

A CASE STUDY

Role of human resource planning in economic development

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ABSTRACT

There is growing awareness, since 1950's about the critical role of human resources in the economic development of a nation. Human capital formation is acknowledged as one of the most potent source in contributing directly and significantly to economic growth. In developed countries like the USA studies revealed and have attempted to quantify the extent of contribution of education growth. In most developing countries the development of human resources has been required as one amongst many objectives of long term economic growth.

Key Words : Education, Resources, Planning, Economics

View point paper : Bhaskar, Suman and Kumar, Dharmendra (2013). Role of human resource planning in economic development. *Asian Sci.*, 8 (1&2): 50-52.

Human resource planning is a strategy for the acquisition, utilization, improvement and preservation of an enterprises human resources. It is the management activity aimed at coordinating the requirements for and the availability of different types of employers. This involves ensuring that the firm has enough of the right kind of people at the right time and also adjusting the requirements to the available supply.

There are the major reason for the present emphasis on manpower planning includes the following:

Employment :

Unemployment situation :

Though in general the number of the educated unemployed is on the, there is an acute shortage of a variety of skills. This emphasizes the need for more effective recruitment and retaining people.

The technology changes :

The changes in production technologies, marketing methods and management techniques have been extensive

and rapid. Their effect has been profound on job contents and context. Thus changes can cause problems relating to redundancies and redeployment. All these contribute to the need to plan human resource need and intensively and systematically.

Organizational changes :

In a turbulent environment marked by cyclical fluctuations and discontinuities, the nature and place of changes and organizational environment activities and structures affect human resource requirements and require strategies consideration.

Skill shortage :

Government control and changes in legislation with regard to affirmative action for disadvantaged groups, working conditions and hours of work, restrictions of women and child employment, casual and contract labour, etc. have stimulated the organizations to become involved in systematic human resource planning.

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critical role of human resources in the economic development of a nation. Human capital formation is acknowledged as one of the most important resources in contributing directly and significantly to economic growth. In developed countries like the USA studies revealed and have attempted to quantify the extent of contribution of education and development of human resources as a major source of economic growth. In most developing countries the development of human resources has been regarded as one amongst many objectives of long-term growth. As a result even the objectives of economic planning and the priorities thereof began to be shifted away from purely growth oriented development strategies to those that recognize and partly remedy the past neglect of such social sectors like population planning, health, education, housing, social, security and other social services. The following have been the prime concerns of government in developing countries.

- How do cope with the phenomenal explosion in population?
- How to provide productive employment to the already unemployed and to those who are entering the labour market?
- What supplementary programmes to initiate for specific target groups (rural/urban, poor, socially, disadvantaged groups like the scheduled castes/tribes, backward classes, minorities, women, children, physically handicapped etc.) for employment creation income generation and poverty alleviation?

Human resource planning at macro level:

The broad frame work for HRP at macro level would encompass all these and other concerns, dealing with both the supply and the demand side of the problems. It should cover not only quantitative aspects, but also qualitative factor. The objectives of HRP in India, as in most other developing countries at the macro level, should thus encompass all aspects of human resource development from population planning on the one hand to investments in health, education, housing and other social welfare services on the other.

The government of India has spelt out the human resources planning objectives at the macro level in successive Five year economic plans. The prime concern throughout has been to find a solution to the problem of unemployment and the poverty that goes with it. The key issues involved relate to questions on the rate and pattern of growth. The decennial census conducted by the office of registrar general constitutes the most comprehensive sources of population statistics while the quinquennial labour force survey conducted by the National Sample Survey Organization (NSSO) serves as the most important source of labour force statistics. The Annual Survey of Industries also furnishes vital data on employment trends in industry.

In earlier plans through the Fourth Plan (1968-73) the employment content of plan scheme was estimated directly for each scheme, In direct employment effects were added and total employment potential calculated. At the state, district and project levels, such procedures continue till date. In 1960s the Institute of Applied Manpower Research was sponsored by the Planning Commission to help conduct studies covering a wide range of subjects to estimates the manpower requirement of various plans projects. In 1970, the committee of experts on unemployment estimates (Dantwala Committee) of the planning commission made detailed recommendation on measuring unemployment as the basis of different activity status categories taking into account such distinguishing characteristics as seasonality, region, rural urban residence, status and class of workers, age and sex, industry, occupation and educational qualification. The decennial census, NSS data and the Employment Exchanges. The first (census) is a census of employment status the second NSS an estimate of labour participation rate and the third (Employment Exchanges based or registration). The three types of data are not comparable and each has its own limitation in terms of obsolescence and accuracy, among others. The gravity of unemployment situation led the government to initiate, from time to time a variety of special employment schemes such as the National Rural Employment Programmes (NREP), Minimum Needs Programme, National Scheme of Training of Rural Youth for the Self-employment (TRYSEM), Integrated Rural Development Programme (IRDP) and the Self Employment Scheme for Educated Unemployment Youth (SEEUY).

As part of the decentralized strategy for human resources planning and employment generation, state planning boards and district level manpower planning generation councils have been setup. Their councils are assisted by the District Employment Exchange, District Industries Centre, District Agriculture Office, lead Bank, University Employment and Guidance Bureau, Special Employment Exchanges for major public sector project as also those for handicapped, professionals etc. in preparing a portfolio of opportunities for salaries, self and wage employment.

Human resources planning at micro level :

The objectives of human resources planning at the micro level are to ensure that the organization.

- Obtains and retains the quantity and quality of human resources it needs at the right time and place, and
- Makes optimum utilization of these resources.

Conclusion :

Along with measures for generating employment in the

successive plans attention should be paid to provide substantial infrastructures for education and technical training skill formation has also been provided in various beneficiary oriented programmes. Apprenticeship Act must be enacted to induce the corporate sector to take more part in the progress for skill formation.

Special measures are also required to deal with the paradox of unemployment and skill shortages in certain disciplines/sectors, persistent problem of migration and regulations of overseas employment to minimize their exploitation and also to deal with the negative effects of possible brain drain. A variety of legislation and administrative measures should take place at national, state and district levels.

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Received : 13.07.2013; Accepted : 29.11.2013