Strategic HRD research proposal

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**Current HRD Theory/Practice Problem.**

In the modern world, employees play a vital role in the success of any modern-day business, and without them, organizational goals and objectives cannot be attained (Noe, et al., 2017). According to Mello, (2019), employees cannot undertake their duties diligently, unless they have the prerequisite skills and competencies needed to undertake the tasks. It is for this reason; most organizations have adopted modern day technologies to facilitate employee training, and to ensure that they are provided with a chance for personal and professional development (Noe, et al., 2017). Despite the incorporation of various technologies in strategic HRD, several issues persist in most organizations. These issues include high costs of training, inconsistencies in performance assessments, as well as lack of enough data to facilitate learning, and knowledge acquisition in these organizations (Li, 2016). In addressing this issue, this proposal will explore the gaps, and current challenges hampering the smooth incorporation of technology in strategic HRD. Once the obstacles are identified, organizations will be able to incorporate technologies such as big data in HRD to aid in needs assessments and to facilitate employee training and learning.

**Literature Review**

The incorporation of technology in strategic HRD is an issue that has been explored in various studies. A study by Li (2016) examined how the emergence of technologies such as cloud-based work systems, virtual teams, and telecommuting have reshaped learning within and outside the organization. This study found out that while technology has reshaped the HRD, by reducing the costs of training, and aiding the learning process, challenges persist in this area (Li, 2016). The study agrees with both Noe et al., (2017), and Keller, (2012), that the modern-day workplace is sophisticated, and even employees are still trying to figure out how to be productive, and remain within the confines of ethics. According to Noe, et al., (2017) that while most organizations have incorporated technology into the strategic HRD, most of them are still struggling to make the best out of it. According to Nasriyah et al. (2016), most organizations lack adequate knowledge of how technologies can be incorporated in HRD. For instance, most of them are still struggling to figure out how employee data from diverse sources can be combined into a single file, and a meaning derived from it.

**Proposed Research Methodology.**

An open-ended questionnaire will be used to gather data from HR managers, especially those in the ministry or churches. The churches will be used for the study since unlike most organizations that are just concerned with profit-making, and the church members have a duty to adhere to the rules of the land and to uphold values (Keller, 2012). In total, ten questionnaires will be issues to ten managers, each comprising of ten questions.

**Envisioned HRD Theory/Practice Contribution**

Understanding the use of technology in HRD as well as its associated challenges will help ensure that organizations use the techniques to their benefit. In some organizations, employee resistance is a key issue facing the use of technology in recruiting, performance evaluation, and training. Understanding the underlying beliefs and challenges will help solve this puzzle and ensure that the organizations adopt modern day technologies as part of strategic HRD.

**Envisioned Impact on God’s World**

The role of Christianity in the modern world cannot be ignored. When undertaking God's work, Hardy (1990) suggests that we should do it to our level best. At all times, we should treat work as a service to our neighbors, and ensure that we do it correctly (Hardy, 1990). Understanding how we can incorporate technology in God's work can be of great help, as it would allow us to undertake God's work with ease and efficiency. Whether it is in the ministry, or in assisting the less affluent members of the society, technology can help us undertake our duties with ease. As such, this proposal will have a positive impact on Christianity, as well as on God’s world.

**References**

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