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HUMAN RESOURCE AND RURAL DEVELOPMENT IN INDIA

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Abstract: India is the most populous country in the world, and the argument is that despite having the world's most working-age population, there is a dearth of qualified, talented, and competent workers, as well as human resources in the socio-economic activities in the dimension of agriculture, industrial, service and academics, etc. Given all of this, there appears to be that there is a fundamental flaw in human resource management and its development in India. We must develop the rural sector alongside the metropolitan areas for the country's inclusive and sustainable development and progress. And human resources have a vital part in defining the country's long-term growth and development. Additionally, effective, and competent human resources are the result of well-managed, efficient, and effective critical components in the socioeconomic environment, which might be social, personal, economic, behavioral, and environmental. This study aims to investigate the current state and problems of efficient and skilled human resources, their management methods, and their role in rural development and welfare in India. The difficulties highlighted in the path of attaining sustainable development and growth by utilizing human resource management and its improvement.

Keywords: Human resource; Rural; Socio-economic; Sustainable development; India

INTRODUCTION

India is the world's most populated country. Based on India's current demographic pyramid, it is obvious that the proportion of people in the age range of 15 to 59 years has been relatively high in comparison to other nations, demonstrating that our population dividend is bigger than in other countries. Should be considerably larger than the countries, however in the present day, India has a shortage of competent and efficient workforce for development-oriented social, economic, and important activities in the country. In a nutshell, it appears that there is a fundamental flaw and weakness somewhere in the organization's administration,

appraisal, and optimal exploitation of human resources.

In all three sectors of the economy, agriculture, industry, and services, there is a shortage of trained human resources or capital. A lack of skilled and trained labor may also be found in areas of India's core structural institutions such as education, health, industry, trade, technology, and science, among others. The current enormous issue for India is to eliminate the discrepancy between the demand and supply of talented and effective labor in order to accomplish the established objective of inclusive and sustainable development and re-establish India as a world leader.

HUMAN RESOURCE -refers to the active individuals who accumulate wealth, utilize natural resources, build social, economic, and political institutions, and carry the nation's growth pace entirely. To completely understand human resources, we must first understand its determinants, because efficient human resources are based on the characteristics listed below. The Human Resource function may be summarized as follows:

$$HR = f(E, H, K, P, L, x)$$

HR- SKILLED HUMAN RESOURCE

f- FUNCTIONAL RELATIONSHIP

E- EDUCATION AND TRAINING

H- HEALTH AND MEDICAL SERVICES

K- KNOWLEDGE, AND SKILLS

P- PERSONALITY AND ATTITUDE

L- LEADERSHIP QUALITIES

X- (Other factors may be creative ability, talent, aptitude, values and ethics, attitude, and the belief system of the workforce.

the economic activities of Production, Consumption, and Distribution in an economy are the wheels of development and growth. If we talked about the *production function* it can be illustrated by the following equation:

$$Q = f(N, L, T, E, H, x)$$

Q – Production

f- Functional/Technical Relationship

N – Land

L – Labour

T- Technology

E – entrepreneur

H – Human capital

x – other factors

Among the production factors, *Human resource* is the most important aspect in determining the effective and best use of other resources. Therefore, we may claim that effective human resources affect the rate of economic growth and development, as well as how long the economy can maintain itself at a level of sustainable development.

HUMAN RESOURCE MANAGEMENT:

It is defined as "the process of enhancing the knowledge, skills, and capabilities of all members of a community." It might be defined in economic terms as the accumulation of human capital and its successful investment in the growth of an economy. Human resource development, in political terms, prepares people for adult engagement in political processes, notably as citizens in a democracy. From a social and cultural standpoint, human resource development enables individuals to live more complete and rich lives that are less constrained by tradition. In short, human resource development procedures open the way to modernity.

The implementation of human resource management methodologies and procedures that enable the attainment of financial, social, and environmental goals that have an influence both inside and outside the business and over a long-time frame. Strategic HRM's primary job is to focus on the financial and economic consequences of the organization's labor force, implementing HR strategies, and monitoring human capital.

RURAL DEVELOPMENT: Rural development is a broad and comprehensive notion with economic, social, and environmental implications. At its heart, rural development refers to the process of enhancing the economic and social well-being of rural communities. This might include actions such as increasing agricultural production, creating non-farm job possibilities, increasing access to essential amenities such as healthcare and education, and promoting environmental sustainability. Rural development has evolved over time to reflect shifting goals and methods of development. Traditionally, rural development was associated with agricultural development, with an emphasis on boosting agricultural output via the use of modern technology and inputs. However, the idea of rural development has evolved through time to include a variety of economic and social characteristics, such as poverty reduction, gender equality, and environmental sustainability. Rural development has been a fundamental issue of development policy and practice for several decades. Rural development is especially

important in developing nations, where a large majority of the population still lives in rural regions and relies on agriculture and other natural resources for a living. Rural development, on the other hand, is crucial in industrialized countries, since rural regions are frequently characterized by dwindling populations, aging demography, and a lack of economic possibilities.

SKILLED HUMAN RESOURCE AND RURAL DEVELOPMENT -

Human resource development and rural development have an unbreakable connection. Indeed, human resource development has been recognized as an important aspect of rural development. The development of human resources in a country's rural areas can result in a variety of good effects.



Human resources may play an important role in rural development in India by solving the following issues.

1. **Education and Skill Development** - Human resources in India's rural areas might be focused on education and skill development. It is possible to enhance the employability and income levels of rural people by offering education and vocational training.
2. **Job creation** - Human resources can help to provide career prospects in remote locations. This can be accomplished through entrepreneurial development initiatives, the establishment of small-scale companies, and the promotion of agriculture and related activities.
3. **Healthcare** - Human resources may assist enhance rural healthcare facilities by educating healthcare staff, providing improved infrastructure, and promoting health-related information.
4. **Infrastructural development** - Human resources may contribute to the improvement of rural infrastructure, such as roads, transit, and communication facilities. This can enhance the region's overall growth.
5. **Financial inclusion** - Human resources may contribute to financial inclusion by encouraging individuals in rural regions to use banking

services, invest in financial goods, and take part in financial literacy initiatives.

Overall, human resources may play a critical

Overall, human resources may play a critical role in growing India's rural areas by tackling the issues and assuring the region's long-term development.

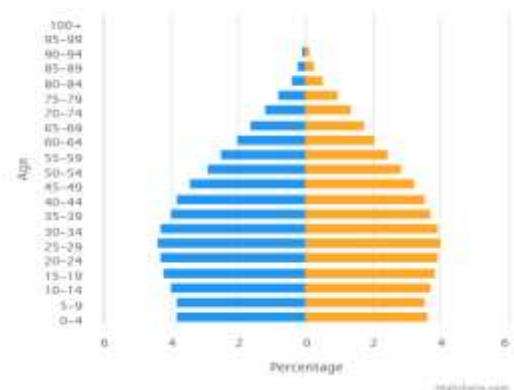
HUMAN RESOURCE AND INDIA:

Human resource development is a relatively recent area of research. Although human development has been in some form or another since the dawn of civilization, a systematic and planned approach to HRD in the business sector arose in the latter part of the twentieth century. The Government of India (GoI) spends over Rs. 14 lakh crores on development initiatives each year through nearly 750 programmes run by Union Ministries. All efforts should be made to increase the efficacy and efficiency of public financing, as well as the quality-of-service delivery to residents. Third-party reviews of schemes have been mandated in order to establish an evidential foundation for scheme continuance from 2021-22 to 2025-26.

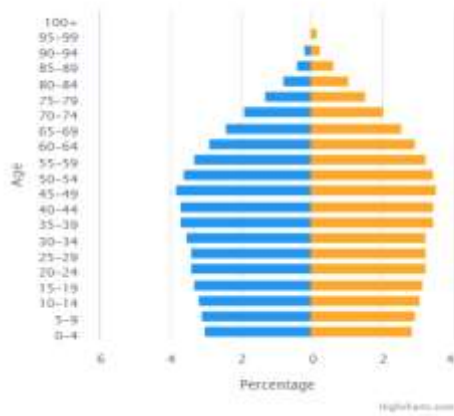
Demographic nature of the population in India

- India is currently a world top in terms of population size and growth, and it also possesses a large share of the working-age population as a demographic dividend. But the important point to remember here is that if India is unable to manage its resources rationally and efficiently at this time, it will become a demographic burden in the future, limiting the country's growth and development.

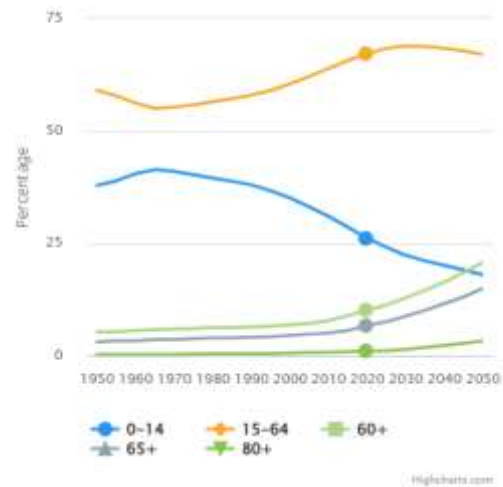
2030



2050



5. Proportion of the total population by broad age group, 1950-2050¹

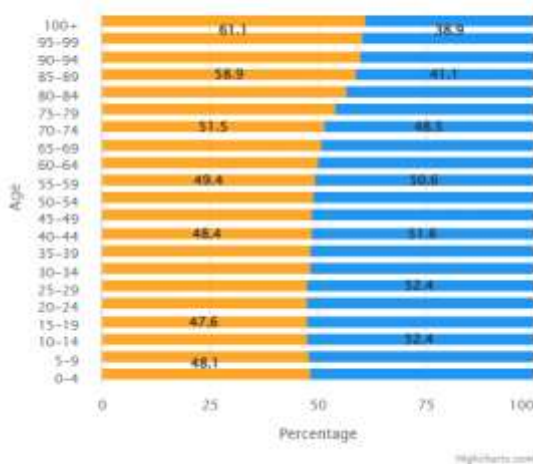


Population by age group, selected years

Percentage

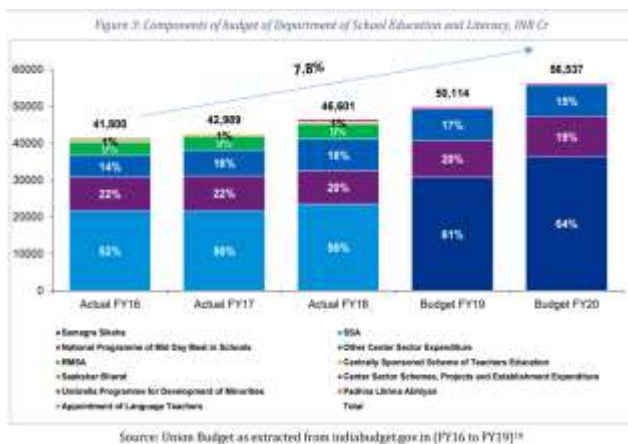
Age	1950	1990	2020	2023	2030	2050
0-14	37.9	38.0	26.1	24.9	22.3	18.0
15-64	59.0	58.0	67.2	68.0	68.9	67.0
60+	5.3	6.4	10.2	10.7	12.9	20.8
65+	3.1	4.1	6.7	7.1	8.8	15.0
80+	0.3	0.5	1.1	1.1	1.4	3.3

4. Percentage of male and female population by age, 2023¹

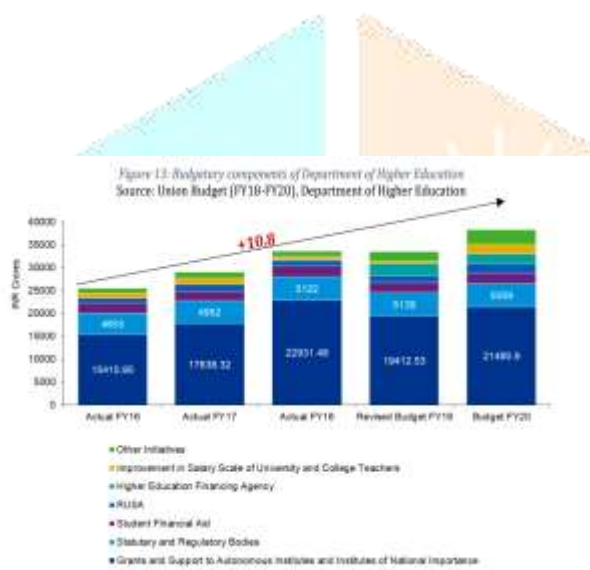


Government's expenditure - The Education Department's budgeted education spending as a proportion of GDP for FY20 was roughly 3.1 percent. In comparison, the average education spending in OECD nations was 5% in 2015, but it was above 6% in Brazil and South Africa in 2017. Education spending as a percentage of overall spending is likewise just 10.1 percent (budgeted for FY20), compared to the suggested standard of 20%.¹⁴ In 2013, per-student spending in India was 10.5 percent at the pre-primary level, 9.7 percent at the primary level, 16.8 percent at the secondary level, 24.3 percent at the upper secondary level, and 49.2 percent at the tertiary level.

While India's per-student expenditure as a percentage of GDP is comparable to or higher than that of other BRICS countries for secondary and higher secondary education, it is lower for primary education (19% vs 10%), indicating the need to increase spending at the primary level, particularly for quality interventions, as performance on standardized tests has been inadequate.



10 It should be mentioned that in FY20, SSA, RMSA, and Teacher Education programmes were included under the Samagra Shiksha Abhiyan. The budget head for Teacher Training and Adult Education, on the other hand, has an allocation of INR 125 crores, which is split as INR 75.4 crores for Padma Likhna Abhiyan (a substitute for Saakshar Bharat) and INR 50 crores for the employment of Language Teachers.



An examination of the Department of Higher Education's actual expenditures and budget outlays from FY16 to FY20 reveals the following:

During this time, the entire spending and outlay for the Department of Higher Education rose at a CAGR of 10.8 percent.

- Grants and support to institutes of national importance and autonomous colleges continue to account for the largest share of the pie, but the percentage allocation has seen a minor decrease over time (68 percent in FY 18 to 56 percent in FY 20).
- There is a larger allocation for projects and schemes aimed at general quality improvement (for example, RUSA, EQUIP, EAP), as well as schemes in areas such as faculty development,

research and innovation, digital learning, and so on.

The average rate of dropping out boys and girls - Drop-out rates in government-managed schools were found to be greater than dropout rates in other managements. Dropout rates at government-managed schools in 2016-17 were 7.43 percent in primary education, 12.98 percent in upper primary education, 9.27 percent in overall elementary education, and 26.96 percent in secondary education.³⁹ According to the National Sample Survey Organization (2018), the main causes for female dropouts include involvement in domestic tasks (30%), early marriage (13%), and a lack of interest in school (15%)⁴⁰. While for the male kid, wage-earning activities (37%) and economic factors (24%) account for over two-thirds of the causes of student drop-out.

The primary survey in the current study also revealed significant student dropout rates, which were mostly attributable to financial restrictions, wage-generating activities, and home responsibilities. The government wants to attain zero dropouts by 2022 as part of its commitment to the National Development Agenda.

Table 4: Average Annual Dropout Rate for Boys and Girls

Annual Average Dropout Rate (2017-18)		
Level	Boys	Girls
Primary I-V	3.7	3.3
Upper Primary	4.5	5.6
Secondary (IX-X)	19.2	18.7

Source: U-DISE School Report Cards: <http://14.139.60.149/ReporterModule/ReportModule/Startup/Startup.asp>

MINISTRY OF RURAL DEVELOPMENT

GOVERNMENT OF INDIA

The Ministry of Rural Development, being the nodal Ministry for most development and welfare initiatives in rural regions, plays a critical part in the country's overall development plan. The Ministry's aim and objective are to achieve sustainable and inclusive growth in rural India through a multifaceted approach to poverty eradication, including boosting livelihood options, providing a social safety net, and constructing infrastructure for growth. This is projected to enhance the quality of life in rural India and redress developmental imbalances, while also reaching out to the most disadvantaged elements of society.

Aims and Objectives of the Body:

- Providing chances for livelihood to people in need, especially women and other vulnerable groups, with a concentration on Below Poverty Line (BPL) families.
- Providing for the improvement of rural households' livelihood security.
- Provision of all-weather rural connectivity to disconnected rural habitations, as well as upgrading existing roads to provide market access.
- Capacity building and training for rural development personnel.

Initiatives & Schemes:

1. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) for providing wage employment,
2. National Rural Livelihoods Mission (NRLM) for self-employment and skill development,
3. Housing for All: Pradhan Mantri Awaas Yojana - Grameen (PMAY-G) for providing housing to BPL households,
4. Pradhan Mantri Gram Sadak Yojana (PMGSY) for the construction of quality roads,
5. National Social Assistance Programme (NSAP) for social pension,
6. Shyama Prasad Mukherjee RURBAN Mission,

7. Integrated Watershed Management Programme (IWMP) for improving the productivity of the land.

Suggestions to improve Human resources in rural India:

- Human capital investments are critical government efforts for the development of human resources.
- The public health care and education sectors are undergoing significant growth, which has a significant impact on human resource development.
- Human resources are becoming an essential asset of the economy as a result of government programs to increase job opportunities.
- Our government is adapting foreign development methods and strategies to boost the efficiency of our nation's human resources.
- Government organizations raise public awareness regarding personal development.

CHALLENGES AND ISSUES:

There are various problems and issues that might stymie rural India's progress through human resource development. Among these difficulties are:

Lack of quality education - Many rural communities lack excellent educational institutions, trained teachers, and enough infrastructure. This can impede rural individuals' capacity to acquire the skills and information required to flourish in the contemporary economy.

Limited access to healthcare facilities & Security - Rural communities frequently lack access to adequate healthcare services, which can contribute to high rates of sickness, disease, and mortality. This has the potential to reduce rural population productivity and well-being.

Limited economic & job Opportunities - When compared to metropolitan regions, rural

communities may have fewer work options and lower incomes. This can make it harder to attract and retain talented professionals, as well as hinder rural communities' capacity to better their economic situation.

Lack of effective infrastructure - Rural communities frequently lack essential infrastructure such as roads, power, and telephones. This can make attracting companies and investors difficult and limit access to critical services and resources.

Socio-economic and Cultural constraints - Rural communities frequently have strong social and cultural traditions that might be resistant to change. This can make implementing new programs and initiatives aimed at strengthening human resources and fostering economic growth challenging.

Why is it critical to improve rural India in order to meet the nation's growth and sustainable development goals?

- Rural India is home to a substantial section of India's population, and their development is vital to the country's overall development.
- Rural India is abundant in natural resources such as land, water, and minerals. The development of these resources in a sustainable and equitable manner has the potential to increase the country's overall economic growth.
- *Opportunities for Employment:* Developing rural India may help generate jobs, alleviate

poverty, and enhance the living conditions of rural residents, all of which can help prevent migration to cities.

- *Agricultural Development:* Rural India serves as the backbone of the agricultural industry, which contributes significantly to the country's GDP. Rural India's growth may help enhance agriculture by providing modern techniques, infrastructure, and communication to remote places.

CONCLUSION

Human resource development is critical for rural India's long-term development. However, in order to attain this aim, various problems and concerns must be addressed. These include a lack of access to excellent education, healthcare, economic opportunities, infrastructure, and social and cultural impediments to change. Addressing these issues would need a collaborative effort from all parties, including the government, corporate sector, civil society, and rural communities. We can unleash the full potential of rural India and build a brighter future for all of its residents by investing in education, healthcare, infrastructure, and economic growth, as well as fostering social and cultural reform.

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