



Understanding Human Resource Management is Important in all Workplaces

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Abstract: In all types of workplaces, human resources are important. They are required to utilise their educational qualifications, competencies and abilities effectively. They are required to perform various job duties and responsibilities to achieve organisational goals, enhance organisational culture, and strengthen the organisation's overall structure. Hence, the concept of human resource management is important in all types of organisations and employment settings. Individuals in leadership positions are required to pay attention to this concept throughout their jobs. They need to implement factors that facilitate the up-gradation of motivation and concentration levels among human resources. In addition, the up-gradation of knowledge, understanding, skills, and abilities is regarded as a key factor in the effective implementation of job duties and responsibilities. Furthermore, the overall environmental conditions for human resources need to be pleasant and conducive to work. As a result, employees feel comfortable in the workplace and put in their best efforts to meet leaders' expectations. Therefore, it is well understood that human resources will utilise their competencies and abilities effectively to lead to the up-gradation of organisations' overall structures. The main concepts addressed in this research paper are the meaning and significance of human resource management, measures to enhance it, and the advantages of doing so.

Keywords: Employment Settings, Enhancement, Human Resource Management, Job Duties, Methodologies, Organisations, Skills, Well-Ordered Manner

I. INTRODUCTION

The organisations and employment settings vary in type, e.g., educational institutions at all levels, training centres, financial institutions, production and manufacturing organisations, service organisations, agencies, non-government organisations, wholesalers, retail stores, and so forth. In all types of organisations and employment settings, human resources are assets. They are required to utilise their educational qualifications, competencies and abilities effectively. Human resource management is concerned with developing employees' skills and abilities across all job positions. It is a people-oriented concept and can be applied at both the national and organisational levels (Dhar, 2014) [3].

Human resource management, from an organisational perspective, is the process by which employees are supported and motivated. They are encouraged to attain and develop technical, managerial, and behavioural knowledge, skills, and attitudes. The attitudes, beliefs and perceptions of individuals are transformed to enable them to perform present and future roles by recognising their highest human potential, with the view to making a positive contribution to the accomplishment of organisational, group, individual and social roles. Human resource management focuses on developing skills and attitudes to achieve organisational goals. Therefore, it is well understood that to achieve organisational goals, human resources across all job positions need to enhance their knowledge and skills.

Human resources within all types of organisations need to augment information on their job duties and responsibilities. Furthermore, they need to augment the information with diverse methodologies and procedures. Throughout their jobs, they need to augment information on these. As a consequence, they will perform well in their job duties and responsibilities, achieve various organisational goals, and meet the expectations of employers and supervisors (DeFranzo, 2020) [1]. Hence, it is understood, across all types of organisations and employment settings, that human resources are important. They need to conduct themselves ethically and morally. Furthermore, the up-gradation of traits such as diligence, resourcefulness, and conscientiousness facilitates the generation of desired outcomes. Therefore, human resources are required to utilise their educational qualifications, competencies and abilities to enhance organisational culture and to up-gradation the overall structure of the organisations.

A. Understanding the Meaning and Significance of Human Resource Management

In carrying out the task of human resource management, the up-gradation of analytical and critical-thinking skills is regarded as of utmost significance. This is essential for leaders and human resources across all job positions. Analytical skills facilitate the analysis of methodologies, procedures, techniques, and approaches. After the analysis is conducted, the most favourable and unfavourable results are selected. Critical-thinking skills facilitate rational, logical, and methodological thinking. These are the skills that facilitate productive decisions across a range of factors. Furthermore, individuals will be able to provide solutions to different types of problems. In addition, these are prevented from impeding the implementation of various job duties and responsibilities. Hence, it is understood comprehensively, leading to the up-gradation of these skills, which prepare individuals to meet the expectations of supervisors and employees.

These skills are considered worthwhile and effective for

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performing a range of job duties and responsibilities in line with the expectations of individuals in leadership positions. Human resources need to work hard to lead the development of these skills. The implementation of effective communication processes with other members, participation in training and development programs, generation of information on job duties, responsibilities, methodologies, and procedures, and research utilising resources and work experience are factors that facilitate skill development. Hence, up-gradation of these skills facilitates the achievement of organisational goals, enhances organisational culture, and leads to the overall up-gradation of organisations. As a consequence, human resources will experience job satisfaction. Therefore, individuals can gain a clear understanding of the meaning and significance of human resource management when guided by analytical and critical-thinking skills.

In implementing various job duties and responsibilities, human resources across all job positions need to lead to the upgradation of competencies. These are convincing, persuading, planning, organising, leading, directing, negotiating, controlling, coordinating, emotional intelligence, systems thinking, possessing the abilities to work under stress, putting in efforts to one's best abilities, coping with various types of dilemmas and challenging situations and carrying out all types of job duties and responsibilities in a well-ordered manner. These competencies need to be put into operation morally and ethically. Some job duties and responsibilities are carried out individually, whereas others are carried out in coordination with members, including leaders and colleagues; hence, competencies are developed.

The different types of competencies are considered meaningful and effective for applying various job duties and responsibilities in accordance with the expectations of individuals in leadership positions. Human resources need to work hard to lead the development of various competencies. As a consequence of operating these in a well-ordered and regimented manner, human resources will contribute to achieving organisational goals, leading to the up-gradation of the organisation's overall structure throughout their jobs. Human resources across all job positions need to work diligently to develop and enhance various competencies. Furthermore, in any set type, housekeeping must make every effort to mitigate the consequences; they will succeed in their job duties and responsibilities. Therefore, one can gain an understanding of the meaning and significance of human resource management when human resources lead the direction of various competencies.

Human resources within all types of organisations need to augment information on their job duties and responsibilities. Furthermore, they need to augment the information with diverse methodologies and procedures. Throughout their jobs, they need to augment information on these. As a consequence, they will lead to the up-gradation of various types of competencies and abilities. Furthermore, the inculcation of proficiency and adeptness is regarded as of utmost significance. Some job duties and responsibilities are carried out individually, whereas others are performed in coordination with members, including leaders and colleagues; hence, maintaining cordial, amiable relationships with them is of utmost significance. This is regarded as one

of the key factors that facilitate motivation and concentration in performing all types of job duties and responsibilities.

The human resources in all types of organizations and employment settings need to be well-informed in terms of various factors, i.e. implementing effective communication processes with other members; inculcating the traits of morality, ethics, diligence, resourcefulness and conscientiousness; taking out sufficient amount of time for all job duties and responsibilities; providing solutions to various types of problems and carrying out all types of job duties and responsibilities in a well-ordered manner. As a consequence, human resources will perform their job duties and responsibilities well, enhance organisational culture, and contribute to the up-gradation of the organisation's overall structure. Furthermore, they will meet the expectations of individuals in leadership positions, feel job satisfaction, and retain their jobs. Therefore, an understanding of the meaning and significance of human resource management is gained when human resources perform their job duties and responsibilities in a well-organised, regimented manner.

B. Measures to be Put into Operation in Promoting Enhancement of Human Resource Management

Across all types of organizations and employment settings, human resources are required to utilise their educational qualifications, competencies and abilities to perform a range of job duties and responsibilities. These are teaching, instructing, counselling, guiding, production, manufacturing, reporting, editing, financial management, project management, marketing, sales, and so forth. In organising various job duties and responsibilities, the development of skills and abilities among human resources across all job positions is indispensable. In order to be successful in one's job duties and responsibilities, human resources need to lead to up-gradation of motivation and concentration levels. As a result, their mindsets will be stimulated, and they will put forth their best efforts to achieve the desired outcomes. Furthermore, various types of dilemmas and challenging situations will be prevented from becoming impediments to achieving organisational goals (Human Resources, 2022) [5].

Individuals in leadership positions and across all job positions need to augment their knowledge of measures to enhance human resource management. All types of measures must be implemented in a well-organised and disciplined manner. Furthermore, positivity needs to be reinforced across all measures. One of the major aspects is that these need to be advantageous to human resources and the overall structure of the organisations. Therefore, measures to be put into operation in promoting the enhancement of human resource management are stated as follows:

C. Honing Analytical and Critical-Thinking Skills

In carrying out the task of human resource management, the up-gradation of analytical and critical-thinking skills is regarded as of utmost significance. This is essential for leaders and human resources across all job positions. Analytical skills facilitate the analysis of various methodologies, procedures, and options. After the analysis is conducted, the most useful ones are selected. Critical-thinking skills facilitate rational, logical, and methodological thinking. These are the skills that



facilitate making wise and productive decisions across various factors. Furthermore, individuals will be able to provide solutions to different types of problems.

These skills are considered worthwhile and effective for performing various job duties and responsibilities in line with the expectations of individuals in leadership positions. The implementation of effective communication processes with other members, enrollment in training and development programs, obtaining information on job duties, responsibilities, methodologies, and procedures, and conducting research and gaining work experience are factors that facilitate the honing of these skills. Hence, up-gradation of these skills facilitates the achievement of organisational goals, enhances organisational culture, and enriches the overall structure of organisations and all types of employment settings. As a consequence, human resources will experience job satisfaction. Therefore, honing analytical and critical-thinking skills is regarded as an indispensable measure for enhancing human resource management.

D. Making Wise and Productive Decisions

In all types of organisations and employment settings, the implementation of decision-making processes is regarded as of utmost significance. The factors that inform decisions include recruitment and selection methods; goals, objectives, mission, and purpose; departments; job duties and responsibilities; methodologies, approaches, and procedures; resources, infrastructure, amenities, and facilities; organisational culture; training and development programs; and the organisation's overall structure. In making wise and productive decisions, analytical and critical-thinking skills need to be honed. Analytical skills facilitate the analysis of various methodologies and procedures. After the analysis is conducted, the most meaningful ones are selected. Critical-thinking skills facilitate rational, logical, and methodological thinking. These are the skills that facilitate making wise and productive decisions across various factors. Furthermore, individuals will perform their job duties and responsibilities well and achieve the desired goals and objectives.

Individuals in leadership positions are vested with the authority and responsibility to make wise and productive decisions. Furthermore, individuals need to ensure that these are facilitating the promotion of the well-being of all members and the up-gradation of the overall structure of the organisations. The decisions need to be flexible. Decisions can be made effectively. Hence, it is understood that making wise and productive decisions is advantageous to human resources and to organisations overall. Therefore, making wise, productive decisions is one key measure for enhancing human resource management.

E. Employee Competency Development

In implementing various job duties and responsibilities, human resources across all job positions need to lead to the up-gradation of competencies. Hence, employee competency development is an important concept in all types of organisations and employment settings. These are convincing, persuading, planning, organising, leading, directing, negotiating, controlling, coordinating, emotional intelligence, systems thinking, possessing the abilities to work under stress, putting in efforts to one's best abilities, coping with various types of dilemmas and challenging

situations and carrying out all types of job duties and responsibilities in a well-ordered manner. These competencies need to be put into operation morally and ethically.

The different types of competencies are considered meaningful and effective for implementing various job duties and responsibilities, in accordance with the expectations of individuals in leadership positions. Human resources need to work hard to drive the up-gradation of various competencies. As a consequence of putting these into operation in a well-organised manner, human resources will contribute to achieving organisational goals, enhancing organisational culture and leading to the up-gradation of the overall structure of the organisations and employment settings. Hence, throughout their careers, human resources professionals across all positions need to emphasise developing a range of competencies. Furthermore, in any case, human resources need to make every effort to overcome them. As a consequence, they will be successful in their job duties and responsibilities. Therefore, employee competency development is an effective measure for enhancing human resource management.

F. Employee Potential Development

Human resources within all types of organisations need to augment information on their job duties and responsibilities. Furthermore, they need to augment the information with diverse methodologies and procedures. Throughout their jobs, they need to augment information on these. As a consequence, they will lead to the up-gradation of their potential. Some job duties and responsibilities are carried out individually, whereas others are performed in coordination with other members, including leaders and colleagues; hence, building pleasant relationships with them is essential. This is regarded as one of the prominent aspects which facilitates the up-gradation of motivation and concentration levels towards the implementation of all types of job duties and responsibilities.

The human resources in all types of organizations and employment settings need to be well-informed in terms of various factors, i.e. implementing effective communication processes with other members; inculcating the traits of morality, ethics, diligence, resourcefulness and conscientiousness; developing mutual understanding with other members; taking out sufficient amount of time for all job duties and responsibilities; honing analytical and critical-thinking skills; making wise and productive decisions in terms of various factors; providing solutions to various types of problems; putting in efforts to one's best abilities; possessing the abilities to work under stress and carrying out all types of job duties and responsibilities in a well-ordered manner. As a consequence, human resources mindsets will be stimulated, leading to an up-gradation of motivation and concentration levels towards job duties and responsibilities. Hence, the concept of employee potential development has acquired prominence in all types of organisations and employment settings. Therefore, employee potential development is an expedient measure to implement to enhance human resource management.

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II. ROLES DEVELOPMENT

Human resources within all types of organisations need to augment information on their job duties and responsibilities. The possession of information in these terms facilitates role development. The roles are the job duties and responsibilities performed by human resources. The different types of roles include teaching, instructing, counselling, guiding, production, manufacturing, reporting, editing, financial management, project management, marketing, sales, and so forth. Furthermore, human resources need to augment their knowledge of different methodologies and procedures. Throughout their jobs, they need to augment information on these. As a consequence, they will lead to the up-gradation of various types of competencies and abilities. Furthermore, inculcation of professionalism is worthwhile and favourable. This is beneficial for human resources in promoting calm and composed mindsets.

Some roles are implemented individually, whereas others are carried out in coordination with other members, including leaders and colleagues; hence, building pleasant relationships with them is essential. This is regarded as one of the prominent aspects which facilitates the up-gradation of motivation and concentration levels towards the implementation of all types of roles. As a consequence, role development will occur, and the expectations of individuals in leadership positions will be met. Therefore, role development is a well-established approach to enhancing human resource management.

A. Motivation Development

In all types of organisations and employment settings, individuals in leadership positions are vested with the authority and responsibility to implement the factors necessary to develop motivation levels among human resources. As a result, individuals' mindsets will be stimulated, and they will put forth their best efforts to achieve the desired outcomes. The various factors that facilitate motivation development include increases in pay, promotional opportunities, paid vacations, paid leave, gifts, trophies, certificates, additional job duties and responsibilities, and so forth. Within all types of professional settings, the formation of agreeable terms and relationships with other members is regarded as one of the prominent aspects, which leads to the up-gradation of motivation and concentration levels towards the implementation of all types of job duties and responsibilities.

The human resources in all types of organizations and employment settings need to be well-informed in terms of various factors, i.e. implementing effective communication processes with other members; inculcating the traits of reliability, truthfulness and meticulousness; making wise and productive decisions in terms of various factors; implementing time-management skills; providing solutions to various types of problems and carrying out all types of job duties and responsibilities in a satisfactory manner. As a result, human resources will perform their duties and responsibilities effectively, enhance organisational culture, and enrich the organisation's overall structure. Furthermore, they will meet the expectations of individuals in leadership positions, feel job satisfaction, and retain their jobs.

Therefore, motivation development is a decisive measure to implement to enhance human resource management.

B. Managing Resources

Within all types of organisations and workplaces, management of resources is regarded as of utmost significance. The various types of resources are financial, human, technical, material and information. The financial resources are monetary. These are utilised to make purchases of various products, acquire services of service providers, bring about changes in various factors and fulfil various types of needs and requirements. Human resources are the personnel. They are required to use their educational qualifications, skills, and abilities in an orderly manner. Technical resources include various technologies, e.g., computers, laptops, iPads, scanners, printers, photocopiers, audio-visual aids, projectors, and so forth. Material resources are tools, devices, apparatus, machinery, equipment and gear. Information resources are books, articles, reports, projects, newspapers, magazines, other reading materials and the internet. Human resources, across all job positions, are required to utilise financial, technical, material, and information resources to perform various job duties and responsibilities.

Individuals in leadership positions formulate laws and regulations governing the management and utilisation of resources. These need to be utilised morally and ethically, and wastage prevented. All members, including leaders, need to follow the laws and rules. Resource management is key to implementing job duties and responsibilities and achieving desired goals and objectives. Therefore, managing resources is an imperative measure for enhancing human resource management.

C. Promoting Health, Safety and Security

In some industries and factories, human resources perform hazardous work. The job duties in lock industries, diamond polishing, gem cutting, beedi rolling, food processing, plantations, cottage industries and so forth are hazardous. Human resources are required to work with various types of material resources. Hence, individuals need to augment their information with techniques for using it effectively. They need to take precautions, such as wearing proper attire, gear, and spectacles. Furthermore, laws and regulations must be followed to use these effectively. One important aspect is that human resources need to be well-informed about their job duties and the methodologies for implementing them effectively and in a well-organised manner.

Within all types of organisations and employment settings, there are occurrences of various types of criminal and violent acts, i.e. sexual harassment, mental harassment, grievous hurt, rape, acid attacks and murder. The leaders need to formulate laws and rules to eliminate crime and violence. Furthermore, they need to formulate strategies to create pleasant, amiable work environments. All members, across all job positions, need to follow the strategies throughout their jobs. As a consequence, they will lead to an up-gradation of motivation and concentration levels towards work; the formation of agreeable terms and relationships with other members; and the creation of cordial environmental



conditions. Furthermore, health, safety and security will be promoted among human resources. Therefore, promoting health, safety, and security is a key measure for enhancing human resource management.

III. PROVIDING SOLUTIONS TO VARIOUS PROBLEMS

The individuals, belonging to all job positions in all types of organizations and employment settings experience problems in terms of various factors, i.e. job duties, responsibilities, methodologies, procedures, techniques, approaches, work pressure, lack of implementation of time-management skills, lack of analytical, critical-thinking and problem-solving skills, scarcity of financial, technical, material and information resources, lack of infrastructure, amenities and facilities, crime and violence, health problems, illnesses, psychological problems and so forth. The influence of various types of problems varies in degree. The individuals need to provide effective solutions to these. Furthermore, these are prevented from hindering the achievement of various professional goals (Fogleman & McCorkle, n.d.) [4].

The individuals need to lead the up-gradation of problem-solving skills. These are skills that facilitate the identification of the causes of problems. After the causes are identified, appropriate solutions are provided. Furthermore, these are prevented from assuming a major form. The solutions are provided to these on one's own or through obtaining help and assistance from other members; hence, the development of mutual understanding with them is regarded as of utmost significance. As a consequence, various problems will be solved, and individuals will hone their motivation for work. Furthermore, individuals will perform their job duties and responsibilities well, achieve their goals and objectives, and meet leadership expectations. Therefore, providing solutions to various problems is a noteworthy measure to implement to promote the enhancement of human resource management.

A. Promoting enhancement of Working Environmental Conditions

To enhance human resource management, individuals across all job positions and in all types of organizations and employment settings need to deepen their understanding of factors that improve working conditions. The different types of factors are, implementing effective communication processes; honing analytical and critical-thinking skills; making wise and productive decisions in terms of various factors; inculcating the traits of morality and ethics; implementing the traits of diligence, resourcefulness and conscientiousness; forming cordial and amiable terms and relationships with other members; putting in efforts to one's best abilities; possessing the abilities to work under stress; providing solutions to various types of problems and carrying out all types of job duties and responsibilities in a well-organized manner. Throughout their jobs, individuals need to acknowledge and implement all these factors.

As a consequence of applying these factors, individuals will help improve working environmental conditions. Furthermore, they will perform their job duties and responsibilities well, achieve the desired goals and objectives, and meet the expectations of individuals in leadership positions. Hence, it is well understood that these factors are

important for the orderly and disciplined performance of all job duties and responsibilities. As a result, individuals will experience job satisfaction and remain employed. Therefore, improving working conditions is an effective measure to enhance human resource management.

B. Advantages of Promoting the Enhancement of Human Resource Management

Human resource management is the process of assisting and motivating employees. They are encouraged to attain and develop technical, managerial, and behavioural knowledge, skills, and attitudes. The attitudes, beliefs and perceptions of individuals are transformed to enable them to perform present and future roles by recognising their highest human potential, with the view to making a positive contribution to the accomplishment of organisational, group, individual and social roles. Human resource management focuses on developing skills and attitudes to achieve organisational goals. Hence, it is well understood that to achieve organisational goals, human resources across all job positions need to enhance their knowledge and skills (Determination, 2020) [2]. Promoting the enhancement of human resource management is advantageous to members and to the organisation's overall structure. Therefore, the advantages of promoting human resource management are being well-prepared to achieve professional goals; experiencing pleasure and contentment; enhancing organisational culture; and leading to the up-gradation of the overall structure of workplaces. These are stated as follows:

C. Being Well-Prepared Towards the Achievement of Professional Goals

Individuals across all job positions, types of organisations, and employment settings need to be well informed about their professional goals. These are, leading to an increase in productivity and profitability; improving employee morale; meeting customer demands; leading to up-gradation of training and development programs; managing financial, human, technical, material and information resources; making provision of infrastructure, amenities and facilities; utilizing various types of modern, scientific and innovative methods and materials; promoting enhancement of organizational culture; leading to up-gradation of overall structure of workplaces and creating an amiable and pleasant environment within workplaces. By promoting human resource management, various professional goals are achieved effectively. Therefore, being well prepared to achieve professional goals is an indispensable advantage in human resource management.

D. Incurring the Feelings of Pleasure and Contentment

As a consequence of promoting the enhancement of human resource management, human resources are augmenting information on different types of job duties and responsibilities. Furthermore, they are augmenting information on techniques for carrying these out in a well-organised and regimented manner. In addition, individuals need to augment their knowledge with a range of competencies and abilities. Furthermore, inculcating moral, ethical, diligent, and conscientious traits facilitates the achievement of various

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professional goals. As a consequence, human resources will experience pleasure and contentment. Therefore, experiencing pleasure and contentment is a significant advantage of promoting human resource management.

E. Promoting Enhancement of Organisational Culture

Promoting the enhancement of organisational culture is regarded as a major goal for individuals across all job positions and employment settings. As a consequence of promoting the enhancement of human resource management, human resources are augmenting information on various factors that facilitate achieving this goal. The various factors are job duties, responsibilities, methodologies, procedures, techniques, approaches, strategies, morals, ethics, norms, values, diligence, resourcefulness, conscientiousness, meticulousness and so forth. The acknowledgement and implementation of all these factors are effectively facilitating the achievement of this goal. Therefore, promoting organisational culture is an eminent advantage of human resource management.

F. Leading to Up-Gradation of the Overall Structure of Workplaces

Leading to the up-gradation of the overall structure of workplaces is regarded as one of the major goals of individuals across all job positions and in all types of organisations and employment settings. As a consequence of promoting the enhancement of human resource management, human resources are augmenting information on various factors that facilitate achieving this goal. The various factors relate to job duties, responsibilities, methodologies, procedures, techniques, approaches, strategies, morals, ethics, norms, values, diligence, resourcefulness, conscientiousness, departments, personnel, infrastructure, amenities, facilities, resources, organisational culture, and the overall structure of workplaces. The implementation of all these factors facilitates the achievement of this goal in a well-ordered manner. Therefore, the up-gradation of the overall structure of workplaces is an expedient advantage for promoting human resource management.

IV. CONCLUSION

Human resource management is an important concept in all types of organizations and employment settings. It is concerned with developing skills and abilities among human resources. Furthermore, information needs to be augmented with measures to promote human resource management. In addition, one needs to be well-informed about the advantages of promoting human resource management. Finally, it can be stated that human resource management is regarded as meaningful for achieving organisational goals, enhancing organisational culture, and leading to the up-gradation of the overall structure of organisations.

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