

## HUMAN RESOURCE DEVELOPMENT AND EMPLOYMENT

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**ABSTRACT :** *Jobs existing in the economy are not enough. One of the reasons is that existing opportunities, which need proper human resource, do not fit in the chain. Therefore it is necessary that the government should adopt such policy by which jobs and the required education or profession could be suffer. Worldwide talent in the existing jobs in being attached and most of Indian professionals fit in such jobs specifically IT and outsourcing and medical services, unskilled and semi-skilled labour to have its place..*

**KEY WORDS:** Institution, Human Resource, Professional Approach, Increasing Competency, Employment, Human Resource Development and Employment

### INTRODUCTION

People in the organization as (employees) personnel are the most important resource. It would be the production distribution or management side when we talked about trade or business. Similar is the view when it comes in the form of services or any other aspects pertaining to the life cycle of masses of the society. People are an asset that should be hired, developed, trained and re-trained. Creating satisfaction among themselves and with the institutions with which they are concerned.

When individual are in the line of organizations are used as long term sarcastically as they are similar to mental and financial resources except they are humans and have handle physical products but their working and decisions proves their worth and have higher outcomes in terms of resource. Thus human resource development may be within four walls, in a classroom, college or training within the planned course of the organization. Or human development can be informal, trained by the manager of the firm. Firm firms cover all those grants for human development resource. Few viewers of experts on human resources are written.

### LITERATURE ON THE SUBJECT

- Tracey William R states human resources as, “the people and staff that operate an organization.” Thus human resource is also an organizational functions that deals with the people on compensation, bring performance management and training. A human resource is a single person within one’s organization.
- Shumpeter in his theory of development projected entrepreneur as source of development on the basis of his knowledge and skills.
- Becker (1964) Nelson and Phelps (1966) Bassow (1991) ‘had the same view of Card and Longes (2001) has opened High Secondary wage programme in service of above, has been the importance of human resource was recognized in measuring since last decade the find decade of last decades on which endogenous theories were shaped by Lucas (1960) and Solow (1950). This phenomenon is noticed in the behaviour growth scenario where skilled agricultural scientists information technology, fashion designers enterpreniours, professionals in various fields willing name and fame, recognitions providing employment, higher income globally. Indian workers, professional have great demand in all the countries of the world particularly for the younger age groups. The measure in wages mainly lifts towards favour of workers with the required education for the services. Card and Lemeerix study shows demand shifts was notice in both the decades in 1980s and in 1990s which in 1983 – 1993 shows negativity demand but for the period between 1993 to 2004 in the first few years.

### OBJECTIVES OF THIS STUDY

1. To know the extend of Human resource in India
2. To know for growth of Economy both gender and skilled-unskilled Indian professionals have proved to be more conceptual labour is required and have a higher engagement rate even better than European countries. This has been confirmed by US firms. Indian professions are more competent, sincerity, flexible adjustable in every environment.

1	Textiles and Garments Manufacturing	86545390+
2	Construction	55199568+
3	Biotech	1209489+
4	IT and ITIES	14806299+
5	Healthcare	20684530+
6	Tourism	1478386+
7	Banking and Services	3947139+
8	Engineering	1813790+
9	Mines and Minerals	1754881+
10	Pharma and Drugs	1283721+
11	Agro Food Processing	169782+
12	Paper	57976+
	Total	201442899 6013287

The table above (1) focuses on the projection for Human Resource against the employment anticipated by 2025 which shows number to the extent of 26.16 crors (jobs in different sub sectors of the Indian Economy. The figure in this table shows that construction, textiles, IT and ITI, Health Care and Biotex are few sectors which show their potentiality in providing employment – to such skilled work for that could be accommodated in such industries. This world leads to increased income and shall have investment multiplier along with the employment generating capacity. But looking to the existing capacity economy for observing labour use National level detail development shall in a position to provide 20% population of proper education upon training efforts – One should can gange this seaatair that is 1.45 crore annually are the new entrants in the labour market every year plus the back drop unemployed of the previous years whereby till and until the ruling government do not provide proper opportunities (as it has been happening in the recent years) the GDP growth year after year shows imparreller results the employment creation opportunity do not increase. So one would argue is it a faulty policy of the government or the improper investment initiative of the private sector. The role of both public and private sector is being criticized not only by the opposition parts the ruling masters do not have the satisfactory explanation particularly during the election exercise.

One should be aware that India has the labour force 2.6 Crore in organized sector and 46.3 corers in unorganized which means US + Australia + New land in 2010 – 2011 paying total population is already less or more population put together is already employed. The question is what is need of the time in India to accommodate create new opportunities. It is educational institution and shall developmental programmes. Government having the issue have had doubled the funds allocation. A separate skill development programme at National level has now set up. The results may be bit late but surely it appears the government is serious about employment problem. It has been noticed in the follow up years there has been development and continuous growth year after year (the rate of growth percentage wise) has been the one of the highest in the world, the developed countries too are every with such growth. Many countries have started investing seeking India as vibrant and accepting it as the role model.

The National Skill Development Agency for raising the level of skill have focused on 35 sectors + (50 unorganized sectors) important among these are construction, health care facilities, auto, financial services where it shows higher level educational skills. A few sectors are such where some skill training and/or advacation stage seeks enough as pointed out by oil sectors like security, banking, logistic transport (auto)

Sr.No.	Sector Detail	Percentage
1	Retail	20%
2	Construction (Real Estate)	70%
3	Auto Travels	40%
4	Health Care	35%
5	Banking, NBFC and Other Firm Sector	18%
6	Logistics	12%
7	Creative Industry	13%

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More job opportunities (job generating) will have favourable impact on economic growth, employment and status in the society. It has been noticed elections being fought on single slogan of poverty can unemployment in the country. If this calendar, taking into account the requirement of human resource, which would fit in the existing vacant such existing situation within the country would look towards attainment of full literacy rate of 100%. This has been seen in the openness of market i.e., privatization leading to organism of the industrial – retail – construction (real estate) business, though a few of such corporate may be feeling heat of recession affects. As it has been noticed the GDP growth has been aching and at an appreciative mode but extra jobs has been created. One of the reasons may be use of capital resources (machines) and capital technology, where required vacancies are cut and replaced by machine as ATM, Retailing, Banking services, manufacturing factories say textile industry, automatic use have thrown people out of jobs. The whole Mills run industry is at the dust. Old machinery in scab land being put in use for residential cum shopping malls. Investment income increased and employment shall have multiple effect. (Keynes, 1930) This is evident in the 1990s in India where job opportunities migration of labour has had been seen in many countries.

This can be seen the global recessionary period of western country. Brazil, Mexico and Asian countries like Thailand which had its financial architecture shadow on developed countries including Japan. It was Indian Economy, with infavourable setup – in spite of some vitality could face the global recession with satisfaction – with least disadvantage except the speculating share market for a negative time. India was on the growth path on its own. Not only that the first decade say 2004 – 2005 to 2010 – 2011 Indian Economy GDP grow above 8.2% AGR. As this is not enough Rural-urban divide or gender divide too have shown a favourable participation of both genders when focussed on employment where in the types and categories of employment are shown.

NSS Round	July- July	Rural Males				Urban Males			
		PS	PS+SS	CWS	CDS	PS	PS+SS	CWS	CDS
50	93-94	2	1.4	3.1	5.6	5.4	4.1	5.2	6.7
55	99-00	2.1	1.7	3.9	7.2	4.8	4.5	5.6	7.3
61	04,05	2.1	1.6	3.8	8	4.4	3.8	5.2	7.5
64	07,08	2.3	1.9	4.1	8.5	4	3.8	4.7	6.9
66		0	0	0	0	3	2.8	3.6	5.1
		Rural Females				Urban Females			
50	93-94	1.3	0.9	2.9	5.6	8.3	6.1	7.9	10.4
55	99-00	1.5	1	3.7	7	7.1	5.7	7.3	9.4
61	04,05	3.1	1.8	4.2	8.7	9.1	6.9	9	11.6
64	1,8	1.9	1.1	3.5	8.1	6.6	5.2	6.5	9.5
6 Ctnl. 09 Jun 10		0	0	0	0	7	5.7	7.2	9.1

Source: EWP 2011. Handbook of Statistics

Source: Note: Principal Status (PS) PS + SS = Principal and Subsidiary status, CDS = Current Daily Status.

The most important policy that the government has formulated is 'Make in India' and Skill Development Corporation which would bring among the entrepreneurs of the society who are interested and are involved in the liner know how of the knowledge they possess. Such interpersonal qualities among the entrepreneurs would provide opportunities for jobs to which semi skilled or unskilled both labours could be accommodated.

The chart by 1,2,3,4 rows in vertical show the years and of various categories of employment. Participation of labour population where active group is 15 and above – more participation of male population in employed is noted whereas female participation in both more urban care is less than male participation – whereas participation of female in rural areas is more compared to urban areas. Thus one can say in spite of growth is equal still and the gap is higher in urban area than rural areas.

On very important aspect is house hold category of rural and urban areas population is employment or on longtimes wages. It has the higher participation followed by SC (44%) and OBC 43% and others 40%. This percentage is the situation based on the population, which is ready to work on the availability of any paying job... mamel or mental. In rural areas of employment is higher than urban areas i.e. it accounts up to 60% while in urban areas OBC have a better say in job participation compared to ST and SC. Out of those casts SC are the least participants in wage jobs In regular wage jobs SC with 56% have the highest work participation whereas in Urban area account for 45% which in rural areas OBC is the least participation cast i.e., 37% in urban area and 23% in rural area.

Chart 3 focuses on literacy Education institutions like universities and professional studies have increase by private institutes participations. Census 2011 focuses on the literacy rate by which rose by log at all India mark. It was 65% literacy in 2001 which rate of 74.6% a rise of 10% Arts – Commerce science undergraduates shows a reduction in percentage i.e. 40% wich is 12% to 13% less than a decade where as technical education growth and professional education have increase by 15% to 18% and is around 42% put together including engineering, Management and other academics facilities. Training programmes may be entrepreneurial programme or any other semi skilled training have a multi fold results. But are has to join point that existing population level and growth of population – shall this situation provide the economy with demographic dividends that the control government is trying to focus through it skilled and make in India programme for which it is spending on multi crore projects. Keeping soothing attention towards vibrant India situation, preparing Vibrant State projects and compiling the foreign minister to come and start their business in India for which policy liberalization is brought under a single celling to start venture.

Today education has reached at a level where foreign companies i.e. multinational offers high salary package to the disservents.

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