



## HUMAN RESOURCE DEVELOPMENT IN INDIAN SCENARIO

## Management

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## ABSTRACT

Human resource is the most important and vital factor of economic development of a country. Development economics in recent years have become more people centric than before. It has rediscovered that human beings are both the means and the end of economic development process, and without Human Development that process becomes hollow rhetoric. The Human Development Report, 2013 notes that over the last decade, countries world over accelerated their achievements in the education, health and income dimensions as measured in the HDI- to the extent that no country for which data was available had a lower HDI value in 2012 than in 2000. Over the past two decades, India has witnessed huge improvement in its HDI score from 0.410 in 1990 to 0.554 in 2012. But India is still counted among the countries having some of the lowest indicators of human development. This paper tries to analyze the Human Resource Development in India on the basis of some selected economic and social indicators and at the same time strives to find out the causes of poor performance of India in the sphere of HRD. The paper concludes with a handful policy suggestions for improvement of HRD in India.

## KEYWORDS

Human Resource Development, Globalization, Issues and Challenges.

## INTRODUCTION:

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".

## The Major Challenges Faced by the HR in Recruitment are

- **Adaptability to Globalization** – The HR professionals are expected and required to keep in tune with the changing times, i.e. the changes taking place across the globe. HR should maintain the timeliness of the process.
- **Lack of Motivation** – Recruitment is considered to be a thankless job. Even if the organization is achieving results, HR department or professionals are not thanked for recruiting the right employees and performers.
- **Process Analysis** – The immediacy and speed of the recruitment process are the main concerns of the HR in recruitment. The process should be flexible, adaptive and responsive to the immediate requirements. The recruitment process should also be cost effective.
- **Strategic Prioritization** – The emerging new systems are both an opportunity as well as a challenge for the HR professionals. Therefore, reviewing staffing needs and prioritizing the tasks to meet the changes in the market has become a challenge for the recruitment professionals.

## Objectives of the study:

The main objectives of the paper are as follows:

1. To analyze the status of Human Resource development in India
2. Comparative analysis of Human Resource Development in Developed Countries and India.
3. Identify the causes of poor performance of India in the sphere of Human resource development.
4. Formulate some policy suggestions to overcome these problems.

## METHODOLOGY:

The study is based on secondary data collected from various books, journals, research papers, articles, reports of Government organizations. The study found that despite fast economic growth India is still lagging behind in Human Resource Development.

## Status of HRD in India:

HRD lies at the heart of economic, social and environmental development. It is also a vital component for achieving internationally agreed sustainable development goals, including the MDGs and for

expanding opportunities to all people particularly the most vulnerable groups and individuals in society. For optimum utilization of existing physical capital, investment in human resources or capital is essential, as because technical, professional and administrative people are required to make effective use of material resources.

Table-1

Country	HDI Value	HDI Rank	GNI per capita (\$PPP,2005)
Kiribati	0.629	121	3079
Kyrgyzstan	0.622	125	2009
Tajikistan	0.622	125	2119
Vietnam	0.617	127	2970
Nicaragua	0.599	129	2551
Ghana	0.558	135	1684
India	0.554	136	3285

Source: - UNDP Human Development Report, 2013.

It is clear from the table that economic growth is not sufficient for achieving sustained social development. Countries with lower GNI have higher HDI value as compared to higher GNI countries. The liberalization and globalization policy of India has been biased towards economic growth rather than social development. The public revenue generated by rapid economic growth has not been used to expand the social and physical infrastructure in a determined and well planned way.

## Causes of poor performance of India in the sphere of HDI:

India has been climbing up the ladder of per capita income while slipping down the slope of social indicators. This time India's HDI ranking shows that it has slipped in comparative terms in ensuring a better quality of life for its people, as in the previous index published for 2007-2008 together it ranked 128, while the position in 2006 was 126. Some of our neighboring countries have done well. Among the neighboring countries, China, Sri Lanka and Bhutan ranked higher than India i.e. Some of the major causes of India's poor performance in HDI are discussed as under-

- I. **Unequal distribution income:** India's record of rapid economic growth in recent decades, particularly in the last ten years or so, has tended to cause some understandable excitement. The living standards of the 'middle classes' (which tends to mean the top 20 per cent or so of the population by income) have improved well beyond what was expected in the previous decades. But the story is more complex for many others such as the rickshaw puller, domestic worker or brick-kiln labourers. For them, and other underprivileged groups, the reform period has not been so exciting.
- II. **High gender discrimination:** India's gender balance is one of the human development indicator that raises concern. Robust economic growth in recent decades has been associated with a

significant deterioration in the populations gender balance. The child sex ratio has declined from 964 in 1971 to 927 in 2001. While for biological reasons many countries around the world have a small imbalance in their juvenile sex ratios. But India's imbalance is acute and this definitely lowers the HDI value.

**III. Child malnutrition:** Child malnutrition in India is extraordinarily high among the highest in the world with nearly one half of children under age of three being underweight or stunted. Further the incidence of child malnutrition has remained stubbornly high even after nearly two decades of post reform growth and prosperity. Child malnutrition is much higher in South Asia than in Sub Saharan Africa, even though infant mortality and child mortality is lower in South Asia

#### **Suggestions for development of human resources in developing countries:**

- The education policy should shift its focus from enrolment to improvement in the functioning of schools as well as towards raising the quality of education outcomes.
- Special strategies are needed to improve the outreach of the school system to the disadvantaged and marginalized groups in the country. A more systematic school mapping exercise should be undertaken to provide these groups access to both lower and upper primary classes, for removing social barriers to education.
- The issue of child labour, which is estimated at a whopping figure of 12 million children, should be tackled at the earliest, as without it, there can be no improvement in child participation in schools. The implementation and monitoring of this strategy should be done at the state level, for which respective governments should create additional supervisory structures and mobilize financial and human resources.
- Effective policies in the public health sector call for a convergence of initiatives in different sectors. The focus should be on certain wider determinants of healthcare like food and livelihood security, drinking water, women's literacy, better nutrition and sanitation, and above all, confidence in convergent community action.
- The public health policy should focus on the prevention of diseases by providing clean water and sanitation rather than fighting diseases by administering antibiotics. This necessitates training of public health specialists and development of health facilities at all levels.
- Food supplementation programmes are essential for tackling hunger and food security issues, and for ensuring social equity. Food supplements act as a transfer of resources to poor families and are specially needed to reach some of the population groups like pregnant women and nursing mothers, children below the age of 5 years, school children, and adolescent girls. The government policy of divorcing employment creation from the growth process must be reversed in order to address the issue of jobless growth of the organized sector. The unorganized sector should be strengthened and sustained with investment to ensure its growth. Due to inter-dependence between the organized and unorganized sectors, labour productivity in the unorganized sector is crucial for improving employment conditions in the organized sector. This is also important from the perspective of human development as an estimated 90 per cent of the nation's workforce is currently engaged in the unorganized sector or the informal economy and it is incumbent upon the Government to address the livelihood and employment needs of this vast populace.

#### **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.

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