
Human Resources in India

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Annotation: 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, facilityetc.

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;-The Indian population has the features of characteristics like quality as well as quantity of population. So to study the population as a part of study, one should know the basic aspects of population like census etc.

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.

1. 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.
2. 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.
3. 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.
4. 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.
5. 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.

Methodology;-

Human Resource Planning

Posted on June 23, 2012 by John Dudovski



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 the impacts:- Human Resource Planning helps to decide and come to conclusion about the impact of growing population at the global level.

Estimating the growth of population and structure and human resource requirements

- Calculating 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

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

1. Quantity. The number of employees needed by the company.
2. Quality. What skills, knowledge and abilities employees need to possess.
3. Space. The location where employees are needed
4. 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:

1. Choosing the strategic direction
2. Designing the Human Resource Management System
3. Planning the total amount of workforce
4. Employing the required amount of human resources
5. Investing in Human Resource training and development
6. Evaluating and sustaining organizational competence

Human Resources planning need to be facilitated in an efficient manner. Inefficient use of human population results in the overstaffing and corruption which are the big hindrances for the economic growth of the nation.

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

1. Promotion of institutional deliveries through governmental as well as nongovernmental programmes..
2. Strengthening of, Primary Health Centers, Community Health Centers, and District Hospitals are providing the basic and comprehensive child and care services.
3. Supporting of Accredited Social Health Activists to facilitate accessing of health care services to the community.
4. Health and nutrition education to promote dietary diversification
5. Achieving universal immunization through vaccination programmes to protect children against many life threatening diseases.
6. 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, defense, 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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