In the 21st century the organizations’ main focus is on building the resources, both human and material, most importantly the emphasis is on managing the intangible human capital. The growing evidence is that the successful management of human resources helps to reach organizational excellence, and brings out the best return on investment for the sustainable development. Managing human capital and their issues play out more or less the same way around the world in order to cope up with the changing trends in the economy. Hence the leaders have to take decisions in managing the human resources effectively. Management of these resources involves designing and changing the organization’s architecture while considering the individual’s accountability and responsibility, the ways to promote people on the basis of hierarchy, their performance and finally how the human resources are treated with their bunch of human rights. Thus the organization should try to engrave the skills and abilities of individuals, thereby making the job meaningful and thereby reach the competitive advantage which fits with the strategy of an organization and make everything better off.