

HUMAN RESOURCE DEVELOPMENT (HRD)

[II Samuel 8:15-18](#) , [1 Cor 3:10-15](#), [Matthew 11:28-30](#))

God is the source of everything for He is the creator of everything that we call natural resources and human beings who of late are being called human resources in the terminology of Modern study of organizations. God is the owner of all that is there. He made the human beings as caretakers of His Global organization called the earth and asked them to achieve optimum production ("Be fruitful and multiply..." [Gen 1:28](#)) .The first manager Adam has failed miserably causing such a loss to God's organization that God has been working for over two thousand years ,to recompense it. Even though human beings started working against his organization not bothering to achieve His goals and are busy in spoiling His (organization) creation with their age old nature, God has a plan for making everything new ([Rev 21:5](#)).So he started Human resource development, appointing managers(Patriarchs, priests, judges, kings, prophets, apostles, evangelists pastors and teachers) time and again for achieving His goals and had started a peoples' organization called Israel to achieve His end in the days of Old Testament. This same organization in the New Testament is called New Israel which is the church. Israel is a type of the church in the New Testament. That is why it is called New Israel. God has ordained His son Jesus to be the sovereign king of the eternal kingdom which He is going to establish.

One Modern Text book on HRD gave the following Definition and Purpose of HRD which I like most and which can be applied to our Church administration also.

DEFINITION OF HRD

HRD is a process of developing and unleashing **expertise** for the purpose of **improving individual, team, work process, and organizational system** performance. HRD efforts typically take place under the additional banners of “**training and development**” and “**organization development**” as well as numerous other titles.

PURPOSE OF HRD

HRD is about adult human beings functioning in productive systems. The purpose of HRD is to focus on the resources that humans bring to the **success** equation—both **personal success** and **organizational system success**.

The two core threads of HRD are

- (1) **Individual and organizational learning**, and
- (2) **Individual and organizational performance**

Although some view **learning** and **performance** as alternatives or rivals, most see them as partners in a **formula for success**. Thus, assessment of HRD successes or results can be categorized into the broad domains of **learning** and **performance**. In all cases, the intent is improvement.

King David in today's Old Testament lesson is a type of Jesus and is the best

example of an efficient HRD manager who achieved not only **personal success** but **organizational system success (kingdom success)**. His reign is called the golden era in the history of Israel.

In the gospel lesson we find how Jesus started an Open University for training HRD managers (disciples) whom He sent out into the world as Apostles for the fulfillment of God's objective i.e. establishment of the Kingdom of God. The formula for success is **learning** that leads to **performance**.

In the epistle lesson we find an efficient HRD manager in Apostle Paul who stressed on **Individual** and **organizational learning**, and Individual and **organizational performance**. We find in his letters Paul instructing both Timothy and Titus, the leaders of the church to teach and train and the members of the church to learn after setting before them a perfect model in him to imitate.

The church is not the building we gather for worship on Sunday or other days. The church is ecclesia, the called out people of God, God's Global organization to achieve His objectives. God is looking for HRD managers (Living Stones, Elders, ([1 Pet 5](#) is an equivalent term for managers) in Peter's terminology) to complete His work by building His people and achieve His objectives. For this God has provided all the resources .Now what He is looking for is workmen who can chisel the living stones i.e. looking for efficient HRD managers to achieve His objectives through His people. May we all join His open university and get the degree WDGFS (Well Done Good Faithful Servant) in HRD to become efficient HRD managers in His Global Organization which we call as the universal church. This is the call of God in today's scripture lessons.

The Old Testament lesson: [2Sam 8:15-18](#),

King David an efficient HRD Manger of the Old Testament.

David is the type of Christ and his kingdom is the type of the eternal kingdom of heaven of God. God has given the book of 2nd Samuel to

1. Know the history of David's reign
2. To display the successful and fruitful leadership of those who do the will of God.
3. To show how one person can bring a tremendous change.
4. To show us the character of person with whom God is pleased.
5. To show David as the perfect leader of imperfect kingdom.

When the stubborn people of Israel asked God to have a king like the people around them, God asked Samuel who was very upset and sad about the way the people of Israel had forsaken God who had been their king. Reluctantly Samuel anointed Saul as their first king. But Saul lost his throne because of his disobedience. After that God anointed David as their king. From his child hood David pleased God with his faith and the reverent fear of God. Even though he sinned with Bathsheba, he repented immediately when God's prophet convicted him of his sin and remained in the history as a man after God's own heart and served the people effectively in his generation([Acts 13:36-37](#)). David remained as good example for a Christian and an efficient HRD manager who matured over the years by his obedience, faith and the fear of the Lord.

A leader's success will be reflected by the success of the people who follow him. The way they worked reflects the way that Kingdom worked. David's reign is

a golden era in the history of Israel. That shows his ability in leading his people through his chosen officials. It's always true that the progress of any kingdom which seeks to provide prosperity to all its subjects fully depends on the efficiency and loyalty of all its leaders of various wings under the king. The people under the reign of David had prosperity and peace from all the enemies because the leaders in his royal court served their king with loyalty and integrity. In the same way in the Church whatever post we are called to be in, if we make Jesus our Lord and king and serve with integrity and loyalty as those in the royal court of David, much time will not be required to establish the kingdom of God on earth. Today God is calling us once again to come to Him and learn so that He can make us like those leaders in David's royal court.

The Gospel lesson: [Matthew 11:28-30](#)

Lord Jesus the Principal of HRD school of God's univers (e) ity.

Mathew writing his gospel to his own people, the Jews, he portrayed Jesus as a king. Even though He is the sovereign Lord He came into the world as a meek and lowly servant. Heaven is ours if we are poor in spirit. The earth is ours if we are meek .What more we need? That's why Jesus is inviting all, especially leaders, to come to him and learn these two truths from Him if they want to be successful .Without accepting Jesus as their savior and Lord nobody can belong to His royal court. That means they cannot be in any committee of the church. We become citizens of His kingdom only when we make Jesus the king and the Lord of our lives. The day we say yes to his invitation to follow Him as His

disciples we become the royal priests of His court. But whilst in His court it is His command that we acquire wisdom. This wisdom comes only when we read ([Deut 17:19-21](#)), study ([2 Tim 2:15](#)), memorize ([Pro 7:1,2](#)), meditate ([Ps 1:2](#)), will not waver ([Jos 1:8](#)) and apply to our life ([James 1:22](#)). If He finds that we are not acquiring the required wisdom He shall dismiss us from being in His work ([Hos 4:6](#)). We should not take the work of the Lord for granted, for the word of God says, "Cursed is he who does the work of the Lord deceitfully." ([Jer 48:10](#)). He is not interested in those who are not His disciples. That's why once again He is calling us especially those who are leaders to take up the cross, follow Him, learn from Him and then go and serve their generation like David. Otherwise if we are in His ministry for money, position and power, we may bring curse on ourselves and hell is our destination. Let's be careful that the black rope we tie to our waists on our cassock may not become like the rope that is used to pull those priests that die in the tabernacle while serving as a priest. Now we are in grace period and God is giving us many chances to repent, that's why we are escaping. Therefore God is reminding us to examine how we are building our lives, our churches and ministries in today's epistle lesson.

The Epistle lesson: [1 Cor 3:10-15](#)

Apostle Paul the excellent HRD expert of the New Testament

Apostle Paul is a model for God's approved leader. Whatever work we are doing now, it will be tested one day by the fire. Only when the work stands God's testing fire we get our reward. That's why one should be careful how one builds his life or God's church. Like Paul, we must work that we might be accepted of Him ([2 Cor 5:9](#)). He was always careful not to build on others foundation but on

Jesus Christ who is the foundation laid by God. Therefore without having a living relationship with Jesus as our savior and teacher we can never build any thing that stands God's test of fire. The foundation for our lives, churches and ministries is faith in the Lord Jesus Christ and complete obedience to His word.

When we look at Paul's life, ever since he met the Lord Jesus it was implicit obedience to the words of Jesus. The first commandment is, " get up and go into the city, and you will be told what you must do."[\(Acts 9:6\)](#). From that time onwards Paul had become a bond slave of Jesus and he did whatever Jesus commanded. He is also the perfect example of the wise man of whom Jesus told in the sermon on the mount who had built his house upon rock([Mat 7:24-25](#)). Therefore Paul instructed the Corinthians to build like him. While building a house, materials matter, they should be of high standards and specifications and only they will stand the test of fire.

Gold, Silver and Precious Stones, these refer to things that are **precious, valuable, beautiful and hard to come by**. These are also things that survive and even thrive in the fire. These picture the kind of works that the Lord will bless in that day, and the kind of works that every believer should have in his/her life as they journey through this world.

Wood, Hay and Stubble, these refer to those things that are **temporary, ugly, cheap and easy to come by**. They would speak of things that are done out of the will of God, or things that are done out of a mean spirit, or things that are done out of selfishness, etc. They differ from the other materials in that the flames immediately destroy each of these. These refer to the kinds of activities

that we should avoid as believers.

On that day our motives, methods, materials and our ministry will be discovered. Paul was very confident of receiving the reward of the crown of righteousness on that day. If we that are parents, Sunday school teachers, presidents, treasurers, secretaries, committee members, evangelists and pastors, follow the example of Paul and build our lives like him we will also receive our crowns. Accepting Jesus as our personal savior will save us from hell fire. But to get the crown of life we have to work like Paul keeping our faith, running the race to win the prize and fighting the good fight in the battles of life. Then we will all be approved as Well done good faithful servants. May we all do the work of the Lord like Paul! May God help us!

Life Application:

1. Are we really concerned about being successful in our spiritual lives? Do we really care to see our churches performing to achieve success in fulfilling God's agenda? Are we learning at the feet of Jesus in order to be made by Him according to His promise for His purpose? How many among us are really confident of being approved by Jesus as Well Done Good Faithful Servant?

2. Let us all as individuals and leaders from now onwards examine and assess the performance of our churches so far in this year and find how we can make our church fulfill God's great plan of Salvation through Great commission.

- As individuals every one of us has to develop ourselves. The Bible says that every believer is a building in the temple of God. Each building has to be built on the foundation of which Jesus is the corner stone.
- As appointed leaders (parents, Sunday school teachers, presidents, treasurers, secretaries, committee members, evangelists and pastors) we have to build the temple of God. That is help people build themselves and help one another in unity until we all become a holy temple for the glory of God.

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