

DEVELOPMENT AND MANAGEMENT OF HUMAN RESOURCE IN INDIA: AN EFFICIENT AND EFFECTIVE UTILIZATION- THE CURRENT CHALLENGE

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ABSTRACT

INTRODUCTION:

Proper and efficient management of every aspect leads to achieve great success in all the fields. In the globalised and competitive world India has to prove its right existence. She is facing so many challenges and it has become inevitable to face them and come out as a successful nation. Human beings constitute human resource in the country. The term human resource refers to the size of population of a country along with its efficiency, educational qualities, productivity, organizational abilities and farsightedness. The human resource in other words is human capital which implies the abilities, skills and technical knowhow among the population of the country. The development and management of human resource is a very important issue. Mahatma Gandhiji rightly opined that, the healthy and good cultured people are the real wealth of the nation.

The paper contains objectives, methodology , the concept of Human Resource Management, Need and importance of Human Resource Management, Human Resource Development, Objectives of Human Resource Development, Factors Contributing to Human Performance, Human Resource and its Management in India and Conclusion.

The efficient use of natural resources, invention and discoveries, national defence, capital formation, production and consumption, development of transport and communication, supply of skill and intelligence, creation of civilized society efficient administration and supply of labour are important for human resources.

KEYWORDS: *Human Resource, Development, Management, Performance.*

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INTRODUCTION:

Proper and efficient management of every aspect leads to achieve great success in all the fields. In the globalised and competitive world India has to prove its right existence. She is facing so many challenges and it has become inevitable to face them and come out as a successful nation. Human beings constitute human resource in the country. The term human resource refers to the size of population of a country along with its efficiency, educational qualities, productivity, organizational abilities and farsightedness. The human resource in other words is human capital which implies the abilities, skills and technical knowhow among the population of the country. The development and management of human resource is a very important issue. Mahatma Gandhiji rightly opined that, the healthy and good cultured people are the real wealth of the nation.

Economic development and population growth go hand in hand, both affect each other. The efficient use of natural resources, invention and discoveries, national defence, capital formation, production and consumption, development of transport and communication, supply of skill and intelligence, creation of civilized society efficient administration and supply of labour are important for human resources. Human beings are both ends and means. Hence, the development and management of human resources are the important challenges before India. At present India is passing through the second stage of demographic transition and facing a serious problem of 'population explosion' with more than 112 crore (2006-07) population and has become 2nd largest country after China in the world.

OBJECTIVES OF THE STUDY:

The study has following objectives,

1. To know the conceptual difference between Human Resource Development and Human Resource Management.
2. To study the need for Human Resource Development and Management.
3. To study the need for Human Resource Planning.
4. To study Human Resource Management in India.

METHODOLOGY:

The secondary information and data is used for the study.

THE CONCEPT OF HUMAN RESOURCE MANAGEMENT:

According to Peter Drucker, "The function of management is to manage managers, workers and work". The importance of manpower in business management is now universally accepted. Employees have a capacity to grow and develop, if suitable opportunities are offered. They give positive response to monetary and non-monetary incentives, training opportunities, favorable work environment and motivation. According to Pigors and Myers, "Good management means getting effective results with people".

The term 'Human Resource' covers workers of all sorts at all levels in an enterprise, while 'Management' refers to their direction, control and co-ordination. Thus Human resource Management is the management of all the employed personnel of an organization. The terms like 'Labour Welfare', 'Labour Management', 'Personnel or Staff Management', 'Manpower Management', 'Industrial Relations', 'Human Relations in industry etc. are used to convey the idea of human resource management. But 'human resource management' is a very comprehensive term which covers all the aspects such as the welfare aspect concerning with working conditions and amenities, the labour or personnel aspect concerning with recruitment, placement of workers, remuneration, promotion, incentives, productivity, etc., and industrial relations aspect concerning with trade union activities and preventive as well as curative machinery of industrial disputes, of the entire human element employed in an enterprise. Management of human resource is planning of manpower of a country. Manpower planning means the total process by which proper development and wise utilization of human resource of a country is achieved in attaining the objective to which the nation has committed itself.

NEED AND IMPORTANCE OF HUMAN RESOURCE MANAGEMENT:

The significance of manpower in any business management is now globally accepted. If appropriate opportunities are offered, human resources have a capacity to grow and develop. They give optimistic response to monetary and non-monetary incentives, training opportunities, positive work environment and motivation. The population of India is growing at the rate of 1.93 percent annually. Economic development envisages better consumption opportunities vis-à-vis-increased gross national production that means greater production in goods and services for the community. Productivity raising efforts entail increased use of technology that in turn makes division of labour in working force of the country. Occupations go under change regularly in the

process of economic development. Indian economy is a fast growing economy where in the base of industrial structure is being widened through the progressive input of technology. Thus in India older occupations are discarded and new approach to produce and to serve is being adopted, which require special quality of resources to do the jobs. As the population growth rate in India is quite high if compared to other countries. The up-liftment economically, socially and politically is a must, hence the management of them is of utmost importance.

Economic development envisages increased production in diversified areas which may remain blue print of skills, unless there are proper persons in proper number being available at proper time. That is development of human power to fit in the process of economic gearing is the task of management of human resource. A large number of educated manpower in technical and educational field in India is either unemployed or mis-employed. Hence proper planning of human resource is necessary in order to put them in proper order of economic advancement of the country. Utilization of available human resource is the first and ultimate aim. Economic, technological, intellectual and socialistic growth is need of the hour for which, careful integration and co-ordination of the various institutions educating and training human power for employment into various occupations is essential.

The remark of Shri. Dhirubhai Ambani, former chairman of Reliance Industries Ltd. (made in the 21st AGM held on 3/8/95), "Our People: People are assets you can never show on a balance sheet. Our company has a human resource asset of around 12,500 people; 3,000 of which constitute scientific and technical manpower. Every year we add over 450 young professionals. These motivated and well-trained people are the backbone of our business. The team is young in spirit, conscious of its responsibilities and committed to building world class assets for the country" highlights the importance of human resource.

HUMAN RESOURCE DEVELOPMENT:

Human Resource Development means to develop available manpower through appropriate methods like training, promotions, transfers and opportunities for career development. Programmes of HRD create a team of trained, efficient and capable personnel. According to Peter F. Druker, "the prosperity, if not the survival of any business depends on the performance of its managers of tomorrow." The human resource should be nurtured and used for the benefit of the organization.

OBJECTIVES OF HUMAN RESOURCE DEVELOPMENT:

The management of human resource should be done for the following objectives:

(i) To utilize human resources effectively:

Human beings are either not utilized or are not utilized effectively in our economy. Unemployment and underemployment of educated and uneducated persons are the living examples of lack of effective utilization of human resources.

(ii) To establish and maintain productive and self-respecting working relationships among all members of the economy:

The labourers should be treated on human level to avoid strikes and lockouts. Strikes and lockouts not only affect the productive capacity of the economy but also develop strains in the labour-management relationships.

(iii) To bring about maximum individual development of the members of the economy:

If proper placement of human beings is done, many ills of our economy can be avoided. The human resource will contribute to the maximum extent only if job satisfaction and sense of belongingness are developed.

The above objectives of management of human resources can be achieved;

- (i) If we can obtain capable people to work.
- (ii) If we utilize their efforts effectively.
- (iii) If we can maintain the willingness to work.

FACTORS CONTRIBUTING TO HUMAN PERFORMANCE:

Dr. S.C. Saksena has given factors contributing human performance in the following equations:-

Skill X Knowledge = Ability.

Situation X Attitude = Motivation.

Ability X Motivation = Human Performance.

The proper selection and training can increase ability. Time-study can facilitate management to have a quantitative measure of it. But it is more willingness than ability on which human performance depends. To create this willingness needs motivation. In this power driven machine motivation is the power while ability is the machine. Money is one of the important instruments of motivation. But fully, human is not an economic man. He has both psychological

and social needs. Good health (reduces absenteeism at work place, proper education and training (increases confidence and ability to work), good working conditions, good employer-employee relations, provision of other facilities and human treatment, etc. are other factors which improve the human performance.

HUMAN RESOURCE AND HUMAN RESOURCE MANAGEMENT IN INDIA:

The work force of India is rapidly growing with growing population. The great challenge before India is to utilize the available human resource efficiently. India is a young nation as more than half of the population consists of young people. The age distribution indicates that every one person on an average has to earn for himself and for one dependent also. This is because; the dependency ratio is high in India. With the fall in the birth rate, the age structure of population is likely to change by which the dependency ratio is likely to decrease and the proportion of the working population is likely to increase. The following table gives information of labour.

Percentage Distribution of India's Population by Age Groups

Year	Age Group 0-14	Age Group 15-60	Age Group 60 and above
1911	38.8	60.2	1.0
1931	38.3	60.2	1.5
1951	37.4	57.1	5.5
1961	41.0	53.3	5.7
1981	39.7	54.1	6.2
1991	36.5	57.1	6.4
2001	37.3	55.4	7.3

Source: IAMR, Fact Book on Manpower, Census of India 2001.

India's total work force has been estimate at 402.5 million in 2001. Of this, the main workers constituted 77.8 percent (313.2 million) and marginal workers 22.2 percent (89.3 million) of the total work force.

With the workforce increasing at an alarming rate and dependency ratio declining the issue of human resources management at the macro level is bound to assume greater significance. Hence, the issue of human resource management both at the corporate and at the national level has to be viewed holistically. The mismatch that exists between demand for and supply of human

resources (or manpower) at the micro and macro level need to be overcome by a proper human resources management approach by both managers at the micro level and the planners and the state at the macro level.

CONCLUSION:

The significance of manpower in any business management is universally accepted. If appropriate opportunities are offered, human resources have a capacity to grow and develop. They give optimistic response to monetary and non-monetary incentives, training opportunities, positive work environment and motivation. Programmes of HRD create a team of trained, efficient and capable personnel. The work force of India is rapidly growing with growing population. India is a young nation as more than half of the population consists of young people. The great challenge before India is to utilize the available human resource efficiently.

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