

Documents

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The importance of fostering alignment to ensure sustainable nation building: The role of HRD in large Palestinian organizations
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Abstract

Purpose: – The purpose of this paper is to report on the findings of a study exploring the challenges confronting the provision of human resource development (HRD) in large Palestinian organizations. Design/methodology/approach: – A mixed methods approach was used to gather the data. The quantitative data were analysed using statistical programme for social sciences. Qualitative data were analysed using thematic analysis. Findings: – The first challenge pertained to the need for large-scale investment in human capital while at the same time facing serious resource constraints. Additional challenges were; the operational nature of the HR function, the limited training and development expertise and the lack of alignment between educational institutions and employers' needs. Research limitations/implications: – This exploratory study provides recommendations for future explanatory research to contribute to the literature examining national human resource development (NHRD) in high-conflict societies. Practical implications: – The findings have implications for both policy makers and the HRD profession. There are also implications for the prioritization of development funding. Social implications: – There is an identified need for closer alignment between the country's education system, the needs of the workplace and the HRD function in organizations. The overarching recommendation is that the HRD function be considered from a NHRD and human capital theory perspectives. Originality/value: – This study is the first of its type to be conducted in Palestine. The findings highlight the importance of NHRD to the sustainable nation-building process in Palestine. © 2016, © Emerald Group Publishing Limited.

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