

Human Resource Development in India

1. Human resource

Many goods and services are necessary for improving human life and for the progress of a country. To facilitate this the manpower of many has to be utilised. Human resource refers to people who have the manpower which can be utilised in the production sector.

2. Human resource development

Increase in production and progress of a country can be accelerated only if the human resource is developed to the maximum. Human resource development is the development of man's physical and mental abilities through education, health care, and training.

3. 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.

4. Features of human resource

Human resource has quantitative as well as qualitative features.

5. Size of population

Size of population refers to the total number of people residing in a country at a particular time.

6. Demography

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

7. Population Census

Every country collects information on the number of people in the country, their age, sex, socio – economic status, etc. and analyses these at specific intervals of time. This activity is known as population census.

8. Why are population studies conducted?

Population studies help the government to quantitatively assess the different needs of the people

To plan activities and programmes

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.

9. Indian Population

According to the United Nations Organisation Report 2014, the world population is 724.4 crores.

One in six person of the world population is an Indian. 17.5 % of the world population is in India.

China ranks first in position with 19.4% and India ranks second. In terms of land area, India ranks seventh with only 2.4% In terms of land area, India ranks seventh with only 2.4 %

10. Density of population

Density of population refers to the number of people per square kilometer area. This differs in various states in India.

11. Population growth rate in India

Population growth refers to the increase in the number of people in an area within a specific period of time. It is indicated in terms of percentage and states the increase in a year as compared to the previous year.

12. Factors that affect the population of a country

The birth rate, Death rate, Migration

Birth rate increases, Death rate decreases - Population increases

Birth rate decreases, Death rate increases - Population declines

Birth rate and death rate are equal - No change in population

Migration - Population increases in one region but decreases in another region

13. Birth rate

Birth rate is the number of live births per 1000.

14. Death rate

Death rate is the number of deaths per 1000.

15. Migration

Migration is the settlement of people of a region in another region

16. Population Structure

Age structure is the classification of population into different age groups and presenting the ratio of each group in the population. For example, classification is done in age groups like 0-14 years, 15-59 years, and 60 and above years.

17. Labour Force Participation

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

18. Dependent Group

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

19. Unemployment

Many people in the age group 15 - 59 years do not have a job. This points to the necessity of utilising the human resource aptly.

20. The sex ratio

Sex ratio is the number of females per 1000 males. The sex ratio plays an important role in determining the human resource of a country.

According to census 2011, the sex ratio in India is 940.

21. Qualitative factors that improve the labour potential

• Education • Healthcare • Training • Social capital

22. Advantages in developing human resource

Productivity of the workers increases

Entrepreneurship improves

Social welfare is ensured

Economic inequality is reduced.

Natural resource is utilized effectively

Makes possible the development and use of advanced technology

23. Education and Human Resource Development

A mere increase in the population will not lead to the development of a country; it requires people with potential and skills. Education has a major role in moulding skilled people.

24. How education helps in the development of a country

Education -

Improves the skills of individuals -

Better the technological know – how -

Helps to secure better job and income -

Improves the standard of living

25. Literacy Rate

Literacy rate refers to the percentage of population that can read and write with comprehension

26. The reason for the Decline in Literacy Rate

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 Government of India spent only 3.7% of the Gross Domestic Product (GDP) on education. Hence the literacy rate could not be improved along the expected lines

26. Integrated Child Development Scheme (ICDS)

- To ensure integrated development of children upto 6 years
- To provide healthcare for pregnant and lactating women

27. Samagra Shiksha Abhiyan (SSA)

Samagra Shiksha was formed by integrating Sarva Shiksha Abhiyan (SSA) and Rashtriya Madhyamik Shiksha Abhiyan (RMSA)

- To ensure universal education to all up to higher secondary level
- To ensure quality and equity
- To promote the vocational education strengthen
- Strengthening and up-gradation of SCERTs/State Institutes of Education and DIET as a nodal agencies for teacher training.

28. Rashtriya Uchthal Shiksha Abhiyan (RUSA)

To increase the access to higher education

To improve the quality of higher education

29. National Skill Development and Monetary Reward Scheme

- To improve the working skills of the youth
- To ensure the availability of people with employable skills

30. Various institutions to provide education

There are institutions at various levels to provide education in a country.

Schools

colleges

universities

technical education institutions

31. Right to Education Act (RTE Act) in 2009

Our country has made education a fundamental right and has passed the Right to Education Act (RTE Act) in 2009. The constitution ensures the goal of "elementary education for all" through RTE.

32. Problems that still exist in education sector

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

33. What is health?

According to the World Health Organisation (WHO), health is a state of physical, mental and social well-being

34. Human resource development and healthcare

According to the World Health Organisation (WHO), health is a state of physical, mental and social well-being. Along with physical conditions, importance is given to mental and social conditions as well. It is the government's responsibility to ensure healthcare for all. Only then can each individual work for the economic development of a country.

35. How healthy persons can participate in the progress of a country

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

36. Facilities to be ensured for Healthcare

- Availability of nutritious food
- Availability of clean water
- Preventive measures
- Cleanliness
- Medical facilities

- Ensuring of leisure and entertainment
- Healthy environment

37. Institutions that work at different levels in the medical sector

Medical Colleges, District Hospitals, Community Health Centres, Primary Health Centres Health Sub Centres

There are various hospitals in the cooperative and private sectors. Many multi speciality hospitals operate to make available modern treatment facilities. There are several institutions which provide different systems of medicine like ayurveda, yoga, naturopathy, unani, sidha and Homeopathy.

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38. National Rural Health Mission (NRHM)

National Rural Health Mission (NRHM) functions to make available quality health services to all. The NRHM operates in the rural sector.

39. National Urban Health Mission (NUHM)

The National Urban Health Mission provides improved health services to the residents of urban slums and other marginalised people in towns with a population of more than 50,000.

40. Life expectancy

Life expectancy is the expected average years of life of a person lives. As a result of these programmes and activities, the life expectancy in India has been improved.

41. Economic Development and Human

Resource Development Various resources are to be used properly for the economic development of a country. Human resource is as important as natural resources. When the natural resources are combined with human efforts there is an increase in production leading to economic development. Therefore, planned efforts are required in the education and health sectors to develop human resource.

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