

Successful NGO Management through Effective HR Practices

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ABSTRACT

Today Non-Government Organisations (NGOs) have become complex and colossal in terms of their operations and employee strength. As the endeavour of NGOs prevailing is a social development rather than profit generation, they confront distinct challenges in the area of Human Resource Management. This case study converges on human resource practices and challenges of N. M. Sadguru Water and Development Foundation, based in Dahod district of Gujarat, India. Through the effective HR practices, this leading NGO working in the natural resource management sector has been culminated a distinguished triumph in employee retention and organisational growth, which is remarkable and striking for the development sector. The case study has been furnished exercising qualitative research methods. The researcher has employed in-depth interviews of key persons and content analysis as tools for data collection and analysis respectively. This case study further parleys the philosophy and approach of the organisation management towards HR and HR practices adopted by N. M. Sadguru Water and Development Foundation. Moreover, in this case study, a successful model of HR practices in the development sector, which could be worth noticing for other organisations functioning in the development sector, has been flourished.

KEYWORDS: NGO, Development sector, HR challenges, HR practices, Sadguru foundation, India.

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