capital's productivity enhancement through human labor's misemployment, technological advancement, and the allocation of various resources, and rarely through workforce's further development by providing training and learning opportunities (Kaurin, 2009). However, since the 21<sup>st</sup> century is characterized by on-going turbulence, there seems to be a consensus that a nation's or an organization's education and training system is increasingly becoming a key factor of competitive economic superiority (Ashton & Green, 1996). A nation's workforce skills constitute hidden assets, critical elements for attaining the social, political, and economic goals of modern societies (Paprock, 2006). In that event, countries around the globe, both developed and developing, start to realize that economic growth and development is equated with societal development and their human capital's skills formation; thus, nations are trying to enhance their labor force's productivity and efficiency, while advancing their population's living standards as well (Wilson, 2012: 178; Thurow, 1996).

**KEYWORDS:** Human Resource Development (HRD), National Human Resource Development (NHRD), Societal Development (SD)