

India-Singapore HRD collaboration through academic partnership- A case based debate

ARUP BARMAN

Received : November, 2010; Accepted : January, 2011

ABSTRACT

In this paper, attempt has been made to delve into how does India-Singapore mutually collaborating for obtaining the goals of macro-level human resource development; secondly, to critically examine what sort of HRD goals those are pursued through the India-Singapore academic partnership. To achieve the objectives mentioned above the study deployed a case based cum desk research design. In this design secondary data and literature are central source along with the data collected from opinion leaders based on which debates were generated.

Burman, Arup (2011). India-Singapore HRD collaboration through academic partnership- A case based debate. *Internat. J. Com. & Bus. Manage*, 4(1): 148-154.

Key words : Collaboration, HRD, Technology and engineering

Collaboration comes from the Latin words ‘*com and labore*’ which means “*to work together*”. It is a mutually beneficial relationship between two or more people to achieve common goals by sharing responsibility, authority and accountability for achieving results. (Chrislip, 2002). The purpose of collaboration is a shared vision and joint strategies to address concerns that go beyond the purview of any single party. Chrislip (2004) explains the basic concept of collaboration as “the idea of working together that incorporates several closely related concept fundamental to its practice including the distinction between adaptive work and routine challenges, the notion of a holding environment to contain the stresses of collaboration and to do adaptive work, the use of facilitation to guide or orchestrate adaptive work, and the use of consensus-based decision-making rather than majority rule.” Collaboration is widely practiced in civic community and in solving community issues but is gaining popularity among public and private sector organizations, as well as academia. Collaboration is not just another strategy or tactics for addressing public concern. It means for building social capital, sustaining a democratic society and transforming civic culture of a community or region. Collaboration is a subject of research in many diverse and disparate fields. In finding similarities and differences in the nature, methods and motivations of collaboration across any and every field of human endeavor, say, we

engage the ‘research on collaboration’ and it is possible through trans-disciplinary research.

Human resource development itself a trans-disciplinary area deals about creating an environment in which people can develop their full potential for productive and creative activities. The author *Barman* in the work a monograph on HRD collaboration and elsewhere mentioned ‘it is a process of exchanging information, altering activities, sharing resources, enhancing capacity relating to the development of human resources and capabilities of one another (may be organization, department, or may be nation, may broad region) for mutual benefits and to achieve a common purpose through the human resource development’. Here the collaborating partners want to help one another better in human resource development. To interpret Human Resource Development Collaboration, author *Barman* further propose HRD collaboration as a process to reach the goals for developing HRD through the mutual exchange of activities, information, experiences that cannot be achieved by one single agent. It includes the following components-

- Jointly developing and agreeing on a set of common HRD goals and directions;
- Sharing responsibility for obtaining those goals aiming to develop the human resources; and
- Working together to achieve those goals, using the expertise and resources of each collaborator.

Correspondence to:

ARUP BARMAN, Department of Business Administration,
Assam University, SILCHAR (ASSAM) INDIA
Email: abgeet@rediffmail.com

The context:

India and Singapore are mutually important economic partners. Singapore is India’s most important trading