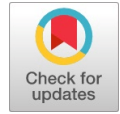


Encouraging Meaningful Work and Promotional Opportunities: Essential in Leading to Progression of Human Resources

Radhika Kapur



Abstract: In all types of organizations, all the members, belonging to all job positions need to be well-informed in terms of ways of leading to up-gradation of overall structure of the organizations. This is regarded as one of the essential goals, which all members are committed towards. The employers and supervisors impart information among human resources in terms of their job duties and responsibilities. Furthermore, information is imparted in terms of methods, which are necessary to carry these out in a well-ordered manner. One of the important aspects that needs to be taken into account is all types of methodologies and procedures need to be put into operation in a well-ordered and satisfactory manner. The individuals in leadership positions need to put emphasis on encouraging meaningful work and promotional opportunities. These are the factors, which would be encouraging in leading to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. The main reason being, the mind-sets of the individuals will be stimulated towards generation of desired outcomes. As a consequence, all the members will incur the feeling of job satisfaction and retain their jobs. Therefore, it is well-understood, encouraging meaningful work and promotional opportunities are essential in leading to progression of human resources. The main concepts that are taken into account in this research paper are, objectives of encouraging meaningful work and promotional opportunities, understanding the meaning and significance of encouraging meaningful work and promotional opportunities and measures to be implemented in encouraging meaningful work and promotional opportunities.

Keywords: Abilities, Human Resources, Job Duties, Meaningful Work, Methodologies, Organizations, Promotional Opportunities, Skills

I. INTRODUCTION

The organizations are of various types, i.e. educational institutions of all levels, training centres, production and manufacturing organizations, financial institutions, services organizations, agencies, non-government organizations and so forth. In all types of organizations, individuals are in different job positions in the hierarchy. They are required to make use of their educational qualifications, competencies and abilities in carrying out job duties in a well-organized manner (Zuljan, & Vogrinc, 2010).

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The individuals in leadership positions are vested with the authority and responsibility of recruiting and selecting the individuals in all job positions. In order to carry out recruitment and selection in an effective manner, one needs to take into account various factors, i.e. educational qualifications, skills, capabilities, aptitude and work experience. When the employees get recruited and selected, they need to be assigned meaningful work. This is referred to productive and prolific work, which is facilitating in promoting enhancement of organizations. Furthermore, they need to be conveyed in terms of the factor that they need to work diligently in order to achieve organizational goals and lead to up-gradation of overall structure of the organizations. Therefore, in all types of organizations, encouraging meaningful work and promotional opportunities is essential.

In all types of organizations, employers assign job duties to the individuals, which they are required to work in a team. The team comprises of two or more individuals. There are various benefits of teamwork. The employees obtain help and assistance from each other in carrying out their tasks and activities in a well-ordered manner. Furthermore, they will lead to up-gradation of motivation and concentration levels towards doing well in one's job duties and generating desired outcomes. In addition, one will be able to cope with different types of dilemmas and challenging situations in an adequate manner. In teams comprising of more than three members, there is a team leader. He/she is vested with the authority and responsibility of guiding and leading others in the right direction. Furthermore, the team members are encouraged in putting into operation different types of tasks and activities in a successful manner. Therefore, it can be stated, when teamwork is promoted, one will be able to encourage meaningful work and promotional opportunities in a satisfactory manner.

A. Objectives of Encouraging Meaningful Work and Promotional Opportunities

The various factors, i.e. educational qualifications, skills, capabilities, aptitude and work experience are taken into account by the hiring authorities, when they are putting into operation the processes of recruitment and selection. When the employees get recruited and selected, they need to be assigned meaningful work. This is referred to creative, dynamic and fruitful work, which is facilitating in promoting enhancement of organizational culture and leading to enrichment of overall organizations (Effective Teaching, 2009).

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Furthermore, they need to be conveyed in terms of the factor that they need to work diligently in order to achieve organizational goals and lead to up-gradation of overall structure of the organizations. Therefore, in all types of organizations, encouraging meaningful work and promotional opportunities is essential. When one is conducting research on encouraging meaningful work and promotional opportunities, it is necessary to acquire an efficient understanding of the objectives. These are stated as follows:

1. Putting into operation effective communication processes.
2. Reinforcing a constructive approach.
3. Forming positive viewpoints in terms of different factors and individuals.
4. Augmenting different types of skills and abilities.
5. Making wise and productive decisions.
6. Taking out sufficient amount of time for all tasks and activities.
7. Implementing analytical and critical-thinking skills.
8. Inculcating the traits of morality and ethics.
9. Implementing the traits of honesty, efficiency and truthfulness.
10. Implementing the traits of diligence, resourcefulness and conscientiousness.
11. Being well-informed in terms of job duties and responsibilities.
12. Being well-equipped in terms of methodologies and procedures.
13. Utilizing modern, scientific and innovative methods and materials.
14. Developing mutual understanding with other members.
15. Managing financial, human, technical, material and information resources.
16. Making provision of infrastructure, amenities and facilities.
17. Carrying out tasks and activities in a well-organized manner.
18. Putting in efforts to one's best abilities.
19. Promoting enhancement of organizational culture.
20. Leading to up-gradation of overall structure of the organizations.

B. Understanding the Meaning and Significance of Encouraging Meaningful Work and Promotional Opportunities

The individuals, belonging to all job positions in the hierarchy of the organizations are required to put emphasis on their job duties and responsibilities. The different types of job duties and responsibilities are manageable as well as complicated, these are put into operation in less amount of time or can be more time-consuming. Furthermore, these are put into practice on one's own or through obtaining support and assistance from other individuals. The individuals in various types of job positions in all types of organizations are carrying out number of job duties and responsibilities, i.e. preparation of graphs, charts, articles, projects, reports, images, products, services, and so forth.

In all types of job duties and responsibilities, one needs to be well-informed in terms of various types of ways, which

would be facilitating in generating desired outcomes. Furthermore, it is of utmost significance for all the members to reinforce the traits of honesty, efficiency and meticulousness. The implementation of different types of job duties and responsibilities in a well-organized and regimented manner is vital in promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. Therefore, individuals are able to acquire an efficient understanding of the meaning and significance of encouraging meaningful work and promotional opportunities, when they are well-informed in terms of different types of job duties and responsibilities.

The individuals, belonging to all job positions are required to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways, which are necessary in doing well in one's job duties and generating desired outcomes. Individuals need to acquire an efficient understanding of the concepts. Furthermore, they are required to get engaged in regular practice. This is essential in augmenting knowledge, competencies and abilities. One of the important aspects that needs to be taken into account is, these need to be put into operation in a positive manner. Furthermore, it needs to be ensured, these are facilitating in enhancing productivity and profitability. In addition, one needs to reinforce the traits of industriousness, diligence and sincerity.

The individuals are required to make sure, they are reinforcing a constructive approach. This is facilitating in forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. As a consequence, one will lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, the mind-sets of the individuals will be stimulated and they will put in efforts to their best abilities. As a consequence, workforce will be able to render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, one is able to acquire an understanding of the meaning and significance of encouraging meaningful work and promotional opportunities, when they are well-informed in terms of different types of methodologies and procedures.

With advancements taking place and with the advent of modernization and globalization, individuals need to be well-informed in terms of different types of modern, scientific and innovative methods and materials. The utilization of these methods and materials would be facilitating in doing well in one's job duties and generating desired outcomes. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in acquiring an efficient understanding of the concepts. In addition, one will be able to clarify their doubts in terms of various factors. The different types of these methods and materials are, utilization of charts, graphs, maps, pictures, images, designs, structures, models, devices, apparatus, equipment, tools, machinery and various types of technologies. The individuals in all types of organizations are making use of these in putting into operation different types of tasks and activities.



As a consequence of utilizing different types of modern, scientific and innovative methods and materials, one will lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, the mind-sets of the individuals will be stimulated and they will put in efforts to their best abilities. Furthermore, they will possess the abilities to work under stress in order to carry out various types of tasks and activities in a well-ordered and disciplined manner. As a consequence, workforce will be able to render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, an understanding of the meaning and significance of encouraging meaningful work and promotional opportunities is acquired, when individuals are implementing different types of modern, scientific and innovative methods and materials.

C. Measures to be Implemented in Encouraging Meaningful Work and Promotional Opportunities

Within all types of organizations, there are certain goals and objectives, which all members are focused towards achieving. The different types of goals and objectives are, leading to up-gradation of recruitment and selection methods; promoting enhancement of training and development programs; leading to an increase in productivity and profitability; managing financial, human, technical, material and information resources; making provision of infrastructure, amenities and facilities; forming cordial and amiable terms and relationships with each other; augmenting different types of skills and abilities; carrying out all types of tasks and activities in a satisfactory manner; promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. All the members of the organizations are required to augment their information in terms of ways that would be facilitating in achievement of desired goals and objectives. One of the important aspects that needs to be taken into account is all types of ways need to be put into operation in a positive manner (Motivating Teaching and Learning Methods, 2012). Throughout the jobs of all the members, they are required to augment information in terms of measures to be implemented in encouraging meaningful work and promotional opportunities. The different types of measures need to be put into operation in a moral and ethical manner. These are stated as follows:

II. BEING WELL-INFORMED REGARDING JOB DUTIES AND RESPONSIBILITIES

The individuals, belonging to all job positions in the hierarchy of the organizations are required to put emphasis on their job duties and responsibilities. The different types of job duties and responsibilities are manageable as well as complicated, these are put into operation in less amount of time or can be more time-consuming. Furthermore, these are put into practice on one's own or through obtaining support and assistance from other individuals. The individuals in various types of job positions in all types of organizations are carrying out number of job duties and responsibilities, i.e. preparation of graphs, charts, spread-sheets, articles, projects, reports, images, manufacturing of products, provision of services, and so forth.

In all types of job duties and responsibilities, one needs to be well-informed in terms of various types of ways, which would be facilitating in generating desired outcomes. Furthermore, it is of utmost significance for all the members to reinforce the traits of uprightness, effectiveness and precision. The implementation of different types of job duties and responsibilities in a well-ordered and disciplined manner is vital in promoting enhancement of organizational culture and leading to up-gradation of overall structure of the organizations. Therefore, being well-informed regarding job duties and responsibilities is regarded as one of the indispensable measures to be implemented in encouraging meaningful work and promotional opportunities.

A. Being well-equipped in Terms of Methodologies and Procedures

The individuals, belonging to all job positions are required to be well-informed in terms of different types of methodologies and procedures. These are referred to the ways, which are necessary in doing well in one's job duties and generating desired outcomes. Individuals need to acquire an efficient understanding of the concepts. Furthermore, they are required to get engaged in regular practice. This is essential in augmenting knowledge, competencies and abilities. One of the important aspects that needs to be taken into account is, these need to be put into operation in a positive manner. Furthermore, it needs to be ensured, these are facilitating in enhancing productivity and profitability. In addition, one needs to reinforce the traits of productiveness, conscientiousness and authenticity. The individuals are required to make sure, they are reinforcing a constructive approach. This is facilitating in forming positive viewpoints in terms of various factors and individuals, whom one is working and dealing with. Furthermore, one will lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, the mind-sets of the individuals will be stimulated and they will put in efforts to their best abilities. As a consequence, human resources will be able to render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, being well-equipped in terms of methodologies and procedures is one of the significant measures to be implemented in encouraging meaningful work and promotional opportunities.

B. Utilizing Pioneering Methods and Materials

With the advent of technologies, individuals need to be well-informed in terms of different types of pioneering methods and materials. The utilization of these methods and materials would be facilitating in doing well in one's job duties and generating desired outcomes. Furthermore, one needs to get engaged in regular practice. The regular practice is facilitating in acquiring an efficient understanding of the concepts. In addition, one will be able to clarify their doubts in terms of various factors. The different types of these methods and materials are, utilization of charts, graphs, maps, pictures, images, designs, structures, models, devices, apparatus, equipment, tools, machinery and various types of technologies.



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The individuals in all types of organizations are making use of these in putting into operation different types of tasks and activities. As a consequence of utilizing different types of pioneering methods and materials, one will lead to up-gradation of motivation and concentration levels towards putting into operation different types of tasks and activities. In this manner, the mind-sets of the individuals will be stimulated and they will put in their best efforts. Furthermore, they will possess the abilities to work under stress in order to carry out various types of tasks and activities in an appropriate manner. In this manner, workforce will be able to render an important contribution in meeting the expectations of individuals in leadership positions. Therefore, utilizing pioneering methods and materials is an expedient measure to be implemented in encouraging meaningful work and promotional opportunities.

III. PROMOTING TEAMWORK

In all types of organizations, employers assign job duties to the individuals, which they are required to work in a team. The team comprises of two or more individuals. There are various benefits of teamwork. The employees obtain help and assistance from each other in carrying out their tasks and activities in a satisfactory manner. Furthermore, they will lead to up-gradation of motivation and concentration levels towards doing well in one's job duties and generating desired outcomes. In addition, one will be able to cope with different types of problems and challenging situations in an adequate manner. In teams comprising of more than three members, there is a team leader.

The team leader is vested with the authority and responsibility of guiding and leading other members in the right direction. Furthermore, the team members are encouraged in putting into operation different types of tasks and activities in a successful manner. One of the important benefits is, individuals get to know each other and develop mutual understanding. Hence, it is well-understood, when teamwork is promoted, one will be able to encourage meaningful work and promotional opportunities in a satisfactory manner. Therefore, promoting teamwork is an eminent measure to be implemented in encouraging meaningful work and promotional opportunities.

A. Having a Pleasant Personality

All the members in all types of organizations, irrespective of their job positions in the hierarchy are required to possess a pleasant personality. This is essential in reinforcing the traits of approachability and amiability. This is understood on a comprehensive basis that there are some job duties, which are carried out on an individual basis, whereas, there are others, which are implemented through working in collaboration and integration with each other, hence, in order to promote meaningful work and acquire promotional opportunities, one needs to reinforce the traits of amiability and approachability.

It is apparently understood that there are occurrences of different types of problems and dilemmas in terms of different factors, these are solved on one's own or through obtaining support and assistance from other individuals. Hence, reinforcement of the traits of amiability and approachability is facilitating in forming cordial and amiable

terms and relationships with each other. One of the important aspects that needs to be taken into account is, individuals will acquire appreciation and reverence. Furthermore, they will be able to incur the feeling of job satisfaction and retain their jobs. Therefore, having a pleasant personality is a renowned measure to be implemented in encouraging meaningful work and promotional opportunities.

B. Inculcating the Traits of Morality and Ethics

All the members, irrespective of their job positions in the hierarchy are required to inculcate the traits of morality and ethics. These are the traits, which are facilitating in differentiating between various types of appropriate and inappropriate factors; implementing the traits of diligence, resourcefulness and conscientiousness; reinforcing the traits of efficiency, honesty and truthfulness; depicting the traits of helpfulness and co-operation; augmenting different types of skills and abilities; putting in efforts to one's best abilities; possessing the abilities to work under stress; developing mutual understanding with each other; promoting enhancement of organizational culture and creating an amiable environment within workplace. The acknowledgement and reinforcement of all these factors will be facilitating in doing well in one's job duties and generating desired outcomes.

The individuals, belonging to all job positions will make their work meaningful and acquire promotional opportunities, when their job duties and responsibilities are carried out in a moral and ethical manner. Furthermore, they will be able to render an important contribution in carrying these out in accordance to the expectations of individuals in leadership positions. In addition, one will be able to acquire appreciation and reverence. Furthermore, they will be able to incur the feeling of job satisfaction and retain their jobs. Therefore, inculcating the traits of morality and ethics is an essential measure to be implemented in encouraging meaningful work and promotional opportunities.

C. Implementing the Traits of Diligence, Resourcefulness and Conscientiousness

Implementing the traits of diligence, resourcefulness and conscientiousness is regarded to be of utmost significance in encouraging meaningful work and promotional opportunities. These traits are essential in doing well in one's job duties, achieving desired goals and objectives and meeting the expectations of individuals in leadership positions. One of the important aspects that needs to be taken into account is, these traits are facilitating in coping with various types of dilemmas and challenging situations in an adequate manner. Furthermore, these are prevented from giving rise to barriers within the course of putting into operation various types of tasks and activities. The acknowledgement and reinforcement of all these traits will be facilitating in doing well in one's job duties and generating desired outcomes.

The individuals, belonging to all job positions will make their work meaningful and acquire promotional opportunities, when their job duties and responsibilities are carried out through acknowledgement and implementation of these traits.



Furthermore, one will be able to incur the feelings of pleasure and contentment. In addition, one will be able to develop enthusiasm levels and retain their jobs. Therefore, implementing the traits of diligence, resourcefulness and conscientiousness is a productive measure to be implemented in encouraging meaningful work and promotional opportunities.

D. Depicting the Traits of Helpfulness and Co-operation

All the members are required to depict the traits of helpfulness and co-operation towards each other. There are some tasks and activities, which are carried out on an individual basis, whereas, there are others, which are put into operation through working in collaboration and integration with others. Hence, all the members are required to reinforce the traits of helpfulness and co-operation. It is understood on a comprehensive basis that in all types of job positions, individuals get overwhelmed by different types of dilemmas and challenging situations. The different factors in terms of which these are experienced are, unawareness in terms of various subjects and concepts; lack of skills and abilities; inability to acquire an efficient understanding of the concepts; lack of implementation of time-management, analytical, critical-thinking and problem-solving skills and so forth.

This is apparently understood that all the members aspire to be successful in their job duties and responsibilities. In order to put into operation various types of tasks and activities in a successful manner, one needs to depict the traits of helpfulness and co-operation. The reinforcement of these traits is facilitating in forming cordial and amiable terms and relationships with each other. This is regarded as vital in doing well in one's job duties and generating desired outcomes. As a consequence, one will be able to open the room for encouraging meaningful work and promotional opportunities. Therefore, depicting the traits of helpfulness and co-operation is a lucrative measure to be implemented in encouraging meaningful work and promotional opportunities.

IV. AUGMENTING SKILLS AND ABILITIES

Throughout the jobs of the individuals, they need to put emphasis on augmenting different types of skills and abilities. The skills are, communication skills, time-management skills, critical-thinking skills, problem-solving skills, technical skills, creative skills, analytical skills, personal skills, professional skills, presentation skills, negotiation skills, leadership skills, artistic skills, intellectual skills and public-speaking skills. On the other hand, abilities, which need to be honed are, convincing, persuasion, planning, organizing, directing, controlling, co-ordinating, emotional intelligence, systems thinking, putting in efforts to one's best abilities, possessing the abilities to work under stress, coping with different types of dilemmas and challenging situations and carrying out all types of tasks and activities in a well-organized manner.

The individuals, belonging to all job positions need to put emphasis on augmenting different types of skills and abilities (Dumont, Istance, & Benavides, n.d.). These are regarded as the key in encouraging meaningful work and in acquiring promotional opportunities. One of the important aspects that needs to be taken into account is, one needs to implement all

types of skills and abilities in a positive manner. Hence, these will open the room for individuals to encourage meaningful work and acquire promotional opportunities. Therefore, augmenting skills and abilities is a favourable measure to be implemented in encouraging meaningful work and promotional opportunities.

A. Putting in Efforts to one's Best Abilities

Within all types of employment settings, all the members aspire to do well in their job duties and generate desired outcomes. This is understood on a comprehensive basis that they are overwhelmed by different types of dilemmas and challenging situations within the course of carrying out tasks and activities. The different factors in terms of which these are experienced are, job duties, responsibilities, methodologies, procedures, techniques, approaches, unawareness in terms of various subjects and concepts, lack of skills and abilities, inability to acquire an efficient understanding of the concepts, lack of implementation of time-management, analytical, critical-thinking and problem-solving skills and so forth.

The members are required to acknowledge the importance of the measure of putting in efforts to one's best abilities. This measure is facilitating in order to carry out different types of tasks and activities in a well-organized and satisfactory manner. In addition, all types of dilemmas and challenging situations are prevented from giving rise to impediments within the course of carrying out various job duties in a satisfactory manner. Furthermore, all the members will render an important contribution in encouraging meaningful work and acquiring promotional opportunities. Therefore, putting in efforts to one's best abilities is an advantageous measure to be implemented in encouraging meaningful work and promotional opportunities.

B. Possessing the Abilities to Work under Stress

All the members, irrespective of their job positions in the hierarchy need to possess the abilities to work under stress. It is understood on a comprehensive basis that there are occurrences of stressful situations. The different areas in terms of which these take place are, job duties, responsibilities, methodologies, procedures, techniques, approaches, unawareness in terms of various subjects and concepts, lack of skills and abilities, inability to acquire an efficient understanding of the concepts, lack of implementation of time-management, analytical, critical-thinking and problem-solving skills, scarcity of financial, human, technical, material and information resources, lack of infrastructure, amenities and facilities and so forth. The influence of different types of stressful situations are experienced in a major or minor form. Hence, all the members need to acknowledge and implement the measure of possessing the abilities to work under stress.

The members are required to acknowledge the importance of the measure of possessing the abilities to work under stress. This measure is facilitating in order to carry out different types of job duties and responsibilities in a well-ordered and suitable manner.



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In addition, all types of problems and challenging situations are prevented from giving rise to impediments within the course of carrying out various job duties in a satisfactory manner. Furthermore, all the members will render an important contribution in encouraging meaningful work and acquiring promotional opportunities. Therefore, possessing the abilities to work under stress is a worthwhile measure to be implemented in encouraging meaningful work and promotional opportunities.

C. Creating an Amiable Environment within Workplace

All the members, irrespective of their job positions in the hierarchy need to augment their information in terms of all the factors that are facilitating in creating an amiable environment within workplace. The different types of factors are, putting into operation effective communication processes; making wise and productive decisions; taking out sufficient amount of time for all tasks and activities; implementing analytical and critical-thinking skills; inculcating the traits of morality and ethics; implementing the traits of honesty, efficiency and truthfulness; being well-informed in terms of job duties and responsibilities; being well-equipped in terms of methodologies and procedures; utilizing modern, scientific and innovative methods and materials; developing mutual understanding with other members; managing financial, human, technical, material and information resources and making provision of infrastructure, amenities and facilities.

As a consequence of acknowledging and implementing all these factors, one will render an important contribution in not only creating an amiable environment within workplace, but individuals will contribute efficiently in encouraging meaningful work and acquiring promotional opportunities (Damodharan, & Rengarajan, n.d.). The creation of an amiable environment within workplace will contribute efficiently in leading to up-gradation levels towards implementation of various job duties. As a consequence of feeling comfortable within workplace, all the members will put in their best efforts in achieving desired goals and objectives. Therefore, creating an amiable environment within workplace is a useful measure to be implemented in encouraging meaningful work and promotional opportunities.

V. CONCLUSION

Human resources in all types of organizations need to be given meaningful work. Furthermore, promotional opportunities need to be given. Measures to be implemented in encouraging meaningful work and promotional opportunities are, being well-informed regarding job duties and responsibilities, being well-equipped in terms of methodologies and procedures, utilizing pioneering methods and materials, promoting teamwork, having a pleasant personality, inculcating the traits of morality and ethics, implementing the traits of diligence, resourcefulness and conscientiousness, depicting the traits of helpfulness and co-operation, augmenting skills and abilities, putting in efforts to one's best abilities, possessing the abilities to work under stress and creating an amiable environment within workplace. Finally, it can be stated, encouraging meaningful work and

promotional opportunities is essential in leading to progression of members and overall organizations.

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