

Title: Human Resource Development: a contemporary cut

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Human Resource Development (HRD) is a field of Human Resource knowledge and intervention that seeks to contribute to people's acquisition and continuous improvement of the skills needed to carry out their occupational functions and consequently that societies and organizations benefit more from human capital. It is an intentional process necessary for people who are professionally active or who wish to enter the labor market to add value in an increasingly sustainable way to the socio-labor fabric. For this reason, it is fundamental for (labor and social) organizations to develop Human Resource Development strategies so that they can manage their workforce in an organized and aligned way with their missions and objectives.

In this communication we will present the contemporary conceptualizations of the scientific construct of Human Resources Development, as well as its main dimensions and associated problems.

Through a systematic review (without meta-analysis) we collected all articles that explicitly included the term "Human Resourc * Development" and "Human Resource Development" in the B-on, Google Scholar, RCAAP and National Doctoral Thesis, produced in 2015 and 2016. We also collect the articles from all journals indexed Scopus and Web of Science, in the editions of 2015 and 2016, with the term "Human Resourc * Development" and "Human Resource Development" in the designation. In a second phase, we developed a comprehensive cascade through the categorization of articles, which allowed us to explore in an analytical way the main dimensions and problems associated with Human Resource Development.

In order to acquire a more professional perspective on the reality of Human Resources Development, it was also complemented by an analysis of content to the sites of the Professional Associations of International Human Resources Development, namely the Academy Society of Human Resource Development and American Society for Training & Development.

The study revealed that Human Resource Development is a process that is directly linked to the human potential available in a particular society or organization in particular and to the systematic construction and adaptation of models of continuous learning and change management that allow to respond to the contextual and business. Of the dimensions most associated with Human Resources Development are the governmental strategies to encourage HRD, Human Resources Development planning and employee competency development programs. It is also emphasized that the Development of Human Resources is a process both individual and collective, which results in a process with different configurations. It appears, however, always articulated with the area of knowledge and intervention of Human Resources: if in an organizational context, associated with the various human resources management practices, namely, recruitment and selection, career management, training and performance management; is associated to the economic-social reality, referring to the issues of qualification, productivity and the labor market. In all approaches emerges as a process of strengthening the internal capacity of societies and organizations to deal with current and future challenges.