



## HUMAN RESOURCE DEVELOPMENT AND EDUCATION

**Dr. Suresh Sitaram Nale**  
I.C.S. College, Khed Tal- Khed, Dist.-Ratnagiri.



### ABSTRACT

*The development of human resources is one of the most crucial factor in the process of economic development. According to Prof. Frederick Harbison " Human resources constitute the ultimate basis for wealth of nations. Capital and natural resources are passive factor of Production, human beings are the active factor who accumulate capital exploit natural resources, build social, political and economic organisation and carry forward national development." So human resource development is associated with investment in man and it is creative and productive resources.*

**KEYWORDS:** human resources , Capital and natural resources.

### 1)INTRODUCTION

Human resource development is a process of increasing knowledge, skill and the capacities of all people. Human resource is asset which yields a stream of economic benefits over their working life. And improvement in the mental capacity, skill and physical capacity of the people constitutes an increase in human capital because this enables the human factor to produce more. Some statistical investigations carried out in the western country prove that output increased higher rate than an increase in physical inputs like labour and physical capital. Main reason is the quality of human beings as productive source has been continuously improving due to improvement in education ,skill,health,service etc. Therefore human resource development has playing useful role in economic development.

### 2) INDICATEROF HRD :

The measuring of human resource development is very difficult because it is not traded in market. Schultz enumerates some activities which contributes to the human resource development such as –

1. Expenditure on health facilities and services affect the life expectancy, strength, stamina, vigour and validity of people.
2. On the-job training by firms.
3. Formally organised education at the elementary, secondary and higher level.
4. Study programmes for adults.
5. Migration of individuals and families to changing job opportunities.

Of these indicators education has received most of the attention because it contributes most to development of human resources. According to Harbison and Myres levels of education and number of persons in high level occupation are two indicators of human resource development which are more useful for international comparison. Secondary and higher education is important for high level manpower and high level occupations include scientists, engineers, managers, teachers, doctors etc.

### 3) EDUCATION AND HRD :

According to Schultz the investment in education enhance human capital formation. If this is not done and production continued with unskilled and uneducated labour the production will be fall on large scale. Modern economist in recent decade have pointed out that many Third World countries have remained underdeveloped an account of underdevelopment of human resources. For instance, the general masses in these countries are either illiterate or their level of education is very low, most of them are unskilled and untrained.

Education and skill training play vital role in human resource development. According to Todaro and Smith, education helps in providing widespread employment and income earning opportunities for teachers, school and construction workers, textbook and paper printers, school uniforms manufactures etc. Education helps in creating a class of educated leaders to fill vacancies in government services, public corporations, private business and professions Education helps in providing basic skill and encourages modern attitudes in the diversesegement of the populations.

The recent theories of growth include skill as an explicit or direct factor of production. This skill may have been acquired through education and training. It may be through the process of learning new technologies on the job. Many firms provide on – the –job training to their workers. Such training has advantage that it provided fast and without cost. On-the-job training can be tailored to the leaning capacities and peculiarities of the individuals working on machines. Such training increases the skill and efficiency of the workers and also leads to increase productivity and production.

Education contributes significantly to rural development. By widening the horizons of knowledge of the rural people, it can enable them to overcome ignorance and superstitions. Adoption of new agricultural techniques and new methods of production is rendered easier if the farmers are educated. Education can be oriented as to impart skill and attitudes useful in improving the quality of family life.

Education help in modernizing and revolutionizing the ways of thinking of the people. It enlightens them of the need to improve their standards of living and, for this purpose to restrict the size of their families. Therefore education serves as the best method of family planning in the long run. If more women get education and seek employment the fertility rate show a tendency to decline because upbringing of children is a comparatively difficult task for working women.

The primary education becomes people to understanding the problem faces in improving production of farm, factory or office. The education and training of secondary school prepares people for vocational skills. It is useful in such varied professions as farming manufacturing, teaching, nursing, insurances etc. The higher education and training of collage and university enables peoples to contribute to the expansion of output in engineering, architecture, machine, building etc. Thus the education play important role in human resources development.

### CONCLUSION:

The role of human resources in economic development is very important. Investment in education and skill training promote economic development. Therefore education and training play vatal role in the development of human resources. But expenditure on education is not considered as an investment in human resources yet in Govt. Plans in India. Public expenditure on education in India is most inadequate. The expansion of higher education has been completely unplanned, unwidely and chaotic. There is imbalance and distortions in the area of technical education in India. The development of all levels of education in India. The development of alllevels of education in India was quantitative rather than qualitative. There is need of more efforts should be made for investment in quality education for development of human resources in India.

**REFERENCES :**

1. Theodore W.Schultz, 'Investment In Human Capital', 1995.
2. P.N. Tyagi, Education for all, New Delhi, 1993.
3. Govt. of India, 11<sup>th</sup> five year plan, Delhi, 2008.
4. Jean Dreze and AmartyaSen- India : Development and Participation, New Delhi, 2006.
5. MisraPuri, Indian Economy, Himalaya Publishing house 2009.
6. UNDP. Human Development Report, 2006, Delhi.
7. A.N. Agrawal, Indian Economy, 2009, New Age International, New Delhi.
8. Rudder Dutt, Sundaram- Indian Economy, 2008, S.Chand, New Delhi.