

Education in Human Resource Development

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## **Education in Human Resource Development:**

### **Objectives:**

After the study of e-content students will be able to

- understand the meaning of human resource.
- explain the role of education in human resource development.
- find out the drawback of current education system in the way of creating human resource.

### **Introduction:**

- Human resource is an important asset of any country. Countries are known, not only by their physical resources, but also by their human resources. This makes the country to develop or not to develop.
- All people cannot be called human resource but those who are working for the country and country is making use for her advantage can be called as human resource.
- John R. Commons, an American institutional economist, first coined the term “human resource” in his book “The Distribution of wealth”, published in 1893.

- According to Wikipedia human resources is the set of the people who make up the workforce of an organization, business sector, industry or economy.
- Human resources (HR) is the division of a business that is charged with finding, screening, recruiting and training job applicants, as well as administering employee - benefit programs.
- The presence of an HR department is an essential component of any business regardless of the organization's size.
- An HR department is tasked with maximizing employee productivity and protecting the company from any issues that may arise within the workforce.

### **Human Resource Development:**

- Human resource development is a process of change in attitude, developing skill and knowledge, change in behavior of human beings etc.
- It is a continuous process and has various stages in human growth. It is a lengthy process and has various inputs (techniques) at different stages.
- Though the business organizations start developing their manpower after joining their jobs, but development of that manpower had already started before they join their work. Organizations develop their human resource mainly for their benefits.
- It is a purposeful and systematic activity. Organization are making sincere efforts to develop their men for survival and growth of the organizations. Quality human resource is basic pre-requisite of the present era.

- Human resource only can make all other resources, including, men, productive. Hence human resource development is root cause of development of an organization and even a country.
- What quantity of population is not only important but what 'quality of people' is also important for the country. 'The function of human resource development is the promotion of human capabilities in which the involvement of persons is not confined to an instrumental role but is seen as constructive of the process of development itself.
- Development of human beings has three aspects, development of body and mind, so he is capable of doing any work. Second aspect is intellectual development like memory development, reasoning skills, creative thinking, logical thinking, problem solving etc. and the third aspect of human resource development is personality and social development which relates to dealing with emotions, behavior with others etc.
- Educational institutions have been playing a crucial role in human resource development. No doubt, the family is the first institution on which human development depends, educational institutions give some systematic education to human beings and set direction to which the nation must grow.
- It is the education and educational institutions which make the country developed or under-developed. 'The education system of any nation is the mirror through which one can see the image of the nation being shaped and likely to be shaped'.
- India's destiny is now being shaped in her class rooms is the first line of the report of an important commission on education, i.e. Kothari commission on education 1966.
- Education has been and will be the cause of change (development) of society. Indian society is divided and subdivided on the basis of caste, religion, language, region etc.

- We have been facing and will face in future, the problems of casteism, regionalism and some other social problems. Industrialization has created new society with its nuclear fragmented families, developing individuals and they are concerned with their own welfare. Globalization and liberalization has created new problems like global competition, unemployment, international diseases.
- Following are some of the important challenges for us:
  - a) There is a large section of society which is under privileged and which has been deprived of even basic needs.
  - b) Medical science has controlled death rate and created huge population. We have a challenge of converting this huge population into human resource.
  - c) We are facing a challenge of 'World Citizenship' due to globalization.
  - d) Globalization challenges us to make men more creative, more strength, rational in thinking so that men are capable of becoming a resource rather a liability to the nation.
  - e) An awareness is to be created among Indians that the fundamental rights accompany with accountability.
  - f) We have to create managers to manage all natural resources including drinking water, for human welfare.
  - g) Human beings are to be taught about the use of nuclear energy for the benefit of mankind.
  - h) An awareness of the problems of environmental exploitation and degradation which are creating unhealthy place for human kind is to be created.
- All the above problems have made the society more complex. Human being has to find out solutions for the above problems.

Education is the best instrument to develop suitable human resources to face the above problems and make human life happy.

**Education:**

- Education is the powerful and pervasive agent for overall development of human resource. A balanced development of mind and body in harmony with the spirit is a key to enrich human personality.
- Mahatma Gandhi said education is harmonious development of head, heart and hand, i.e. enlightenment of mind, compassion and dignity of labour.
- Dr. Sarvapalli Radhakrishnan said, 'vital dynamism, intellectual efficiency and spiritual direction together constitute the proper aim of education', Swami Vivekananda had proclaimed 'We must have life building, man making, character building education'.
- Gurudeo Ravindranath had a vision that education must aim at the development of moral, spiritual and ethical values. All these reveal that 'education is the only instrument of human resource development and that leads towards development of the nation.
- 'Plato had said education must not only make possible a good society but also be a self-sustaining so that education remains 'constant' in it.
- 'Bill Clinton, the past president of USA in his address on Jan. 27, 2000 in United States, mentioned that first and foremost objective of 21st Century is revolution in education, that every single child can learn. Because education is more important than ever, the key to our children's future must make sure all our children have that key.'
- Future is always changing, it many a times is unpredictable and hence become more challenging. We must develop each

individual who will be able to cope with the change, who will be flexible and will be adaptive. Education is an effective weapon in preparing such people.

### **Indian Education System.**

- Education system in India has a specific pattern at national level. "National Policy on Education 1986", on the basis of the recommendations of 'Education Commissions' 1952 and 1964, has specified the uniform pattern of education structure, 10 + 2 + 3 for the whole country.
- It has also specified a common curriculum up to Xth standard. Almost all States of our country and Union Territories are following this pattern of education.
- The education system consists of ten year schooling , divided (5+3+2) into five years of lower primary (1st standard to Vth standard) , three years higher primary or lower secondary (VIth, VIIth & VIIIth standards) and IXth, Xth as secondary for two years, this is followed by higher secondary for two years i.e. XIth and XIIth standards.
- First degree education will be of 3 years after completion of higher secondary. Of the schooling education up to the age of 14 years, up to VIIIth Standard, is called 'elementary education.
- Elementary education is being made universal and compulsory as per the government decision in Sept. 2001. So the revised pattern of education, at national level, is elementary up to VIIth standard, secondary IXth and Xth standard and higher secondary XIth and XIIth standard. All these stages are interdependent.
- On successful completion of earlier stage, one is allowed to climb to the next stage. However, ten years schooling is the foundation of human development.

### **Role of Secondary Education in Human Resource Development**

- Secondary education of two/three years for the age group of 14 to 16 years is crucial, in converting the population into human resource.
- Secondary education was not given due importance till the recommendations of the Mudaliar Commission in 1954. The commission recommended expansion, regulation, vocationalisation and quality improvement of secondary education. Kothari Commission in 1966 also recommended regulation of secondary education and maintenance of standard.
- It suggested only deserving students be admitted to secondary education. 'Secondary education not be viewed as a mere extension of elementary education', large portion of students enter the world of work on completion of secondary education.
- It is the stage for preparing students for higher education. The adolescents should be shaped into human beings who are able to apply their knowledge. The age group of secondary education is 13 to 16 years which is adolescent stage of human development.
- 'The age of adolescent is between 10 to 19 as per the World Health Organization and this has been accepted by the planning commission of India. 'Adolescents constitute at around 23 percent of the total population of India, 2001 provisional statistics'.
- Many physical and psychological changes take place during this period. Students start developing their own thoughts and views.
- Adolescence is the life stage between childhood and adulthood. 'It is a period marked by numerous changes and complicated developmental tasks, particularly the need to adopt to various physical, psychological and emotional changes. It is a unique development period of growing independence, of new and exciting ways of perceiving the world and satisfying social relationship.

- The individual's intellectual capacity allows adoption whatever task is faced. Thinking is flexible and adolescents make use of rational and logical thoughts. 'Adolescents can imagine and develop infinite possibilities, they are able to think in border terms about moral issues and plan for their future ',
- Secondary education provides the foundation for nation building, it helps in developing attitudes, interests and qualities of children to enable them to take an active part in national development activities.
- Secondary education offers opportunities to learn new information, master new skills and sharpen old ones. It gives opportunities to preview career choices, to take part in sports, drama and to get-together with friends.
- Colleges and universities complain that the product of secondary education is not up to the expected standards, Educational administrators question the competence of secondary education to serve as a teacher in elementary schools.
- If secondary education does not serve the purpose of developing the qualities of leadership needed in different walk of life, the purpose of converting population into human resource will be difficult. Because of unsatisfactory secondary education both elementary and higher education have suffered.
- Secondary education is the link between elementary and higher education. Quality higher education is impossible without sound secondary education. It produces workers and implementers of plans and decisions, to get good workers and good implementers quality secondary education should be provided.
- Elementary education provides basic information and higher education extents the boundaries of knowledge whereas secondary education prepares base for higher education.

- The aim of secondary education is to train the youth of the country to be good citizens who will be competent to play their role effectively in the social reconstruction and economic development of their country.
- Dr.A.L.Mudaliar, chairman, secondary education commission 1952, made one of the recommendations about maintaining the standards of educational institutes at the minimum level and the best student should be selected for admission into secondary schools, through a process of self-selection at the lower secondary stage and on the basis of external examination results.
- The commission further recommended 20 percent vocationalisation of secondary education to create workable manpower for the country.
- The commission points out ' that secondary education is a complex unit by itself and not merely a preparatory stage, that at the end of this period, the students should be in a position, if he wishes to enter on the responsibilities of life and to take up some useful vocation'.
- Secondary school dropouts become unemployed get involved in drugs, smoking, drinking and create social problems through antisocial activities. School authorities, police officers and public have argued that young people should be retained in the schools at least until they complete high school education.
- Efficiency of an organization depends on the professionalism of the managers who manage the organization. Good quality of secondary education can help in creating professionals .Poor quality of higher education is now leading to school education failure and millions of graduates want to be teachers who are ill equipped.
- Two important commissions on education, Mudaliar Commission in 1952 and Kothari commission 1966, have recommended, only

best students be selected for admission for secondary education. It is the secondary education which affects both, elementary and higher education.

- Several studies have indicated poor quality of schooling is responsible for low retention. University education in India is in a state of crisis. It is not a crisis of resource, it is deterioration of quality.
- University Education Commission 1948, mentioned in its report 'secondary education is the weakest in our education system, actually secondary education is the foundation of higher education and human resource development.
- Secondary education is the last stage of school education. After that students opt for various courses like technical / or arts, commerce, science at XIth std. The students of low quality at secondary education who enter for teacher training education, after HSC, spoil the elementary education, because their foundation in the subjects at secondary level remains weak.
- Development of a country depends not only on infrastructure and capital but also on human resource development. Education is an instrument for human resource development. Large section of our population is denied education and hence our country remained under-developing in the world.
- The present era of globalization and computerization demand good quality of school education. We should speed up and improve our education. 'It is only then that huge population will become our nation's wealth, as there is no greater resource than the human resource in the growth of nation'.
- Quality secondary education can help in rural reconstruction and in breaking traditional social barriers. That helps the women in upbringing healthy future generation. That makes women aware of their rights and duties. Education of women can help in birth

control and avoids gender disparity. Malnutrition problem will be reduced. Narrowed gender gap makes the male and female to study together. This has helped in creating the skill of female labour.

- Empirical research has constantly demonstrated the importance of accumulating human capital as a pre-request for rapid and sustained growth. India's economy has attached a high priority of education and key indicators of educational attainment have shown sustained improvement.
- The increased outlay in budget on education Rs. 1530 crores in the first five year plan (1951 - 1956) to Rs. 2,03.816 crores in ninth five year (1997-2002) plan, around 70 percent of the plan outlay for school education, including secondary education, is indication of government's commitment towards human resource development.
- Evidence from across the world supports that high level of literacy have helped to raise economic growth rate and reduce fertility rate. Re-orientation is required in government's social policy with high priority for human resource development'.

**Questions for evaluation:-**

- a).What do you mean by 'Human resource'?
- b).How is education helpful in the development of 'Human resource'?
- c).Explain the role of secondary education in human resource development?