

Human Resource Development in India

Human Resource

- Human resource refers to people who have the manpower which can be utilized in the production sector.

Human Resource Development

- Is the development of people's physical and mental abilities through education, health care and training.

Different levels of human resource development

- Individuals take efforts to develop their own skills.
- Family creates an environment for the development of the potential of individuals.
- Various institutions and agencies provide facilities for education and training.
- Nation provides the necessary facilities for its people to develop their skills.

Features of human Resource

Human resource has quantitative as well as qualitative features.

Quantitative features:

- Size of population
- PP density
- Growth of population
- Population Structure

Qualitative features:

- Education
- Health care

Size of PP

- The total number of people residing in a country at a particular time is known as size of population.

Demography

- The branch of social science that analyses the PP, the changes in its size, its structural aspects etc. is known as demography.

Population Census

- Every country collects and analyse information on the number of people in the country, their age, sex-ratio, socio -economic status etc. at specific intervals of time. This activity is known as PP census.
- In India, census activities are conducted by the office of population registrar general and census commissioner.

- In India, PP census is conducted once in ten year.
- The last census was conducted in 2011.
- There are 121.02 crore people in India.
- 58.65 crore females and 62.37 crore males.

Importance of PP studies/why are PP studies conducted?

- Informs the availability of human resource in a country.
- Depicts the extent of basic facilities required by the people.
- Quantifies the goods and services required.
- Determines the socio-economic development policies.
- To quantitatively assess the different needs of the people and to plan activities and programmes accordingly.

U.N.O report 2014

- The world PP: 724.4 crores.
- One in six persons of the world PP is an Indian.
- 17.5% of the world PP in India.
- China ranks first in position with 19.4% and India ranks second in PP.
- July -11 world PP day
- India and china has great role in availability of human resource.
- It has been proved by the experience of countries like the USA, Japan, and China that a nation can attain high economic development through better human resource development.

PP Density

- The number of people per square kilometer area is known as PP density.
- If the population is increase the availability of human resource will be increase.

PP growth

- Increase in the number of people in an area within a specific period of time is known as PP growth.
- It is indicated in terms of percentage.
- It is stated in comparison with the previous year.

Factors that affect the Population

1. Birth rate: Birth rate is the number of live births per 1000

2. Death rate: Death rate is the number of deaths per 1000

3. Migration: Migration is the settlement of people of a region in another region

- If the birth rate increases and death rate decreases, PP will be increases.
- If the birth rate decreases and death rate increases, PP will be decline.
- If the birth rate and death rate are equal, no change in PP.
- Migration will increase PP in one region, but decrease in another region.

PP structure

1. Age structure

- Age structure is the classification of PP into different age groups and presenting the ratio of each group in the PP.

Eg: 0-14 years
15-59 years
60 and above

2. Labour force participation rate

- Labour force participation rate is the ratio of the PP in the age group 15-59, who are either employed or actively looking for job.
- This age group has the capability to contribute to the progress of the nation.

3. Dependency ratio

- The age group 0-14 years and 60 years and above are included in the dependent group. Their proportion in total PP is known as dependency ratio.
- This group depends on the working force.
- An increase in the dependency ratio decrease the per capita income.

4. Sex ratio

- Sex ratio is the number of females per 1000 males.
- According to census 2011, the sex ratio in India is 940.

Qualitative aspects of human resource

Factors of improve the labour potential :-

- Education
- Health care
- Training
- Social capital
- Technology
- Encouragement

Advantages in Developing Human Resource

(How does human resource development helps in economic development?)

- Productivity of the workers increases.
- Economic inequality is reduced.
- Natural resource is utilized effectively.
- Make possible the development and use of advanced technology.
- Social welfare is ensured.
- Entrepreneurship improves.

Education and Human resource development

(How does education help in the development of a country?)

- Education improves the skill of individuals.
- Improves the technological know –how.
- helps to secure better job and income.
- Education improves standard of living.

Literacy Rate

- Literacy rate refers to the percentage of population that can read and write with comprehension.
- Literacy rate in India:

Female	:	65.46
Male	:	82.14
Total	:	74.04

In India, the literacy rate could not be improved along the expected lines. Why?

- ✓ Experts argue that at least 6% of the national income must be spent for providing facilities in the education sector.
- ✓ During the year 2017-18 govt. of India spent only 3.7% of the GDP on education sector. Hence the literacy rate could not be improved along the expected lines.

Projects implemented in India to develop education and skills

Projects	Goals
Integrated Child Development Scheme (ICDS)	<ul style="list-style-type: none">• To ensure integrated development of children upto 6 years• To provide healthcare for pregnant and lactating women•
Samagra Shiksha Abhiyan (SSA)	<ul style="list-style-type: none">• To ensure universal education to all up to higher secondary level• To ensure quality and equity• To promote the vocational education strenthen
Samagra Shiksha was formed by integrating Sarva Shiksha Abihsyan (SSA) and Rashtriya Madhyamik Shiksha Abhiyan (RMSA)	<ul style="list-style-type: none">• To the teacher training institutes like SCERT/DIET••
Rashtriya Uchthal Shiksha Abhiyan (RUSA)	<ul style="list-style-type: none">• To increase the access to higher education• To improve the quality of higher education•
National Skill Development and Monetary Reward Scheme	<ul style="list-style-type: none">• To improve the working skills of the youth• To ensure the availability of people with employable skills•

Achievements of India in the education sector

- Various Institutions like schools, colleges, universities, technical educational institutions has to provide education in India.
- Our country has made education a fundamental right and has passed the Right To Education Act (**RTE Act**) in 2009.
- The Indian constitution ensure the goal of “elementary education for all” through RTE.

What are the problems that still exit in the education sector?

- Drop out from schools without complementing primary education.
- There is a lack of availability of basic facilities in the education sector.
- Quality of education has to be improved.

Health

Who: “Health is a state of physical, mental and social well-being”.

How can healthy person participate in the progress of a country?

- Production increases with the increase in efficiency and the number of working days.
- Natural resource can be utilised properly.
- Medical expense can be reduced, thereby reducing the govt’s expenditure.
- Economic development is possible through increase in production.

What are the facilities to be ensured for health care?

- Availability of nutritious food.
- Availability of clean water.
- Preventive measures.
- Cleanliness.
- Ensuring of leisure and entertainment.
- Healthy environment.

Govt Institutions that work at different levels in medical sector:

- Medical College
- District Hospitals
- Community health centers
- Primary health centers
- Health sub centers

and besides, National Rural health mission (**NRHM**) and national urban health mission (**NUHM**) function to make available quality health service to all.

- The **NRHM** operates in the rural sector.

- The **NUHM** provides improved health services to the residents of urban slums and other marginalized people in towns with a population of more than 50,000.

Life Expectancy

- Life expectancy is the average number of years that a person is likely to live.
- Life Expectancy in India :

Female : 67.7

Male : 64.6

Total : 66.1

Human resource has important as well as for the economic development of a country.

All the world's countries can't be human resource development varies. It is the main reason for prosperity and poverty in the world.

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