

Article

Human Resources of India

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A B S T R A C T

The human resources are also considered as the resources of the nation also. Like natural resources, these are also essential assets of the any country. The human resources are considered as the equal gaining importance compared to natural resources.

Like natural resources, the population is also considered to be the wealth of a country. The people living in a country constitute the population of that country, which consists of children, adults, and senior citizens. Those under 14 years are considered children, those between 15 and 60 years are considered adults, and those above 60 are identified as senior citizens.

Adults are capable of working, and they form the national wealth. People with knowledge, skill, and abilities form the human resource of that country. Since the population of adults is more in India, there is an increase in the workforce. If good education, training and health facility are provided to human resources, they can be transformed into human capital. They possess the capability to increase the national income and transform society, that is population is it an asset.

This paper with methodology analyses the existing situation of human resources in India and this paper theoretically analyses the status of human resources with comparing to other natural resources.

Keywords: Human Resources, Asset, Population, Workforce, Education, Health, Facility

Introduction

We can observe around us that the working capability of healthy, educated and trained people is more. The nation's income increases due to this. That is the reason why educated and healthy, working people are considered as nation's human resource.

Human resource occupies greater importance in the production of goods and services than natural resources and material resources. Human resource provides the skills and workforce needed for production. The people who work in various jobs in the fields of agriculture, industry, and service sectors are referred as the workforce.

Human resource conducts new research to provide better

facilities to the people. Electricity, televisions, computers, mobiles and fast moving vehicles are all the contributions of human resource. Till now, India's large population was considered as a burden, but now it is being viewed as a resource. It is possible to convert the people into a productive asset by providing good education, training and health facilities. However, it is better if the population of a country is not very huge.

Characteristics of India's Population

Characteristics of population include features related to size, composition, density, growth, and quality of population etc. To have, basic understanding, of the population, problem of a country, one should have a complete knowledge regarding

the basic features of population of land that country. In India, population census is conducted every ten years, the latest one being in 2011. The features of the population as derived from the censuses are as follows:-

Large Size and Speedy Growth

India, with a population of 121.1 crores in 2011, is the second most populous country, in the world, next only to China. Every sixth person in the world is an Indian. The rate of growth of population has been higher. With the population growing at a rate of 1.8% per annum, population equivalent to that of Australia is added every year. This situation is called population explosion. By 2022, India will be the most populous country in the world.

The Demographic Transition

India is now passing through the second stage of demographic transition where death rate is lower but birth rate is higher leading to a high population growth. The birth rate in 2010 was 22.1 and death rate was 7.2% per thousand people implying a net addition of about 15 people per thousand, which is quite high.

Rapidly Increasing Density

Density of population is the number of people living per square kilometer of geographical area. India is one of the most densely populated countries of the world with 382 persons per square kilometer in 2011. India occupies 2.4% of the total area of the world but supports 16.7% of the total world area population.

Unfavorable Sex Ratio

Sex ratio refers to the number of females per thousand males. It was 943 in 2011, which is unfavorable to the females.

Bottom Heavy Age Structure

The age composition of Indian population is bottom heavy. It implies that ratio of persons in the age group 0-14 is relatively high. According to 2011 census, children below 14 years were 30.7%. This leads to a high dependency ratio. It can be reduced by slowing down the birth rate.

Dominance of Rural Population

The ratio of rural-urban population of a country is an index of the level of industrialization of that country. Indian population is predominantly rural in nature, with 88.8% of people living in villages. The process of urbanization is low and slower.

Low Quality of Population

The quality of population can be judged from education, skills and health levels people. These are measured through literacy and skill attainments and life expectancy.

Methodology



Human Resource Planning

Posted on June 23, 2012 by John Dudovskiy.

Outline the main Principles of Human Resource Planning

Human Resource Planning also called Manpower planning deals with the identifying the needs of the company for skills, knowledge and labor, and initiating programs and actions to satisfy those needs. It is the process of planning and implementing the movement of employees into, within or out of the company in order to achieve the correct number of workers with relevant skills needed for the company to achieve its objectives. In other words, the human resources planning has to ensure that the required amount of employees with required skills are available whenever needed by the company.

The objectives of Human Resource Planning are the following:

- Deciding Goals: Human Resource Planning helps to achieve individual and organizational goals
- Evaluating future organizational structure and human resource requirements
- Auditing Human Resources on a constant basis in order to prevent overstaffing and understaffing
- Undertaking Job Analysis through analyzing the descriptions and responsibilities of specific jobs in order to hire the most suitable candidate for the position

The Human Resource Planning is essential for a company for following reasons:

- To use the human resources of the company in a most efficient manner to gain maximum benefits. This task would be easier if information regarding the various aspects of human resources are collected and arranged in an organized manner by HR
- To forecast future requirements for human resources numbers and skills. This is especially important for companies that are planning expansion of operations.
- To help the companies to better adjust to changes in political, economic, social, and technological environment, where HR plays an important part in mergers, relocation of plants, downsizing, closing of

some operations, etc.

- To determine the levels and standards of recruitment and induction.
- To devise training and development programs for floor workers and managers.
- To know the cost of human resources which is especially important in occasions of operations expansion and staff redundancies
- To assist in productivity bargaining. For instance, HR can offer great assistance to the company when a proposal is being reviewed whether to change some of the operations from using the workforce for this part of operation to installing fully automated technology for that purpose.

There Human Resource Planning has to take into account following four *factors*:

Quantity: The number of employees needed by the company.

Quality: What skills, knowledge and abilities employees need to possess.

Space: The location where employees are needed

Time: When employees are required and for how long.

There are numerous Human Resources Planning models containing planning stages and processes which do not differ from each other greatly. Following are the main stages of the *Strategic Human Resources Planning process* offered by many relevant models:

- Choosing the strategic direction
- Designing the Human Resource Management System
- Planning the total amount of workforce
- Employing the required amount of human resources
- Investing in Human Resource training and development
- Evaluating and sustaining organizational competence

Human Resources planning need to be facilitated in an efficient manner. Inefficient use of Human Resources Planning or the lack of it can result in intangible costs for a company in forms of vacancies remaining unfilled, people without proper qualifications and knowledge being employed to fill the vacancies, vacancies being downsized and employees being laid off in one department of the company while jobs are being advertised for the same vacancies in other departments, etc.

The Main Features of a Learning Organization

Learning Organization is a type of a company which facilitates the continuous learning and development of its staff and continuously transforms itself for the better in order to stay ahead in the competition. There are five main features of learning organizations, which are also referred to as Senge's five disciplines: systems thinking, personal

mastery, mental models, shared vision and team learning.

System Thinking

Can be explained as understanding the interconnections and interrelationships which form the behavior of the system that the company operates in. System thinking states that the activities of a company consist of many elements and functions, and a change in one element or function can result in a change on the whole business practice. According to the system thinking all characteristics of a learning organization must be evident in order for a company to be a truly learning organization.

Personal Mastery

Is the ability and willingness of each individual member of the workforce to learn and develop themselves in order to do their job in a best manner, that is to achieve greater results with minimum resources. Companies whose staff have enhanced level of personal mastery have competitive advantage over companies whose staff have a low level of personal mastery. However, employee's personal mastery cannot be increased by enforcement; employees have to be motivated in order to increase their ability to learn.

Mental Models

Are believes, attitudes and assumption held by employees which affect their behavior, and consequently, the company as well. Companies have mental models as well which result in certain behavior, attitude and believes which effect the workforce. In order to gain competitive edge, companies must develop such mental models in employees which accepts challenges, and encourages achieving greater results.

Shared Vision

Is an integral part of success for a company. All learning organizations develop shared vision, an image of the future which suits both the personal purposes of employees, and the objective of the company. Then, companies have to unite employees around that desired image of the future which will result in increased employee motivation, and gaining competitive edge through greater performance.

Team Learning

Implies gathering as a team and exercising collective thinking to solve existing problems and to ensure greater performance for the company. The advantage of the team learning is that the efficiency of the intelligence gained through team learning is much greater than the sum of the knowledge of each team participant. However, in order to archive this team members have to communicate with each-other openly with the focus on solving the problem, putting aside existing personal opinions about each other.

The efficiency of implementation of Strategic Human

Resource Management in a company depends on in what extent the company is a learning organization. Especially it is important in organizing one of the main integral parts of SHRM, which is organizing the development of the workforce.

Staff training and development programs devised by SHRM will have greater positive impact in companies that can be classified as a learning organization due to the following three reasons:

Firstly

Employees in learning organizations have an increased level of personal mastery, therefore, they will have an enthusiastic approach to any training and development programs offered by Human Resources Department

Secondly

Employees in learning organizations practice team learning, meaning that it is considerably easier to teach them training and development programs, and also they share the knowledge with their colleagues expanding the scope of the programs

Thirdly

Employees in learning organizations put their knowledge gained during training and development programs into practice more extensively compared to other organizations, and this increases the positive impact of the programs

Human Resource Development Methods and Activities

September 23, 2015 by Umar Farooq

Human Resource Development Methods and Activities:- An organized learning experience, which is given in a limited time period, so that the job performance & growth can be improved, is referred as Human Resource Development (HRD). Training is a component of human resource development in which special programs are designed to provide specified employees knowledge & skills that are helpful in performing various functions of the job. Here below are discussed the activities and methods of the human resource development along with its importance for HRM.

Human Resource Development Activities

Following are some of the activities that are include in the area of human resource development.

- Training & Development
- Organizational Development
- Career Development

Training & Development

Training is related with the provision of certain skills &

knowledge that is helpful for the trainees to overcome their deficiencies of job performance. On the other hand development is related with the provision of certain skills to the employees so that the organization would use them in the future.

Organizational Development

It is the application of knowledge of behavioral science in the organization so that strategies, processes & structures are improved through proper development & reinforcement.

Career Development

Career Development is defined as the assistance of the organization for the acquisition of the required knowledge & skills by the employees to perform current job as well as some future job effectively. The organization develops certain policies for its employees like promotion, opportunity to perform excellent in future & counseling the employees etc, so that the employees can develop their career. It includes knowledge, skills, experiences, reinforcement & behavior modification techniques that make employees to perform better and add value.

Human Resource Programs

Human resource programs are classified into the following three kinds.

- Training
- Education
- Development

Training

The employees receive the training so that they can be potential enough to perform the duties of current job effectively.

Education

The employees that are considered as potential & efficient enough to be promoted are given the training called education. Education is provided to the promoting employees so that they can perform well for a different job either in the upward level of hierarchy or in the lateral one.

Development

In order to provide new viewpoint, technology or horizons, training is given to employees to make them proactive by fulfilling the expected performances by the organization.

Human Resource Development Methods

The ability of the employee can be developed though both on the job methods & off the job methods. Following are the detailed about these methods of human resource development.

Job Rotation

In this method effort is made to increase the knowledge,

skills & abilities of employees by moving them on different positions. Employees can be rotated both vertically & horizontally. Vertical rotation is also called promotion.

Assistant to Position

Sometimes an efficient employee is moved under the supervision of a successful manager of the organization. In this way the abilities & skills of employees is groomed under the direction of successful manager so that the learning employees can be prepared for higher level duties.

Committee Assignment

An employees can avail the opportunity of development through committee assignment by sharing the decision making process, by ascertain certain problem of organization and by watching others.

Lectures & Seminars

It is the old method in which the lectures & seminars are arranged through which employees can get knowledge & develop their analytical & conceptual abilities.

Simulations

Simulators are complex devices that can create artificial situation similar to real one. By creating duplicate of real situation, training is provided to employees by performing some tasks in the situation.

Outdoor Training

Outdoor training is considered as one of effective methods of human resource development. Trainees are trained to work together in the form of team. In such case the main aim is to understand the response of employees when they face natural difficulties.

Preparation of Succession Plan Program

Succession plans includes the details of the job posts that are currently opened in the organization and the jobs that will post in near future. If the decision of management is to fill the positions from inside the organization, then training & development is required to make employees efficient enough for the promotion. If the management decides to fill the position from outside environment, then there is a need for careful analysis of the labor market so that qualified & potential replacement can be made.

Role of Line Managers in Human Resource Development

- The line manager performs the following roles with respect to the human resource development.
- He gives the employee orientation training to the new employees.
- The training needs are assessed & resulting developmental strategies are planned by line manager.
- He is responsible for on the job training

- He ensures that proper training is transferred to the trainees.

The Role HR Department in Guman Resource Development

The HR department is directly involved in the human resource development in the organization by performing the following Functions.

- The employee orientation training is provided by the department.
- The preparation of management development programs are supported by the department.
- Proper training & development is proved to the needy employees by the department.
- The training is evaluated to ascertain the effectiveness of the training programs.

No doubt, Human Resource Development is an important area of an organization, which is held and managed by the HRM department of the organization. It is useless to say a lot of success of HRM depends on the HRD.

Demographic Transition

There is a close relationship between economic development and population growth. As a country progresses in economic development, the growth rate of its population declines. This process is described through the " Theory .of Demographic Transition". The transition of demographic features is observes to be falling in three distinct phases, namely backward stage, developing stage, and developed stage.

Backward Stage

In a backward economy health facilities are lagging and people lack awareness about the advantages and means of birth control. People are also superstitious and bounded by customs and traditions. Due to this, both the birth rate and the death rate are in a lower population growth.

Developing Stage

As the economy starts growing, the government provides better education and health facilities and epidemics are brought under control. Due to this, the death rate will decline steeply. On the other hand, the birth rate continues to remain high or decline very slowly. Because, of a very high birth rate and steeply falling death rates, the population growth tends to be higher. India is presently said to be in the second stage.

Developed Stage

When a country attains, developed status, all the people are educated and well informed and every one gets health and hygiene facilities. Due to this, the death rates will fall further and the birth rates too will fall, resulting in very low population growth.

Reproductive Health and Quality of Population

Human beings biologically reproduce. The quality of the population depends greatly on the number of children born and their health. Healthy children are more likely to grow as healthy adults and contribute more to economic growth of a country. Especially, the women's health is very vital because it is they who nurture the child before and also after delivery. If the women are healthy and disease free, so the children will be. Hence, provision of medical facilities, immunization against infections, nutrition supplements, and delivery under medical supervision, can make a lot of difference to the number of children born, the health of the children as well as the health of the children as well as the health of the mothers.

Hence, the governments are providing all facilities to improve the health and nutrition of a women right from the day she becomes pregnant up to the day she delivers the baby. Reproductive and child health increases the survival chances of both of the child and mother and because of this, the number of children born will come down. As a result the child and will decline maternal mortality have will decline. Nutrition of pregnant mothers and child is also an important requirement.

As a result of government efforts in providing health care to all, the maternal mortality rate has declined from 398 maternal deaths for every 1000 live births in 1997-98 to 167 in 2012. Similarly, the infant mortality rate has also declined from 80 deaths of children below one year of age for every 1000live births in 1990 to 47 in 2012. The child mortality rate counted as the number of deaths of children between the age-group of 0-5 years per 1000 children has also declined from 115 in 1991 to 59 in 2010.

The India fares very poorly with regards to nutrition and reports a high degree of malnutrition with a large proportion of children's death occurring due to malnutrition. Various surveys conducted by the International Institute for Population Studies shows that 40% children below the age of 5 years were underweight in 2008-09. Similarly it is report that around half of all pregnant women in India are anemic.

The National Health Policy of India aims to improve health care, family welfare and nutritional services of the people. The government has tries to provide comprehensive health facilities and thus improve the quality of people. Due to these measures, the health of the people has improved. It could be seen through the increased life expectancy; and reduced infant, child and maternal mortality rates.

Some of the prominent measures initiated under the National Health Mission to reduce infant mortality ratio in India are as follows;-

- Promotion of institutional deliveries through Janani

Suraksha Yojana.

- Strengthening of sub-centers, Primary Health Centers, Community Health Centers, and District Hospitals are providing the basic and comprehensive child delivery and care services.
- Engagement of Accredited Social Health Activists to facilitate accessing of health care services by the community.
- Health and nutrition education to promote dietary diversification. Inclusion of iron rich food as well as food items that promote iron absorption.
- Achieving universal immunization through vaccination programmes to protect children against many life threatening diseases.
- Management of Malnutrition by providing nutritional supplements to pregnant women and children. The Integrated Child Development Service (ICDS) has also contributed positively to this.
- Under the methodology, this paper studies about the human resources in with the career aspect also.

Importance of Human Resource

The human resource is as important as the natural resources .Just like the natural resources are necessary for the progress of the nation, it is very necessary in the point of view of the development of the nation. Even though in the era of science and technology, the human sources are the integral part of the nation. Due to the era of industrial revolution, we are much more depend on the machines, still the skilled human resources are necessary to operate the machines, and in agriculture, defence , industries, the human resources are the integral part of our economic system and if any country, is having skilled and qualitative population, is the main resource of any nation.

Conclusion

Totally, we can say that the human resources are the main supportive factor of the economy of any nation. It is the qualitative part of the natural resources and if any country is having skilled and qualitative part of the population then any country can build the strong economic system. The best example of Japan and we had already seen, how the Japan country was built after the Second World War.

So we can say that human resources are the main supportive of the economic system of any nation.

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