



History of HRD in India

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Building Institutions and movements is often attributed to a few individuals. Examining the history of institutions indicate the involvement of a number of actors and processes in institution building. The history of the HRD movement is well described in an earlier article by Udai Pareek and TV Rao. The history includes starting of the first HRD department in L&T in 1975 and the HR Function in 1977, XLRI center for HRD in 1983, National HRD Network (NHRDN) in 1986 and Academy of HRD (AHRD) in 1990. The ISTD and NIPM started in 1970 and 1982 made their own contributions as professional bodies that promote HRD and Personnel functions. Mr. Baburaj Nair documented well the first 10 years of the NHRDN in his book “Growth of a Professional Association: National HRD Network” in 1996. The NHRDN keeps making its contributions as a professional association with over 20,000 members and 50 chapters across the country. The AHRD has books, round tables, international conferences, and over 100 Doctoral level Fellow (47 awarded and 70 in process). Both have made some impact and could have done a lot more if they collaborated more. They had common founders and promoters. Both are registered societies and trusts registered in Ahmedabad. The document presents what went into building of NHRDN in the first 20 years and the first 12 years of AHRD. This book is a personal initiative by T V Rao to share with interested Individual a number of things that went behind scenes and the number of individuals that participated in building these institutions.

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