



HUMAN RESOURCE DEVELOPMENT POLICIES AND PRACTICES IN INDIA



ABSTRACT :

Human resource development is a comprehensive and systematic job involving culture, market and government. It is necessary to improve human resource quality and then promote economic development through training and education. With economic innovation and development, higher requirements are put forward for peasants in terms of professional skills and comprehensive quality. India has a late start in the aspect of human resources development. There are both many opportunities and numerous barriers in market, system and policy in the utilization and development process. India should combine actual conditions in Chinese areas and refer to foreign excellent cases to formulate human resource development mode, serve for modernization construction and promote rapid economic development. Rural economic development and human resource development are of dialectical unity relationship. Only when human resource is developed can economic development be promoted. Meanwhile, economic development provides financial and material support for human resource development.

KEYWORDS : Human Resource; Development;

Ravikanth Dharavath

Department of Commerce and Business
Management, Kakatiya University, Warangal,
Telangana.

INTRODUCTION

Human Resource Development is defined as the policies and programs that support for equitable opportunities. It is necessary for continuing acquisition and application of skill and knowledge which is beneficial to individual organization and is equally beneficial to the community of larger environment of which they are part. Human resource development in India will consider the urban development as well as the rural development. The most challenging is the rural development is concerned with the overall development of rural areas to improve the quality of life of rural people. It aims at bringing change among rural community from the traditional way of living to progressive way of living. It has been an important issue pertaining to economic development, especially of developing countries, throughout the world. The socio-economic disparities between rural and urban areas are widening and creating tremendous pressure on the social and economic fabric of many developing Asian economies [3]. These factors highlight the importance of rural development. Lifestyle in rural areas is different than those in urban areas because of the limited services available. Governmental services like law enforcement, schools, fire departments, and libraries may be distant, limited in scope, or unavailable. Utilities like water, street lighting, sewer, and garbage collection may not be present. Public transport is very limited.

Human Resource like knowledge, skills, creative abilities and talents play an important role in deciding the efficiency and effectiveness of an organisations work force. However, enhancement of utilization value of human resource depends on

improvement of the human resource aspects like skill, knowledge, creative abilities and talents and molding of other aspects like values, believes aptitude and attitude in accordance with the changing requirements of groups, organisations and society at large. This process is the essence of human resource development. Developing human resources regarding their skills and intending their knowledge and competencies world lead to organizational development. Therefore, human resource development is the key to enhancing and effective utilization of intellectual technological and entrepreneurial skills of human resource. HRD assumes significance in view of the fast changing organizational environment and need of the organisation to adopt new techniques in order to respond to the environmental changes. The changing environmental factor includes unprecedented increases in competition within and outside the country consequence upon the announcement and implementation of economic liberalization. The concept of HRD is comparatively of recent origin and is now used at both macro and micro levels. At the macro level HRD is described as the care of all developmental efforts in the sense of improvement of quality of life of people of a nation at the micro or organizational level.

Human Resource Development is a multidimensional concept. In a broad sense HRD is the process of increasing knowledge, will and capacities of all the people in a given society. In the national context, HRD is a process by which the people in various groups are helped to acquire new competence continuously so as to make them self-reliant and simultaneously develop a sense of pride in their country. McLean and McLean defined Human Development as “ Human Resource Development is any process or activity that, either initially or over the longer-term, has the potential to develop adults ” work based knowledge, expertise, productivity, and satisfaction, whether for personal or group/team gain, or for the benefit of an organization, community, nation, or, ultimately the whole humanity”.

SCOPE AND IMPORTANCE OF RURAL DEVELOPMENT

Rural development is concerned with the rural areas. These include agricultural growth, education, public health, communication etc. Rural development has a great importance in India because of the following reasons: First, about three-fourth of India's population live in rural areas. Second, nearly half of the country's national income is derived from agriculture. Third, raw materials for industries come from agriculture. Provision of Urban Amenities to Rural Areas (PURA) is a strategy for rural development in India. The PURA concept was given by former president Dr. A.P.J. Abdul Kalam. PURA proposed that urban infrastructure and services should be provided in rural areas. Physical connectivity by providing roads, electronic connectivity by providing communication network, and knowledge connectivity by establishing professional and Technical institutions will have to be done in an integrated way so that economic connectivity will emanate. The main purpose of the scheme is to use PPP (Public-Private-Partnership) based model to involve private players. They will use their expertise in developing livelihood opportunities, infrastructure facilities and urban amenities in the rural areas. They will be responsible for maintenance of these services for a particular period. There are certain hindrances in the rural development which include the following:

1. Traditional way of thinking of the people
2. People have Low level of education so poor understanding of the developmental efforts and new technology
3. Lack of expected awareness and skill
4. Poor marketing facility
5. Unfavourable economic condition to bear the high cost for the technology.

HUMAN RESOURCE DEVELOPMENT:

Developing the people is the essence of any human resource development effort and it is an important goal of all other development activities like plans, policies and programmes. All forms of development i.e. social, economic, technological and agricultural are ultimately meant to serve the people in terms of improving their happiness through better standards of living. Human resource development holds the key for economic development through enabling people to become more productive. As economic development of any country depends upon the development of the population, many developing countries are becoming increasingly aware of the need to involve people through participation, empowerment and better access to

opportunities. The objective of HRD is to develop competencies in individual, groups and collectives. Developing competencies is a never-ending process because competency development is the driver of development for any nation. In economic terms, HRD in the early years (1950-60) was equated with human capital formation. The basic philosophy underlying this fact is that human resources are the most important assets and can be developed and increased to an unlimited extent. Currently, for most of the developing countries, HRD strategies are focusing on the alleviation of poverty to the most possible extent. For this purpose, investment in education and health services at the basic level and creation of employment and self-employment opportunities at the later become very critical. HRD is the need of any nation, which wants to be dynamic and growth-oriented to succeed in the fast changing environment. Countries can become competent in the global environment, only through the competency development of the human resources.

RURAL DEVELOPMENT IN INDIA

Vast majority of India's poorest people are located in rural areas. The core problem of widespread poverty, growing inequality, rapid growth of population, growing and rising and unemployment all find their origins in the stagnation and other retrogression of economic life in rural areas. Most social and economic indicators consistently show that rural areas compare unfavourably with urban areas. It is at the rural level that problems of hunger, ignorance, ill-health and high mortality are most acute. Therefore, if development is to take place and become self-sustaining, it will have to be rooted in and started from the rural areas. Development of rural areas has been at the core of the planning process in the country. Rural development is a broad and inclusive term, which takes in its ambit socio-economic development of rural areas. The basic objectives of rural development programme have been alleviation of poverty and unemployment through creating basic social and economic infrastructure, training to rural unemployed youth and to provide employment to marginal farmers/labourers, so as to discourage seasonal and permanent migration to urban areas. Rural development also includes strengthening the democratic fabric of society through local level governments/institutions as well as provide the vast rural multitude 'voice and choice' apart from measures to improve rural infrastructure, improve income of rural households and delivery systems pertaining to education, health and safety net mechanisms. Poverty alleviation is a key component of rural development.

OBJECTIVES OF THE STUDY

The specific objectives of rural development are:

1. To analyze the status of Human Resource development in India
2. Human Resources Development Challenges
3. To assess the Rural Development policies
4. Alleviating poverty in rural areas and improving the quality of life of the people,

HUMAN RESOURCE DEVELOPMENT CHALLENGES IN INDIA

The vision of the Ministry is to realize India's human resource potential to its fullest in the education sector with equity and inclusion. To realize its vision, the Ministry implements various schemes/programmes throughout the country which include Central Sector Schemes, Centrally Sponsored Schemes and Externally Aided Projects. The 42nd Constitutional Amendment, 1976 brought about a fundamental change by transferring education from the State List to the Concurrent List recognizing the federal structure of our country and giving equal responsibility to both the Central and State Governments to promote education. For universalization of elementary education, expanding access to secondary education and strengthening higher education across the country, several schemes, such as Sarva Shiksha Abhiyan (SSA), Rashtriya Madhyamik Shiksha Abhiyan (RMSA) and Rashtriya Uchchar Shiksha Abhiyan (RUSA) are being implemented as Centrally Sponsored Schemes in partnership with State Governments. Presently, the Government is in the process of formulating a New Education Policy (NEP) to meet the changing dynamics of the population's requirement with regard to quality education, innovation and research, aiming to make India a knowledge superpower by equipping its students with the necessary skills and knowledge and to eliminate the shortage of manpower in science, technology,

academics and industry. The five pillars of NEP would be Accessibility, Equity, Affordability, Quality and Accountability. The Department of Personnel & Training (DoPT), in consultation with each Ministry/Department, formulated the National Training Policy (NTP), 2012 for development of the human resources of the Government wherein it has been stressed that it is essential to match individuals' competencies with the jobs they have to do and bridge competency gaps for current and future roles through training of the employees. Further, career progression has also been linked to training of employees. One of the basic objectives of the NTP is to achieve "Training for All". Further, to make training and learning opportunities available to a larger section of the government functionaries, DoPT has launched Distance and E-learning Programmes for Government Employees.

RURAL DEVELOPMENT POLICIES

Globalisation, trends towards decentralisation, the revision of sector-based subsidies and tariff barriers, these are some of the major dynamic processes driving rural restructuring across OECD countries. Running in parallel with such changes in the rural sphere are broad changes in rural governance and policymaking. Governments look for ways to design and deliver policies that are capable to respond to the variety of challenges faced by rural areas and to exploit their resources and unused potentials. Attention is thus given to a more integrated approach as opposed to a sectoral and agricultural based focus. This trend is visible in Europe where, during the 1990s, the reform process of the Common Agricultural Policy (CAP) has contributed, even though only marginally, to transfer financial resources and responsibilities to new rural development instruments. In recent months, the EU debate on the reform of cohesion and rural development policy is putting particular emphasis on the role and financial weight that rural policy should have in the continent. The way rural policies are currently conceived differs widely across OECD countries according to the specificity of their institutional and political frameworks as well as the type of 'rurality' characterising their territory. In many countries the logic of modernising the agricultural sector is still dominant, there are others that consider rural policy as an instrument mainly directed at remote underdeveloped areas, and yet other cases in which rural policy has a strong environmental connotation. Bringing these different elements together into a multi-sectoral policy capable of promoting rural diversification and competitiveness, while increasing the quality of life of rural inhabitants, represents, to varying degrees, a challenge for all OECD countries.

Land policy is a crucial element in a rural development strategy. It is well-known that distribution of land and other assets is very skewed in India, as the large majorities have small land holdings.

This has a direct impact on the ability to earn incomes in rural areas. Land reforms including the protection of the rights of tenants are one of the primary means of transforming rural societies.

It has also been contended that productivity levels of small farms are often greater than those of large farms. This is attributed to the fact that the small peasant puts in more intensive labour on the small plot that belongs to him. Thus land reforms and a land policy that seeks to provide distributive justice may also result in greater agricultural productivity.

TECHNOLOGY POLICY:

Improvements in technologies available to rural societies can have a big impact on them. On the one hand, it is essential that newer technologies are adapted to rural societies and on the other, it is necessary that existing technologies are extended to rural areas. Technological planning, research and development are very vital ingredients of rural development.

Agriculture policy remains the main avenue for providing incomes and employment in rural areas. Needless to say, agricultural planning is vital for rural development strategies. The balanced growth of the agricultural sector can play an important role in creating better conditions for those depending on this sector.

Employment policy Given the extent of unemployment problem in rural India, the need for well-formulated employment programmes can hardly be over stated. Such programmes can insulate fluctuations in rural incomes on account of poor weather conditions IKS is the case when the monsoon fails.

In the Indian context rural development assumes greater significance as 72.22 per cent (according to the

2001 census) of its population still live in rural areas. Most of the people living in rural areas draw their livelihood from agriculture and allied sectors (60.41 % of total work force), and poverty mostly persists here (27.1 % in 1999-2000). At the time of independence around 83 per cent of the Indian population were living in rural areas. Accordingly, from the very beginning, our planned strategy emphasized rural development and will continue to do so in future. Strategically, the focus of our planning was to improve the economic and social conditions of the underprivileged sections of rural society. Thus, economic growth with social justice became the proclaimed objective of the planning process under rural development. It began with an emphasis on agricultural production and consequently expanded to promote productive employment opportunities for rural masses, especially the poor, by integrating production, infrastructure, human resource and institutional development measures.

During the plan periods, there have been shifting strategies for rural development. The First Plan (1951-56) was a period when community development was taken as a method and national extension services as the agency for rural development. Co-operative farming with local participation was the focus of the Second Plan (1956-61) strategy. The Third Plan (1961-66) was the period of re-strengthening the Panchayati Raj System through a democratic decentralized mechanism. Special Area Programmes were started for the development of backward areas in the Fourth Plan (1969-74). In the Fifth Plan (1974-79), the concept of minimum needs programme was introduced to eradicate poverty in rural areas. There was a paradigm shift in the strategy for rural development in the Sixth Plan (1980-85). The emphasis was on strengthening the socio-economic infrastructure in rural areas, and initiatives were taken to alleviate disparities through the Integrated Rural Development Programme (IRDP). During the Seventh Plan (1985-90), a new strategy was chalked out to create skill-based employment opportunities under different schemes. Special programmes for income generation through creation of assets, endowments and land reforms were formulated for participation by the people at the grassroots level.

LEVEL OF INFRASTRUCTURE DEVELOPMENT:

Development of physical as well as social infrastructure plays an important role in the overall advance of the rural economy, role by directly contributing to employment generation and asset creation. Improved network of physical infrastructure facilities such as well-built roads, irrigation, rail links, power and telecommunications, information technology, food storage, cold chains, market-growth centres, processing of produce and social infrastructure support, viz., health and education, water and sanitation, and veterinary services and co-operatives are essential for the development of the rural economy, especially in the era of liberalization, privatization and globalization (LPG).

CONCLUSION

The advanced countries of the world are able to sustain their powerful position in the world economy due to their strong human resource base. The developing countries should try to strengthen their human resources. India specially being a labour abundant country will be able to develop such a strong base without much difficulty. The developed countries are already having highly skilled and educated human resources. But the people of developing countries are not developed and are trying very hard to improve their knowledge and working skills. The Government of developed countries is not so much burdened with the task of providing good quality education and health care to people. The HDI Report, 2013 identifies four specific areas of focus for sustaining development momentum: enhancing equity, including on the gender dimension; enabling greater voice and participation of citizens, including youth; confronting environmental pressures; and managing demographic change. Economic growth alone does not automatically translate into human development progress. Pro-poor policies and significant investments in people's capabilities—through a focus on education, nutrition and health, and employment skills—can expand access to decent work and provide for sustained progress is must for improving HDI. In strong competitive environment in international trade prevailing today, that country will be a sure winner which has an efficient human resource cultivating new innovative ideas.

Rural development is the major concern for the overall economic development of the country. Various

governmental organizations as well as the NGOs (non-governmental organizations) are working in this area of concern. The country's overall development is not possible if this major workforce is not developed. We have discussed the various schemes launched by the GoI. This area should be focussed because the problems related to the necessary basic amenities still persist in the area because of the corruption. Rural human resource development can alter fixed economic growth pattern of rural areas. It is the foundation of rural economic growth and also driving force of sustainable economic development. On the way of constructing new countryside, human resource development can cultivate a group of new peasants able to operate, master techniques and own culture. Therefore, the study on rural human resource development mode has profound significance for whole social progress and rural economic development.

REFERENCES:

- Dr. S. Rajamohan, T. Dhanabalan, "Rural Development Schemes and their Contribution Towards the Human Resource Development", INDIAN JOURNAL OF APPLIED RESEARCH, Volume : 3, Issue : 2, February 2013.
- Dr. Angela Chaudhury, Shiv Kumar, Julian Joseph, Dr Anandiat Bhowmik, Shruti Veenam, "Resource Planning in the Indian Health sector: A study of the Indian Health Sector Managed by Government, NonGovernment and Private Organizations".
- RURAL DEVELOPMENT chapter Compiled by Dr. Narendrasinh B. Chauhan.
P SubbaRao, Personnel and HRM, 4th Edition, P 116.
- Lalith, N. (2004) "Rural Development in India Emerging Issues and trends", Dominant Publications, New Delhi.
Press Information Bureau Government of India Ministry of Human Resource Development.
- Miss Jyotsnali Chetia, International Journal of Humanities & Social Science, Volume-II, Issue-IV April 2014
- National Human Development Report, 2001, Planning Commission, Government of India, March 2002