

The Impacts of Communication And Attitude, Professional Knowledge, Skills and Work Experience on Human Resource Development Policy: The Case Of Mongolia

Oyuntuya Luvsandorj*, Odbaatar Bibish*

Ph.D student at University of Internal Affairs, Mongolia.

*Corresponding Author

Oyuntuya Luvsandorj, Ph.D student at University of Internal Affairs, Mongolia.

Odbaatar Bibish, Ph.D at University of Internal Affairs, Mongolia.

Submitted: 2024, Jan 03; Accepted: 2024, Mar 26; Published: 2024, Mar 29

Citation: OYUNTUYA Luvsandorj, ODBAATAR Bibish. (2024). The Impacts of Communication And Attitude, Professional Knowledge, Skills and Work Experience on Human Resource Development Policy: The Case Of Mongolia. *J Huma Soci Scie*, 7(3), 01-07.

Abstract

This study aims to investigate the multifaceted impacts of communication and attitude, as well as professional knowledge, skills, and work experience, on the formulation and implementation of human resource development policies. By elucidating the intricate relationships among these factors, the goal is to provide insights that can inform the development of more effective HR policies conducive to organizational growth and employee advancement. Through rigorous analysis and empirical examination, this research seeks to contribute to the enhancement of strategic HR management practices tailored to contemporary workplace dynamics.

In our study, we utilized SMART PLS 3.0 software to conduct advanced statistical analyses and structural equation modeling. This powerful tool enabled us to comprehensively assess the relationships among communication, attitude, professional knowledge, skills, work experience, and human resource development policy outcomes. By employing SMART PLS 3.0.

Keywords: Communication and Attitude, Professional Knowledge, Skills, Work Experience, Human Resource Development Policy

1. Introduction

The interplay between communication and attitude, alongside professional knowledge, skills, and work experience, significantly influences the efficacy of human resource development policies. Effective communication fosters a positive organizational culture, shaping employee attitudes towards training and development initiatives. Meanwhile, the alignment of professional expertise and practical experience enhances the implementation and success of HR policies, ultimately driving organizational growth and development.

2. The Background Theory and Conceptualization

2.1. Communication and Attitude on Human Resource Development Policy

Chris Argyris (1957) argued the theory of organizational learning highlights the significance of attitudes and beliefs in shaping human behavior within organizations. In the context of HRD policy, Argyris emphasizes the need for a shift in attitudes towards continuous learning and development. He suggests

that organizations must foster a culture that values learning and encourages employees to embrace change and personal growth as integral parts of their professional journey.

Michael Beer (1980) argued work on organizational communication emphasizes the importance of effective communication channels within human resource development policies. Beer argues that clear and open channels of communication are vital for successful implementation of HRD policies, as they facilitate the dissemination of information, feedback, and alignment of organizational goals with individual aspirations.

Edgar Schein (1992) identified that work on organizational culture and leadership underscores the importance of stakeholder engagement in the design and implementation of HRD policies. Schein argues that effective HRD policies require active involvement and support from various stakeholders, including employees, managers, and external partners. By engaging stakeholders in the policy-making process, organizations can ensure alignment of