

## **HR: AS AN ORGANIZATIONAL ARCHITECTURE**

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### **ABSTRACT**

An effective productivity management process is simply not possible without the commitment and involvement of employees at all levels. Commitment is the binding of the individual to behavioral acts. In prospective view, commitment is conceived as an individual's psychological bond to the organization or social system as reflected in his involvement with loyalty for and belief in the values of the organization. Success in the employee involvement arena requires, first and foremost, recognition by top management that participative management means cultural change which requires management commitment and a long-term perspective. HR should be held responsible for defining an organizational architecture. In other words, it should identify the underlying model of the company's way of doing business.

**KEYWORDS:** HR, Organizational Architecture, Employee Welfare.