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HUMAN RESOURCE MANAGEMENT IN AGRICULTURAL SECTOR IN SOLAPUR DISTRICT

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ABSTRACT

The purpose of the present study is discussing the need for role of educational development for human resource development in the agricultural sector. The result of the study indicates that to prepare the agricultural workforce to meet the new challenges we need a more educated and skilled workforce competent enough to understand both the technical and the social development at a global level. Countries' historic and social construction have great influence on the development of agricultural education and training and the way the phenomenon of globalization and its role is understood and experienced in agricultural sector. Sincerity, communication, various forms of education, awareness about the national culture, collaboration between the public and private sectors and encouraging entrepreneurial spirit seems to be some of the key success in developing human resource management in agricultural sector in Solapur.*

KEY WORDS: *Human resource management, agricultural field,*

INTRODUCTION

Human factor is of supreme significance in any pattern of economic development. More so are the agricultural labourers of India, the country's largest unorganized section comprising the poorest workers, toiling on the sunny fields of India. Most of them hail from the communally deprived sections of our society and a large amount of them carry on living under the poverty circumstance.

Workers in the agricultural sector are classified into three main categories namely, cultivators, agricultural labour and workers engaged in forestry, fishing and livestock etc. We are primarily concerned with the second category of the above categories, viz, agricultural labour. We shall study the growth of agricultural labour, their problems and the measures of the assistance adopted by the government.

The concept of human resource management has mainly three meaning attached, first, person or individual working in the business organization are considered as a very valuable resource or assets and there is need to their continuous development, second, human resource has its own special features, therefore, it cannot be treated like other material or physical resources and this approach focuses on the need to humanize organizational work life. And third, human resources do not merely focuses on the employees or individuals but also other special realities, units and processes in the business organization. Human resource management is the qualitative improvement tool in the hands of HR manager. Human being who are considered as the most valuable assets of the business organization. It is much more different from personnel management and other human behavioral sciences. HRM is more comprehensive than the

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personnel management because the personnel management has traditional view to its management and is not strategic and separate from the business organization and short in nature also. It is centered limited only to lower level management of employees but human resource management emphasizes those expectations which are not being fulfilled through the traditional approached personnel management. Human resource management focuses on the various sub systems of the business organization.

Human resource systems can be defined "as a set of distinct but interrelated activities, functions, and processes that are directed at attracting, developing, and maintaining (or disposing of) a firm's human resources" (Lado and Wilson (1994:701). Some of the human resource management practices that have been valued as crucial for industrial achievements and competitive abilities are communication of goals, employee autonomy, employee impact, open organizations and effective labor management relations (Jayaram et al 3).

A striking difference between the casual and attached labour is that the former is free to chose his own employer as well as jobs, while the latter is not free to do so. The bulk of agricultural labour is casual labour in our country as most labourers prefer individual freedom and higher wage to security of job. In recent times the annual contract are fast disappearing and labourers are employed a monthly basis and they are free to change their employers and jobs whenever they want to do so.

BONDED LABOUR:

There is also a special class of agricultural labour called the 'bonded labour' who are at the bottom of agricultural ladder in India. The prominent feature of this system is that a man pledges himself or sometimes a member of his family against a loan. Inability to pay back the loan results in the attachment of that person to the creditor till such time when the loan is finally repaid. Agrarian serfdom thus lingers on in India- a relic of the Middle Ages which might well be regarded as one of the darkest blemishes in the economic life of the present day India.

PER CAPITA INCOME AND PERCENTAGE OF AGRICULTURE LABORS:

The correlation between per capita income and percentage of agriculture labors has an inverse relationship. It is common phenomenon that agriculture labors are the poor peoples, often hand to mouth because of temporally work in the agriculture sector. These are not permanent employee s throughout the year, depends upon the daily wages. Therefore the value of coefficient of correlation is -0.69 between the per capita income and percentage of agriculture labor. In a country like India where more the two third populations depends upon agriculture for their sustenance the regional study namely, Solapur district is no exception to this rule. Even today, the daily wages are quite lower for agricultural labors, and the size of such employee is quite high not only in the case of Solapur district but also for the state of Maharashtra and India. This is the reason that in India the agriculture labors are known as the people of poor economic strata. It may be concluded that with increasing the proportion of agricultural labors, naturally the per capita income is adversely affected. It has been demonstrated by the inverse relationship between the two variables.
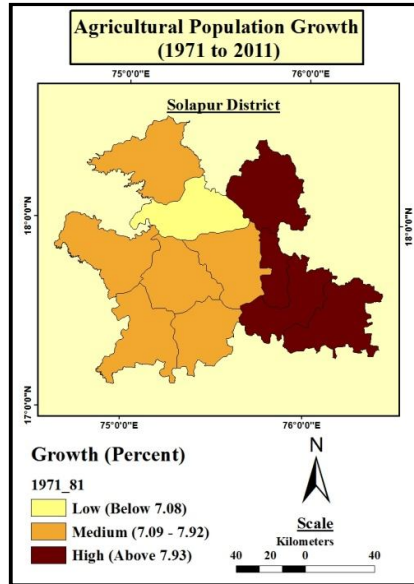
Table No.1.1
Agriculture Farmer Population, Growth, and change in Solapur District. (1971 to 2011)

Sr. No	Talukas	Population of Agriculture farmer					Population of Agriculture farmer growth				Change
		1971	1981	1991	2001	2011	1971-81	1981-91	1991-01	2001-11	1971-2011
1	Akkalkot	31200	26700	31200	33632	36524	8.55	11.68	10.77	10.85	34.16
2	Barshi	40800	39900	40800	43614	51768	9.77	10.22	10.68	11.86	31.52
3	Karmala	48000	36300	48000	56393	61551	7.56	13.22	11.74	10.91	31.19
4	Madha	51200	36300	51200	63042	78297	7.08	14.10	12.31	12.41	26.15
5	Malshiras	53100	42100	53100	73760	89730	7.92	12.61	13.89	12.16	23.67
6	Mangalwed	29800	23100	29800	37627	37430	7.75	12.90	12.62	9.94	31.84

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7	Mohol	35900	27800	35900	46738	57944	7.74	12.91	13.01	12.39	24.78
8	North Solapur	12900	11900	12900	15763	16474	9.22	10.84	12.21	10.45	31.32
9	Pandharpur	47700	36900	47700	66725	80872	7.73	12.92	13.98	12.12	23.59
10	Sangola	46600	36900	46600	57092	63761	7.91	12.62	12.25	11.16	29.23
11	South Solapur	23900	20800	23900	31389	33396	8.70	11.49	13.13	10.63	28.62
	District Total	421100	338700	421100	525775	607747	8.04	12.43	12.48	11.55	27.71

(Sources: complied by researcher)

1.1 A   1.1 B

Agricultural Population Growth (1971 to 2011)
Agricultural Population Growth (1981 to 1991)

1.1 C   1.1 D

Agricultural Population Growth (1991 to 2001)
Agricultural Population Growth (2001 to 2011)
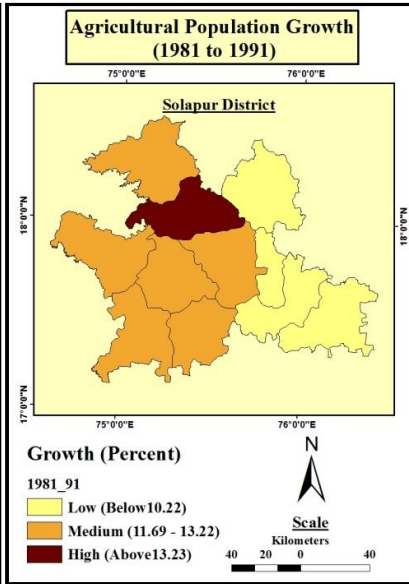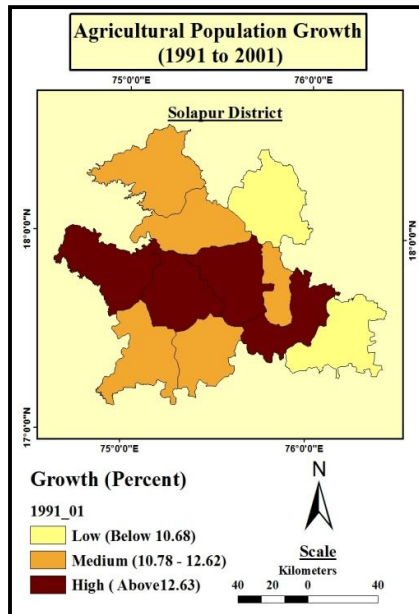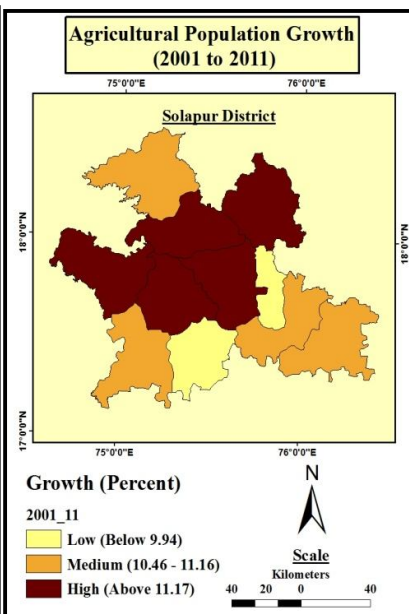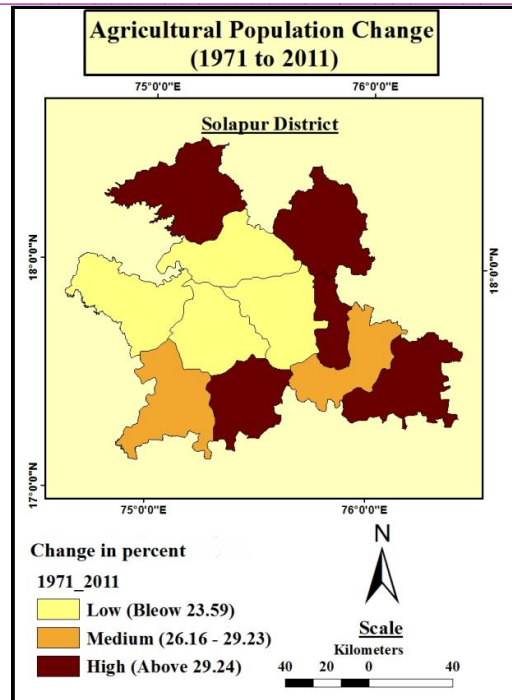
1.1 E

In 1971-81, Barshi (9.77), Solapur North (9.22), Solapur South (8.70), and Akkalkot (8.55), talukas indicate high agriculture farmer population growth since, agriculture labour play main role in development of agriculture sector. Karmala, Pandharpur, Mohol, Mangalwedha, Malshiras and Sangola talukas found medium agriculture farmer population growth. Madha talukas observed low agriculture farmer population growth socio economic conditions of these tahsils have severely influenced by the severe drought conditions. Map No.6.1A

Map No.1.1B 1981-91 shows that, Madha talukas observed high agriculture farmer population growth since is engaged in the cultivation of land owned or held from government or held from private persons or institutions for payment in money, kind or share. Karmala, Pandharpur, Mohol, Mangalwedha, Malshiras and Sangola talukas found medium agriculture farmer population growth. Madha talukas observed low agriculture farmer population growth socio economic conditions of these tahsils have severely influenced by the severe drought conditions. Barshi, Solapur North, Solapur South, and Akkalkot, talukas indicate Low agriculture farmer population growth since, it has experienced rapid economic growth, structural shifts in the economy accompanied by high rates of industrialization; increase in educational attainment levels.

Map No.1.1C 1991-01 shows that, Malshiras, Pandharpur, Mohol and Solapur South talukas indicates, high agriculture farmer population growth since, higher increase in the proportion of women labour than of men implying that more men are moving out of agriculture and a process of feminisation of agriculture is under way. Karmala, Madha, Solapur North, Sangola and Mangalwedha taluka since, medium agriculture farmer population growth important change in Solapur district labour market in the recent year. In the district total Marginal Worker Population Person and female Marginal worker population Person have decline. Barshi and Akkalkot talukas Low agriculture farmer population growth.

Map No.1.1D 2001-11 shows that, Barshi, Madha, Malshiras, Pandharpur and Mohol talukas indicates, high agriculture farmer population growth since, overall pattern of the predominance in agricultural labour is reflected in four agro-climatic regions. Karmala, Sangola, Solapur South and Akkalkot taluka indicate medium agriculture farmer population growth. Solapur North and Malshiras taluka observed Low agriculture farmer population growth.

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Graph No.1.1
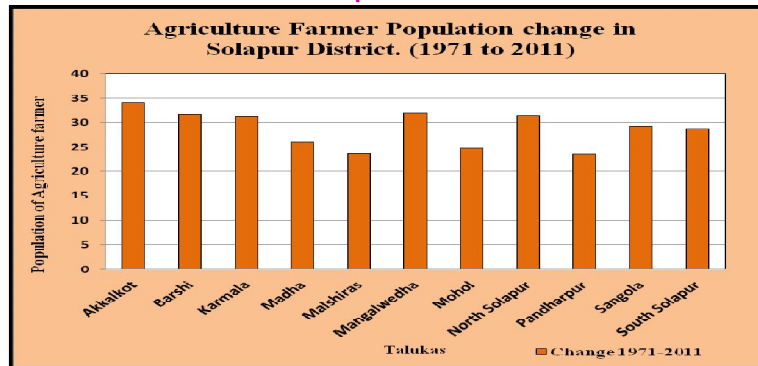
In understanding human resource management and its development we need to understand the social factors that influence the development of the human resource management within the agricultural field. Commercialization and global changes constantly map out new agricultural workforce development needs. Due to the increased productivity, besides land, labor, and capital, knowledge have great importance with respect to human resource management within the agricultural sector (Rivera & Alex 2008:374). Therefore, as stated by Becker and Gerhart in following quotation knowledge about globalization, customer and investor needs and market competition becomes some of the key features in investigating human resource management within organizations:

CONCLUSION

To prepare the agricultural workforce to meet the new challenges we need a more educated and skilled workforce competent enough to understand both the technical and the social development at global level. Countries' historic and social construction have great influence on the development of agricultural education and training and the way the phenomenon of globalization is understood and experienced as important in the agricultural sector. Openness, communication, various forms of education and training, awareness about the national culture, collaboration between the public and private sectors and encouraging entrepreneurial spirit seems to be some of the key success in developing human resource management in agricultural sector.

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