

ROLE OF HUMAN RESOURCE DEVELOPMENT FUNCTIONS ON CRISIS MANAGEMENT

Krisda Tanchaisak¹, Busara Niyomves¹, Narat Wattanapanit¹ and Sanya Kenpahoom²

¹Ramkhamhaeng University, THAILAND

²Rajabhat Maha Sarakham University, THAILAND

zumsa_17@hotmail.com (Corresponding author)

ARTICLE HISTORY

Received: 15 August 2024

Revised: 23 August 2024

Accepted: 23 August 2024

ABSTRACT

Effective crisis management is essential to maintaining an organization's resilience and reputation in the face of unforeseen disruptions. By putting in place robust HRD procedures, organizations can enhance employee capabilities and ensure that workers are prepared to handle emergencies and adapt to changing conditions. This strategic alignment facilitates rapid crisis response while also fostering long-term organizational success and stability. This paper aims to explore the role of Human Resource Development Functions in Crisis Management. The results found that the critical role that human resource development (HRD) plays in improving an organization's capacity for crisis management. It highlights the vital necessity of crisis-specific training programs to improve staff members' communication, decision-making, and stress-reduction abilities, thereby enhancing organizational resilience. Furthermore, the review emphasizes the importance of leadership development in providing managers with the crisis navigation skills they need. It also tackles performance management issues by supporting targeted interventions and real-time metrics. Ultimately, strengthening HRD practices and improving readiness for future disruptions is achieved by integrating lessons learned from previous crises through knowledge management and organizational learning. In conclusion, The findings highlight the need for good human resource development (HRD) in enhancing organizational crisis management. HRD improves organizational resilience and readiness for upcoming challenges by emphasizing crisis-specific training, leadership development, and performance management, as well as by utilizing lessons learned.

Keywords: Role, Human Resource Development, Crisis Management

CITATION INFORMATION: Tanchaisak, K., Niyomves, B., Wattanapanit, N., & Kenpahoom, S., (2024). Role Of Human Resource Development Functions on Crisis Management. *Procedia of Multidisciplinary Research*, 2(8), 17.

Data Availability Statement: The raw data supporting the conclusions of this article will be made available by the authors, without undue reservation.

Conflicts of Interest: The authors declare that the research was conducted in the absence of any commercial or financial relationships that could be construed as a potential conflict of interest.

Publisher's Note: All claims expressed in this article are solely those of the authors and do not necessarily represent those of their affiliated organizations, or those of the publisher, the editors and the reviewers. Any product that may be evaluated in this article, or claim that may be made by its manufacturer, is not guaranteed or endorsed by the publisher.



Copyright: © 2024 by the authors. This is a fully open-access article distributed under the terms of the Attribution-NonCommercial-NoDerivatives 4.0 International (CC BY-NC-ND 4.0).