



# DIMENSION OF HUMAN RESOURCE DEVELOPMENTS IN INDIA

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## Abstract

In this article, the different dimensions of human resource development in India are discussed, encompassing social, economic, cultural, geographical, political, and psychological aspects. The article highlights that India's diverse population holds varying attitudes towards education, career development and work. Moreover, the impact of economic factors, such as income, employment, and economic growth on human resource development, is also explored. The article concludes by stressing that by understanding and addressing these factors through policies and programs, India can promote the development of its human resources and achieve greater economic and social growth. The article also outlines the government's efforts to promote development in these dimensions. Effective implementation and collaboration among stakeholders are emphasized as crucial factors for the success of human resource development in India.

**Keywords :** Human resource development, social dimension, economic dimension, cultural dimension, geographical dimension, political dimension, psychological dimension

## Introduction

Human resource development is the process of improving the skills, knowledge, and abilities of individuals to enhance their productivity, employability, and well-being. In India, where rapid economic growth, poverty reduction, and social welfare improvement are essential, human resource development plays a critical role. This article focuses on the policies, programs, and challenges that India faces in enhancing human resource development across the social, economic, cultural, geographical, political, and psychological dimensions. Given India's vast population and diverse cultural, social, economic, and political dimensions, human resource development is of utmost importance. Therefore, this article aims to explore the different dimensions of human resource development in India.

## Social Dimension of Human Resource Development

The social dimension of HRD plays a crucial role in the design and implementation of human resource management practices. The social dimension of human resource development in India is affected by various factors such as diversity in caste, religion, language, and ethnicity. The diverse social structure of India, with a population of over 1.3 billion people, has significant impacts on human resource development, particularly for women, Dalits, and other marginalized groups. The caste system has led to social inequalities and disparities in access to education and employment opportunities. To address these disparities, the Indian government has introduced various social welfare programs, including a reservation policy, aimed at providing education, healthcare, and employment opportunities to marginalized communities. Cultural norms, diversity, and social inequality can impact the effectiveness of HRD programs. For example, companies operating in diverse societies may need to design inclusive HRD programs that are respectful of different cultures and beliefs. According to a Deloitte study, diversity and inclusion are top priorities for HR leaders in 2021, with 72% of respondents citing it as their number one priority (Deloitte, 2021).

**Gender Inequality :** India has a significant gender gap in education and employment. According to the World Bank, the female literacy rate in India is 70%, compared to 84% for males. Women also face significant challenges in accessing higher education, with only 11% of women in India having a tertiary education, compared to 22% of men. According to World Bank (2021), India has a large and diverse workforce, with a population of over 1.3 billion people. Women also face significant challenges in accessing employment, with

only 22% of women in the labor force, compared to 77% of men. This gender gap in education and employment is a major obstacle to human resource development in India. Gender diversity is a key focus area for HR in India, with women making up 23% of the country's formal workforce (World Bank, 2019).

**Caste Discrimination :** Caste discrimination is a significant issue in India, particularly in rural areas. Dalits, who are considered the lowest caste in Indian society, face significant discrimination and social exclusion. According to a report by the National Crime Records Bureau, there were over 47,000 cases of crimes against Dalits in 2019, including violence, rape, and murder. This discrimination and violence against Dalits have a significant impact on their ability to access education and employment, and therefore, on their ability to develop their human resources. According to India Briefing, (2021), the caste system is a significant social issue in India, and there are efforts to increase diversity and inclusion in the workplace by promoting merit-based hiring and promoting affirmative action policies.

### **Economic Dimension of Human Resource Development**

The economic dimension of human resource development focuses on the impact of economic factors such as economic growth, poverty, income, inequality, employment, and unemployment on the development of human resources. In India, economic factors play a crucial role in shaping the development of human resources, given the country's large population and significant economic disparities. India's economy has been growing rapidly in recent years, and this has had a significant impact on human resource development. The government has implemented various policies to promote economic growth and development, such as the Make in India initiative, Digital India, and Skill India. These initiatives aim to promote domestic manufacturing, attract foreign investment, use technology to improve governance and service delivery, and provide vocational training to enhance employability. According to various reports, the global human resource management market is expected to grow, with India's HR technology market projected to reach \$34 billion by 2025, and the Indian HR outsourcing market expected to grow at a CAGR of 8.4% between 2020 and 2025.

**Poverty :** India has the largest number of people living in poverty in the world, with over 176 million people living below the poverty line. Poverty has a significant impact on the development of human resources, particularly in terms of education and health. Children from poor families are more likely to drop out of school and are less likely to receive adequate health care. This lack of education and health care can have a long-term impact on their ability to access employment and develop their human resources.

**Income :** Income can be a significant driver of human resource development, as individuals with higher incomes often have greater access to education and training programs. In India, income disparities are significant, with a large proportion of the population living in poverty. This can limit their ability to access education and training programs, as well as employment opportunities that require higher levels of education and skills.

**Inequality :** India has one of the highest levels of income inequality in the world, with the top 1% of the population holding 58% of the country's wealth. This inequality has a significant impact on the development of human resources, particularly for marginalized groups. The lack of access to resources and opportunities for these groups can result in a lack of education and training, leading to a lack of skills and employability.

**Unemployment :** India has a significant unemployment problem, particularly among young people. According to the International Labor Organization, the youth unemployment rate in India was 23.8% in 2020, compared to the overall unemployment rate of 6.5%. This high level of unemployment can result in a lack of skills development and a lack of opportunities for young people to develop their human resources.

**Employment :** Employment opportunities can also impact the development of human resources, as individuals who are employed often have greater access to training and development programs. In India, unemployment remains a significant challenge, particularly among young people. This can limit their ability to access education and training programs, as well as employment opportunities that require higher levels of education and skills. According to a study by the Society for Human Resource Management (SHRM), employee engagement is a key challenge for HR professionals in India (SHRM India, 2019).

### **Cultural Dimension of Human Resource Development**

The cultural dimension of human resource development refers to the impact of cultural factors such as language, traditions, and values on the development of human resources. In India, cultural factors play an important role in shaping the attitudes and behaviors of individuals towards education, employment, and career development. The country's rich cultural heritage is a unique feature, and the cultural dimension of human

resource development is focused on preserving and promoting diverse cultural traditions, including art forms, music, dance, and literature. The government has introduced various programs to promote cultural activities and encourage people to participate in them, such as the Swachhta Pakhwada program initiated by the Ministry of Culture to promote cleanliness and hygiene in cultural institutions.

The cultural dimension of HRD also includes factors such as national and organizational culture and the values and beliefs of employees. For example, job seekers from diverse backgrounds may prioritize workplace diversity and inclusion when considering a job. Studies have shown that companies with greater ethnic and racial diversity are more likely to have financial returns above their industry medians. India is a diverse country with a wide range of cultures and languages, and HR policies must consider regional and linguistic differences. The Indian government has introduced various policies, including the Corporate Social Responsibility (CSR) initiative, to promote diversity and inclusion in the workplace.

**Language :** India is a country with multiple official languages, and language barriers can be a significant obstacle to human resource development. Individuals who do not speak the dominant language in their region may struggle to access education and employment opportunities, particularly in urban areas. This language barrier can limit their ability to develop their human resources and access higher-paying jobs.

**Traditions :** Traditional gender roles and family obligations can also have a significant impact on the development of human resources in India. Women, in particular, are often expected to prioritize family responsibilities over career development, which can limit their access to education and employment opportunities. Traditional gender roles can also limit the career choices available to women, leading to a lack of diversity in certain professions.

**Values :** Values such as hard work, dedication, and perseverance are highly valued in Indian culture, and these values can have a positive impact on the development of human resources. However, other values such as conformity and deference to authority can limit creativity and innovation, which are essential for human resource development in a rapidly changing global economy.

### **Geographical Dimension of Human Resource Development**

The geographical dimension of human resource development refers to how geographic factors affect human resource management practices. These factors include regional labor market conditions, resource availability, and the cost of living. Companies operating in remote or rural areas may need to tailor HRD programs to attract and retain employees who are willing to work and live in those areas. A study by Mercer (2020) found that Hong Kong, Tokyo, and Zurich were among the cities with the highest cost of living for expatriates. In contrast, the US Department of Agriculture (2019) reported that rural areas have lower levels of educational attainment, higher poverty rates, and fewer job opportunities compared to urban areas.

India is a large and diverse country, and businesses must consider the challenges of operating across different regions and states (SHRM India, 2021). According to the Confederation of Indian Industry (2019), the western region of India has the highest concentration of skilled workers, while the eastern region has the lowest. The country's geographical diversity is another critical aspect of human resource development, with various landscapes such as mountains, rivers, deserts, and coastlines. Therefore, the development of human resources can differ significantly depending on location.

To utilize the resources available in different parts of the country, the Indian government has implemented various policies to promote renewable energy sources, such as wind and solar power. For instance, the National Solar Mission encourages the use of solar energy, and incentives are available for individuals and companies to adopt solar energy.

**Location :** The location of an individual can have a significant impact on their access to education and employment opportunities. Rural areas, in particular, often have limited access to education and training programs, which can limit the development of human resources in these areas. Individuals living in urban areas, on the other hand, may have access to a wider range of educational and employment opportunities.

**Infrastructure :** Infrastructure, such as roads, electricity, and internet connectivity, can also have a significant impact on the development of human resources. Individuals living in areas with limited infrastructure may struggle to access education and training programs, as well as employment opportunities that require access to technology and communication networks.

**Resources :** Access to resources such as land, water, and natural resources can also impact the development of human resources. In areas with limited resources, individuals may struggle to access basic needs such as food and water, which can limit their ability to focus on education and career development.

## Political Dimension of Human Resource Development

The political dimension of human resource development (HRD) refers to the influence of political factors, such as government policies and regulations, on human resource management practices. These factors include labor laws, government policies, and regulations that may require companies to modify their HRD programs to ensure compliance. For instance, the US Department of Labor enforces federal labor laws such as the Fair Labor Standards Act, while the European Union's General Data Protection Regulation requires companies to obtain explicit consent from individuals before collecting or processing their personal data. India's democratic political system, with its federal system of government, has a significant impact on the development of human resources. The political dimension of HRD in India is focused on promoting democratic values and principles. The Indian government has implemented various policies and programs to promote democratic participation and encourage people to engage in the democratic process. These include the Right to Information Act, which allows citizens to access government-held information, National Voters' Day, which celebrates the right to vote every year on January 25th, and civic education and community development programs. Additionally, India's HR policies must take into account the policies and regulations of both the central and state governments, given their potential impact on HR practices.

**Government Policies :** The Indian government has implemented several policies and programs aimed at promoting human resource development, particularly in areas such as education and job training. The Skill India initiative, for example, aims to provide training and certification to 400 million people in various industries by 2022. The government has also implemented policies aimed at increasing access to education, such as the Right to Education Act, which guarantees free and compulsory education to all children between the ages of 6 and 14. The Indian government has also introduced various initiatives to promote skills development and training, such as the Skill India Mission (PwC India, 2021).

**Regulations :** Regulations such as labor laws and minimum wage laws can also impact the development of human resources. While these regulations are intended to protect workers, they can also create barriers to employment for individuals with limited skills or education. The Indian government has implemented several reforms aimed at improving the ease of doing business, including labor law reforms, which are intended to make it easier for companies to hire and fire employees. The Indian government has introduced various labor laws to protect workers' rights, such as the Minimum Wages Act and the Industrial Disputes Act (India Briefing, 2021).

## Psychological Dimension of Human Resource Development

The psychological dimension of HRD refers to the impact of psychological factors such as motivation, attitudes, and behavior on human resource management practices. It is crucial for companies to design HRD programs that enhance employee motivation and engagement to improve productivity and job satisfaction. Studies by Gallup and McKinsey & Company have shown that engaged employees are more productive and that companies with high employee satisfaction outperform their peers. In India, psychological factors can significantly impact individuals' attitudes towards education, employment, and career development, making it an essential dimension of human resource development. The psychological dimension of human resource development in India is focused on promoting mental health and well-being, which is a significant concern in the country. The Indian government has introduced several programs to address mental health issues and provide access to mental health services to all individuals in the country. Additionally, programs to promote emotional intelligence and soft skills, such as communication, teamwork, and leadership, are also being implemented by the National Skill Development Corporation.

**Attitudes :** Attitudes towards education and career development can vary significantly depending on factors such as social status, family background, and regional culture. Some individuals may view education and career development as a means of achieving social mobility and financial success, while others may prioritize other values such as family and community.

**Beliefs :** Beliefs about the role of education and work in society can also impact the development of human resources. For example, some individuals may view education as a means of gaining knowledge and personal fulfillment, while others may see it as a necessary step towards achieving financial stability and success.

**Personality :** Personality traits such as conscientiousness, openness to experience, and emotional stability can also impact the development of human resources. Individuals who are highly conscientious, for example, may be more likely to pursue education and career development opportunities, while those who are

more emotionally stable may be better equipped to handle the stress and uncertainty that often comes with career development.

## Conclusion

In conclusion, human resource development in India is influenced by various dimensions, including social, economic, cultural, geographical, political, and psychological. The Indian government has implemented various policies and programs to address the challenges in these dimensions and promote the development of individuals and society as a whole. The success of human resource development in India will depend on the effective implementation of these policies and programs and the collaboration of various stakeholders, including the government, private sector, civil society, and individuals. Human resource development is a complex and multifaceted process, and understanding these factors and developing policies and programs aimed at addressing them can promote the development of India's human resources and achieve greater economic and social development.

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