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## HUMAN RESOURCE DEVELOPMENT OF MALSHIRAS TAHASHIL

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**Abstract:** *Human resource development as a theory is a framework for expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement. According to Melagon, "Human Resource Development may be the only function in a clear position to represent human ethics and morality".*

*The tahashil of Malshiras has a good human resource development as camper to other tahashil of Solapur districts. The total population of Malshiras tahashil has 485645 as per census of 2011. Out of this, which 251528 are male and while 234117 are female. In the tahashil of Malshiras almost 99572 families lived. The average sex ratio of 931 is per census 2011. The human resource development of ST/ SC population has low than non scheduled cast people in Malshiras tahashil.*

**Key words:** *Human resource development , human capital , achieve performance , organization through .*

### INTRODUCTION:

Human resource development is concerned with developing the skills, knowledge and competencies of people and thus it is people oriented concept. Human Resource Development is the most important tool for man power planning. In the 21 century, Human Resource Development remains an important force for the future.

According to Melagon, "Human Resource Development may be the only function in a clear position to represent human ethics and morality". Human resource development as a theory is a framework for expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement. The tahashil of malshiras it is located almost 127Km toward from district head quarters of solapur.

### CONCEPT OF HUMAN RESOURCE DEVELOPMENT

Human Resource Development is concerned with an organized series of learning activities, within a specified time limit, designed to product behavioral change in the learner (Nodler, 1969). From the organizational context, therefore, human resource development is a process which helps employees of an organization to improve their function capabilities for their present and future role; to develop their general capabilities to harness their inner potentialities - both for their self and organizational development and to develop organizational culture to sustain harmonious superior, subordinate relationship, teamwork, motivation, quality and a sense of belongingness.

### DEFINITION OF HUMAN RESOURCE DEVELOPMENT

Several Definitions and Framework of Human Resource Development were offered throughout the history. Much of the published literature on the definition of the field has been focused in the west, originally in the United States (Weinberger, 1998) and increasingly in Europe. However, Human Resource

Development is a discipline that is more developed in western industrialized countries than the rest of the world. Therefore, defining Human Resource Development is not easy and till now, no single point of view or framework of Human Resource Development has been predominant (Dilworth, 2003).

### **INDICATORS OF HUMAN RESOURCE DEVELOPMENT**

There are several indicators of Human Resource Development, but we will complete the study with following indicators of Human Resource Development. As the concept of Human Resource Development is very broad, we can't study all indicators of Human Resource Development in this Research Study. The indices which are more concerned and relevant are considered here:

1. Literacy Rate.
2. SC/ ST Population.
3. % of workers in manufacturing industries other than household.
4. % of villages with drinking water facility.

### **REVIEW OF LITERATURE**

1. Raman, T.P. (1940) had discussed HRD practices in State Bank of India in mid seventies, the chairman and the managing director of the Bank of India together with the MD of the SBI's associate banks attended HRD workshop addressed by an external consultant.
2. Gorge, S. Odiome (1971) in his research work on employee opportunities found that lack of opportunity by employees is a handle for career development and to perform a meaningful work thus the training programs helps to change the aptitudes skills and abilities of employees to perform specific job.
3. Sinha, T. K. (1982) published research paper on HRD-concerns concerns and functions published in the State Bank of India's monthly review deals with concerns and aspects of HRD such as human approaches, people as a resource in organizations, process of development functions of HRD.
4. Abraham, E. S. (1988) has discussed HRD climate in 14 public sector banks in 20 cities across the country by administering a 38 items inventory is bank personal.
5. Stephen, T. T. Teo, and Sadhar M. A. (1990) conducted a study entitled, "How strategic is HRM Evidence of strategic integration in Australian Organization."
6. Biswajeet, Pattannayak (2001) in his book career planning essentially means helping the employees to plan their career in terms of their capacities within the context of organizational needs.

### **DATABASE AND METHODOLOGY**

To study of this paper are totally depend on secondary data only, those are gating through census 2011, Books, Articles, District hand Book and Internet.

### **HUMAN RESOURCE DEVELOPMENT OF MALSHIRAS TAHASHIL**

The tahashil of Malshiras has a good human resource development as camper to other tahashil of Solapur districts. The total population of Malshiras tahashil has 485645 as per census of 2011. Out of this, which 251528 are male and while 234117 are female. In the tahashil of Malshiras almost 99572 families lived. Average sex ratio of 931 as per census 2011. The human resource development of ST/ SC population has low than non scheduled cast people in Malshiras tahashil. As per the census of 2011 out of total population 13.3 percent people lives in urban area and while 86.7 percent people are lives in rural area. The literacy rate of urban area is average of 84.1 percent while in the rural area is 75.5 percent. Also the sex ratio of malshiras tahashil has 931 as per census 2011; in the urban area is batter sex ratio than the rural it is 967 and 925 respectively. The poputation of age group 0-6 years is 62463 which are 13 percent of the total population.

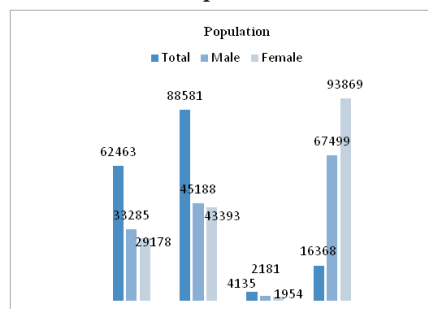
The following chart is showing the children, Scheduled cast, Scheduled Tribe and Illiteracy population in malshiras tahashil.

**Table: - 1**

Elements	Total	Male	Female
Children (0-6 Age)	62463	33285	29178
Scheduled Cast	88581	45188	43393
Scheduled Tribe	4135	2181	1954
Illiteracy	16368	67499	93869

(Source census 2011)

**Graph No :- 1**



**Table: -2**

The following table is showing the urban and rural population in malshiras tahashil.

Elements	Total	Urban	Rural
Population	485645	64401	421244
Scheduled cast	88581	13718	74863
Scheduled Tribe	4135	543	3592
SC and St Population %	19.09	22.14	18.62

(Source census 2011)

Above table shows the total population of SC and ST in malshiras district. There is only 19.09 percent population lived out of total, But the urban areas population is better than rural areas population this is 22.14 and 18.62 percent respectively.

**THE WORKING POPULATION OF MALSHIRAS**

Out of total population of malshiras it is 217406 people were engaged in working activity 93.8 percent of workers describe their work as main work of related to agriculture while 6.2 percent people are involved in marginal activity providing livelihood for less than 6 months.

**Table: - 3**

Elements	Total	Rural	% of workers	Urban	% of workers
Main workers	203975	132885	65.14	71090	34.86
Cultivators	89730	58523	65.22	31207	34.78
Agriculture Labours	66368	35863	54.03	30505	45.97
Household Industries	3294	2137	64.87	1157	35.13
Other workers	44583	36362	81.56	8221	18.44
Marginal workers	13491	5421	40.18	8070	59.82
Non working	268179	113222	42.21	154957	57.79

(Source of 2011 census)

However the rate of urbanization in malshiras tahashil has very slowly, so more than population are lived in rural area in percent. If we are interpreting of above table so we can find out the distribution of

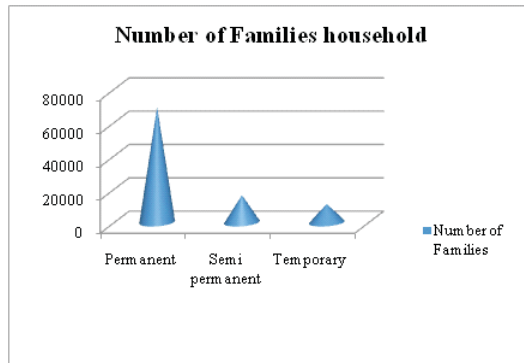
working population indifferent areas. The rural population are engaged in other workers area of high percent that is 81.56 but in marginal worker sector are engaged in only 40.18 percent of rural population. In the urban area there is 69.82 percent population are engaged in marginal workers sector and 18.44 percent population are engaged in other workers sector.

**HOUSEHOLD FACILITY IN MALSHIRAS**

**Table: - 4**

The following table are showing household facility Families of malshiras tahashil.

Types of household	Number of Families	Percentage
Permanent	69340	70.87
Semi permanent	16316	19.85
Temporary	11027	09.28



(Source of 2011 census)

Till up to 2011 the 29.13 percent population of malshiras tahashil which are lived in non permanent houses. We study data of above table so we are finding out this.

**DRINKING WATER FACILITIES**

**Table: -5 and 6**

**Main source of drinking water of malshiras tahashil**

The following table are showing water facility.

Elements	Total household	Water from treated Source	Water from untreated Source	Covered Well	Uncovered well
Total	97847	35546	8069	1745	26266
Rural	84676	24245	7467	1716	25786
Urban	13171	11301	602	29	480

Elements	Hand pump	Tube well	Spring	River/ Canal	Tank/ Lake	Other source
Total	12704	12316	205	155	210	631
Rural	12540	11825	187	154	192	564
Urban	164	419	18	1	18	67

The drinking facility of malshiras tahashil is good in east part than the west, especially south west part of malshiras is occur lowest precipitation in monsoon season and also transport problem. Total number of handpump in malshiras are 12704 out of that 12540 are in rural areas, and 11825 tubewell.

**CONCUSSION**

After deep study of data related to malshiras tahashil we are finding out of human resource developing of malshiras is good than other, but the south west of tahashil villages are not in good condition, there is a lot of opportunity to develop the human resource development index. The condition of SC and ST population is not a bad but till today they are engaged in primary working sector in much percent.

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