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In spite lot of developments in terms of multiplication of educational programs, professional bodies, research programs, judged against the criteria needed to be called a profession and as compared to the development of this profession abroad, and in other fields it may be concluded that:

- i) The body of knowledge and text books lack basic understanding of HRD (for example theories of learning and personality development may have to find appropriate place in literature and text books and HRD applications in different contexts should be outlined and be not restricted to corporate sector which only a small part of the population serve);
- ii) The basics are neither taught nor followed by the professionals;
- iii) There is no strictly enforced code of conduct, ethics and values for the profession;
- iv) And the professional bodies have shied away from formulating norm, values, certification requirements etc.
- v) There is no licensing mechanism to practice; and
- vi) Mentorship lacking except at an informal level.

Judged against these criteria required to be profession, it may be concluded that HRD in India, unlike in the west can at best can be called still an occupation or a preoccupation of a few and has not acquired the status of a profession. To be qualified as a profession it has a long way to go.

It is high time that academics, professional bodies and reputed institutions professing and championing the cause of Human Resource Development take time and make efforts to do the following:

1. Define basics and outline what constitutes Human Resource Development, the competencies required to be called a HRD professionals;
2. Introduce a certification mechanism for recognition of qualified HRD Professionals and or Facilitators;
3. Define and enforce a code of conduct including standards, ethics and values;
4. Make efforts to make available the body of knowledge at one place or at various places of preparation of HRD professionals;
5. Put mechanisms in place that distinguish HRD Professionals from others and help them to contribute to the society at large through their organizations, practice and work;
6. Step up the basic and applied research in HRD area; and
7. Create a reflective and rejuvenating HRD community.

These are just a few steps and many more need to be undertaken to make HRD contributes to the society. Strong will power and positive efforts taken by the organizations and HR practicing professionals may change this scenario. one must remember that professions like Medicine and Law have a history of two centuries and they acquired the status of profession after going through many stages of development. HRD is a recent field and in future, and in due course of time, it may also develop into a profession like Law and Medicine.

