# HR Challenges of Development Sector Organisations in India

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**ABSTRACT**

   *Human resource challenges of development sector are comparatively a less explored area. This is a literature review based article about HR challenges of development sector organisations in Gujarat, India. In this article, the author has described the summary of reports, papers, articles and major learnings in the context of the topic of study undertaken. The literature review has been divided into following thematic areas related to the topic: HR challenges and needs of development sector organisations in general, HR needs of rural development NGOs, specific areas or subsystems of HR such as talent acquisition, retention, subjective well-being, gender related HR aspects of development sector organisations, HR aspects of specific categories of employees such as professional social workers and field workers. This article assists in strengthening the understanding of theoretical aspects such as human resource development, organisation development, paradigms of HRM, HRD transparency, subjective well-being, etc. At the end of this article, the author also summarises learning out of all literature reviews and the scope of further research in the same area.*

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