

Some Important Thoughts of Ambedkar Globally Accepted on Human Resource Management

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ABSTRACT: Dr. B.R. Ambedkar, a prominent social reformer, economist, jurist and the principal architect of the Indian Constitution, did not directly develop a comprehensive theory on “Human Resource Management” (HRM) as it is understood today. However, his thoughts on social justice, equality and empowerment of marginalized communities indirectly reflect values that can be applied to modern human resource (HR) practices. Some of the important thoughts of Dr. B.R. Ambedkar are presented here which are relevant to HRM. These include: Equality and Inclusion; Education and Empowerment; Social Justice, Social Responsibility and Fair Treatment; Human Dignity and Respect; Affirmative Action; Leadership and Representation; Labour Rights; and Workplace Democracy. While Dr. Ambedkar did not directly write about human resource management, his work on social justice, empowerment, equality, human dignity and other thoughts can guide modern HR practices. Today, the HRM could benefit from integrating Ambedkar’s principles of inclusion, fairness and respect for all individuals into the core of organizational cultures, policies and practices. In view of this, the present paper explores out some important thoughts of Dr. B.R. Ambedkar that can be globally accepted on the HRM.

Keywords- Dr. B.R. Ambedkar, Human Resource Management (HRM), Human Resource (HR), Thoughts.

I. INTRODUCTION:

Human Resource Management (HRM) refers to formal systems that manage the personnels within an organization or institution. Human resource manager takes various responsibilities,

especially for employees or staff, employee compensation and benefits, and defining or designing the work. The main aim of HRM is to increase the production of institution or organization with the help of optimizing the efficiency of its employees. The Human Resource (HR) Professionals have many issues in organizations, including recruitment, training and development, work planning, performance management, benefits allocation and compensation, etc. To manage these tasks is very difficult, and the HR professionals must ensure the organizations to achieve their goals. On the other hand, the employees must be comfortable and have access to the right tools which provide the maximum production of any organization.

Dr. B.R. Ambedkar’s thoughts on Human Resource Management (HRM) emphasized the importance of people as the most significant resource, advocating for education, organization and agitation to achieve social justice and upliftment, especially for marginalized communities. Dr. Ambedkar believed that organizations are built and function through people, making them the most valuable asset. He championed the rights of Dalits and other marginalized communities, advocating for social justice and equality. His famous slogan “Educate, Agitate, Organize” highlights the importance of empowering people through knowledge, mobilizing them for change and fostering the collective action. Ambedkar believed that labour’s security is achieved through legislation and the enforcement of welfare conditions by the government for the benefit of workers. Dr. Ambedkar advocated for a society based on liberty, equality and fraternity, as reflected in his

contributions to the Indian Constitution. He emphasized the importance of intellectual development and the cultivation of the mind as the ultimate aim of human existence. Furthermore, He believed that the progress of a community is measured by the degree of progress achieved by the women. He also stated that without social liberty, legal freedom is meaningless. He believed that the social-political reforms cannot be successful without the annihilation of the caste system.

Some Important Thoughts of Ambedkar on HRM: The followings are some of the important thoughts of Ambedkar on HRM-

1. **Equality and Inclusion-** Ambedkar was a strong advocate for the rights of the oppressed, especially the Dalits (formerly known as 'untouchables'). In the context of HRM, his thoughts on equality can be reflected in policies aimed at ensuring equal opportunities for all employees, regardless of caste, gender, religion, or socio-economic background. HRM practices today, such as **diversity and inclusion**, are inspired by his ideas, as they aim to create a fair and just work environment where everyone has the opportunity to grow and succeed without any discrimination based on the caste, creed, or gender.
2. **Education and Empowerment-** Ambedkar emphasized the importance of education for personal and societal empowerment. For him, education was crucial for uplifting the lower castes and ensuring their social mobility. In terms of HRM, this translates into the promotion of employee development programmes, training and skill-building initiatives (upskilling) which empower the employees to advance in their careers. Organizations that prioritize continuous learning and professional growth often align with Ambedkar's belief in the transformative power of education.
3. **Social Justice, Social Responsibility and Fair Treatment-** Ambedkar's commitment to social justice can inspire HR policies focused on fair treatment and respect for all employees. The HR practices should foster a work environment where every employee feels valued, and the systems are in place to prevent any form of exploitation or bias. This can be linked to fair compensation, equal pay for equal work, and creating grievance redressal mechanisms. Ambedkar was not only concerned with the upliftment of individuals but also with creating systems that serve the collective good. In HRM, this can be reflected in the corporate social responsibility (CSR) strategies that aim to improve society through ethical business practices and contributing to the welfare of the larger community.
4. **Human Dignity and Respect-** Ambedkar's fight was not just for legal equality, but for the dignity of the individual, particularly the marginalized. HRM practices should prioritize the dignity of workers, offering fair working conditions, respect, and a work environment that upholds the dignity of every employee, irrespective of their role or background. This could include policies around safe working environments, mental health support, and fostering a culture of respect in the workplace. The HRM policies should focus on ensuring that all employees are treated with respect, irrespective of their background. This could be reflected in anti-harassment policies, fair treatment, and conflict resolution practices which ensure dignity for all.
5. **Affirmative Action-** Ambedkar had a proponent affirmative action (or reservations) to uplift socially disadvantaged sections of society. This concept is seen in HRM through diverse recruitment practices, where the companies intentionally focus on hiring from underrepresented groups to ensure that the marginalized communities have opportunities within the workplace.
6. **Leadership and Representation-** The work of Dr. Ambedkar was characterized by his leadership and his efforts to ensure that marginalized voices were heard. In HRM, this gives to the idea that leadership positions should reflect the diversity of the workforce, ensuring that all voices are heard and that the decisions made in an organization are inclusive. Ambedkar's insistence on giving power to those who were historically silenced suggests that HR practices should focus on leadership pipelines that include people from diverse backgrounds, ensuring that leadership reflects the broader employee base.
7. **Labour Rights-** Ambedkar also advocated for the rights of workers and the improvement of labour conditions, as seen in his contributions to the Labour Laws of India. For HRM, this means to create fair compensation structures, safe working conditions and employee welfare programmes which ensure workers' rights and improve their quality of life.
8. **Workplace Democracy-** Ambedkar believed in giving the voice to the marginalized and in

ensuring that the power structures are not one-sided. In the context of HRM, it would mean creating workplaces with the democratic principles, where the employees have a say in decisions affecting them, and where workers' rights are upheld through collective bargaining or other participatory mechanisms.

II. CONCLUSION:

Conclusively, while Dr. Ambedkar did not specifically discuss the HRM, his principles of equality, justice, dignity, empowerment and fair treatment are highly relevant to modern human resource practices. His thoughts inspire HR professionals to build inclusive, empowering and respectful workplaces for all the employees. The HRM today could benefit from the integrating Ambedkar's principles of inclusion, fairness and respect for all individuals into the core of organizational cultures, policies and practices.

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