

### **Abstract**

Human Resource Development (HRD) is to help employees to develop their attitude, skill and knowledge in personal and organizational aspects. Such developments can provide beneficial effect to the employer to retain and motivate employees. The practice of HRD can be based on three aspects, i.e. (i) psychological, (ii) economic and (iii) development aspects. The psychological aspect includes the development of human resources and the socio-technical interplay of humans and systems. The economic aspect refers to utilization of human resources in effective and efficient way in order to meet the competitive environment with productive goals. The development aspect refers to the complex and dynamic interactions between work process, organization, environment, organization and individual variables. This study would provide some discussion of the three aspects related to textile dyeing industry.

**Keywords:** human resources, textile dyeing industry, psychological, economic, development

### **Content:**

Textile dyeing industry is no doubt an extremely competitive industry. Individual factories are developing sustained competitive advantage(s) by creating new techniques and technology which the competitors cannot easily duplicate. Human resources, as part of intangible resources of a company, become significantly important for continuing organizational success in the competitive marketing environment. HRD activities can influence the performance of a factory by indirect means, through the increase of employee motivation (Psychological aspect), or direct means, through improvement and enhancement of employees' skills and knowledge (Economic aspect) and updating company machinery and technology (Development aspect).

In short, HRD can definitely improve a company's performance. The involvement of everyone in the company, including top management, technical staffs and even contingent workers, etc., in investing, promoting and participating in HRD activities can bring about enhanced competitiveness in the dyeing industry.

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