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## ROLE OF TRAINING AND DEVELOPMENT IN AGRICULTURE SECTOR

Vaibhav Kawade

### Abstract:

*India is mainly an agricultural country. Agriculture is the most important occupation for most of the Indian families. In India, agriculture contributes about 16% of total GDP and 10% of total exports. Over 60% of India's land area is arable making it the second largest country in terms of total arable land. An agricultural product of significant economic value includes rice, wheat, potato, tomato, onion, mangoes, sugar-cane, beans, cotton, etc. The Training and Development system is most important for any sector because of skilled worker is the asset of organization and Training and Development system helps to make skillful labour and to achieve the goal and objective of the organization. Training and development play an important role in the effectiveness of organisations and to the experiences of people in work. Training has implications for productivity, health and safety at work and personal development.*

**Key word:** Importance of Agriculture Sector, Training and Development

### Introduction:

Agriculture plays a vital role in India's economy. 54.6% of the population is engaged in agriculture and allied activities (census 2011) and it contributes 17% to the country's Gross Value Added (current price 2015-16, 2011-12 series). Given the importance of agriculture sector, Government of India took several steps for its sustainable development. Steps have been taken to improve soil fertility on a sustainable basis through the soil health card scheme, to provide improved access to irrigation and enhanced water efficiency through Pradhan Mantri Krishi Sinchai Yojana (PMKSY), to support organic farming through Paramparagat Krishi Vikas Yojana (PKVY) and to support for creation of a unified national agriculture market to boost the income of farmers. Further, to mitigate risk in agriculture sector a new scheme "Pradhan Mantri Fasal Bima Yojana (PMFBY) has been launched for implementation from Kharif 2016.

Human resource management is an approach to making human resources related decisions in line with the strategic plans of the organization. It includes policies and practices for recruitment, Training and Development, performance management, compensation and rewards system and employee relations.

Employees require variety of competencies (Knowledge, Attitude, Skill in technical areas, Management areas, behavioral human relations and conceptual area) to perform different tasks or functions required by their jobs.

Training and Development is a continuous process for improving the caliber and competence of the employees to meet the current and future performances. Training and Development is vital to any business. Training presents a prime opportunity to expand the knowledge base of all employees, but many employers find the development opportunities expensive. A structured Training and Development program ensures that employees have a consistent experience and background knowledge. All employees need to be aware of the expectations and procedures within the company. This includes safety, discrimination and administrative tasks. Training is about gaining the skills needed for a job.

## **Review of Literature:**

Building the organization hence is an imperative for the existence and survival of modern organizations. Consistently, companies are investing on their internal customers or employees thus taking advantage of the human capital management. Sense of ownership is also important, requiring HR professionals to develop strategies that will ensure superior knowledge, skills and experience to settle within the workforce. Learning activities shall put skills enhancement and development assignments at its core as well as empowerment and career development. This is lifelong learning which guide the organizations particularly human resource department to make an ongoing investment with organizational members and help them build their competencies (Sims, 2006).

Training and Development basically deals with the acquisition of understanding, know-how, techniques and practices. In fact, Training and Development is one of the imperatives of human resource management as it can improve performance at individual, collegial and organizational levels. As the process of 'increasing one's capacity to take action, organizations are now increasingly becoming particular with organizational learning and therefore collective development. Organizational learning, on the other hand, refers to the "efficient procedure to process, interpret and respond to both internal and external information of a predominantly explicit nature. According to Easterby-Smith (1999), the emergence of the concept of organizational learning is central on the hitherto idea that prior advocacies of learning are tended to its commercial significance and are lacking of empirical information on learning processes.

Strategically, organizational learning, which makes use of Training and Development as one of the several responses, deals with the acquisition of understanding, know-how, techniques and practices. These intellectual intangibles can be translated into an organizational resource through the people that acquire, infer and utilize such towards the achievement of the organization-wide Training and Development (Armstrong, 2006). Training and Development are planned learning experiences which teach employees how to perform current and future jobs more effectively. Sims (2002) emphasizes that training focuses on present jobs while development prepares employees for possible future jobs. Basically, the objective of Training and Development is to contribute to the organization's overall goal.

Closing the skills gap is now a critical area of human resource development for organizations to continuously penetrate the market. Skills gap basically threatens the productivity and competitiveness both in organizational and operational levels. This requires that human resource management professionals should start the cultivation of the workforce from the recruitment period. However, this is not easy considering that there are specific works which require customization of skills and that not all newly hired employees acquire social skills aside from the basic skills. In responding to the challenges of the skills gap and skills deficiency, HR professionals have to develop programs that will address the problem (Sims, 2006).

## Objective of the Study:

**The principal objectives of the study are:**

1. To study the importance of Training and Development in the agriculture sector.
2. To know the benefits of Training and Development to farmer and Labour.
3. To understand importance of agriculture.
4. To know the role of Training and Development in the agriculture sector.

## Research Methodology and Sampling:

There is no special sample selected for the research study. The entire study is depends on the secondary data. The secondary data collected from the sources such as government publication, websites, Books and Journals relevant to the study.

## Importance of Agriculture

Agriculture plays a crucial role in the life of an economy. It is the backbone of our economic system. Agriculture not only provides food and raw material but also employment opportunities to a very large proportion of population. The following facts clearly highlight the importance of agriculture in this country.

### 1. Source of Livelihood:

In India the main occupation of our working population is agriculture. About 70 per cent of our population is directly engaged in agriculture. In advanced countries, this ratio is very small being 5 per cent in U.K., 4 per cent in USA., 16 per cent in Australia, 14 per cent in France, 21 per cent in Japan and 32 per cent in USSR. This high proportion in agriculture is due to the fact that the non-agricultural activities have not been developed to absorb the rapidly growing population.

## 2. Contribution to National Income:

Agriculture is the premier source of our national income. According to National Income Committee and C.S.O., in 1960-61, 52 per cent of national income was contributed by agriculture and allied occupations. In 1976-77, this sector alone contributed 42.2 per cent while in 1981-82, its contribution was to the tune of 41.8 per cent. In 2001-02, it contributed around 32.4 per cent of national income. This was further reduced to 28 per cent in 1999-2000. Contrary to this, the proportion of agriculture in U.K. is only 3.1, in USA it is 3 percent, 2.5 per cent in Canada, 6 per cent in Japan, 7.6 per cent in Australia. The mere conclusion of all this is that more developed a country the smaller is the contribution of agriculture in national output.

## 3. Supply of Food and Fodder:

Agriculture sector also provides fodder for livestock (35.33 crores). Cow and buffalo provide protective food in the form of milk and they also provide draught power for farm operations. Moreover, it also meets the food requirements of the people. Import of food grains has been very small in recent years, rather export avenues are being looked for.

## 4. Importance in International Trade:

It is the agricultural sector that feeds country's trade. Agricultural products like tea, sugar, rice, tobacco, spices etc. constitute the main items of exports of India. If the development process of agriculture is smooth, export increases and imports are reduced considerably. Thus, it helps to reduce the adverse balance of payments and save our foreign exchange. This amount can be well utilized to import other necessary inputs, raw-material, machinery and other infra-structure which is otherwise useful for the promotion of economic development of the country.

## 5. Marketable Surplus:

The development of agricultural sector leads to marketable surplus. As country develops more and more people are to be engaged in mining, manufacturing and other non- agricultural sector. All these people depend upon the food production which they can meet from the marketable surplus. As agricultural development takes place, output increases and marketable surplus expands. This can be sold to other countries. Here, it is worth mentioning that the development of Japan and other countries were made possible by the surplus of agriculture. There is no reason why this could not be done in our own case.

## 6. Source of Raw Material:

Agriculture has been the source of raw materials to the leading industries like cotton and jute textiles, sugar, tobacco, edible and non-edible oils etc. All these depend directly on agriculture. Apart from this, many others like processing of fruits and vegetables, dal milling, rice husking, gur making also depend on agriculture for their raw material. According to United Nations Survey, the industries with raw material of agricultural origin accounted for 50 per cent of the value added and 64 per cent of all jobs in the industrial sector.

### 7. **Importance in Transport:**

Agriculture is the main support for railways and roadways which transport bulk of agricultural produce from farm to the mandies and factories. Internal trade is mostly in agricultural products. Besides, the finance of the govt, also, to the large extent, depends upon the prosperity of agricultural sector.

### 8. **Contribution to Foreign Exchange Resources:**

Agricultural sector constitutes an important place in the country's export trade. According to an estimate, agricultural commodities like jute, tobacco, oilseeds, spices, raw cotton, tea and coffee accounted for about 18 per cent of the total value of exports in India. This shows that agriculture products still continue to be significant source of earning foreign exchange.

### 9. **Vast Employment Opportunities:**

The agricultural sector is significant as it provides greater employment opportunities in the construction of irrigation projects, drainage system and other such activities. With the fast growing population and high incidence of unemployment and disguised unemployment in backward countries, it is only agriculture sector which provides more employment chances to the labour force. In this way, significance of agriculture emerges more and more.

### 10. **Overall Economic Development:**

In the course of economic development, agriculture employs majority of people. This means raising the level of the national income and standard of living of the common man. The rapid" rate of growth in agriculture sector gives progressive outlook and further motivation for development. As a result, it helps to create proper atmosphere for general economic development of the economy. Thus, economic development depends on the rate at which agriculture grows.

### 11. **Source of Saving:**

Improvement in agriculture can go a long way in increasing savings. It is seen that rich farmers have started saving especially after green revolution in the country. This surplus amount can be invested in agriculture sector for further; development of the sector. Saving potentials are large in agriculture sector which can be properly tapped for the development of the country.

### 12. **Source of Government Income:**

In India, many state governments get sizeable revenue from the agriculture sector. Land revenue, agricultural income tax, irrigation tax and some other types of taxes are being levied on agriculture by the state governments. Moreover, considerably revenue is earned by way of excise duty and export duty on agricultural products. Raj committee on Agricultural Taxation has suggested imposition of taxation on agricultural income for raising revenue.

### 13. Basis of Economic Development:

Prof. Nurkse has laid sufficient emphasis on the improvement of agriculture for a balanced growth of an economy. The development of agriculture provides necessary capital for the development of other sectors like industry, transport and foreign trade. In fact, a balanced development of agriculture and industry is the need of the day. From the above, explanation it may be concluded that agriculture occupies an important place in the development of an economy. It is in fact, a pre-condition for economic up liftmen.

### Conclusion:

The present paper has conclude that the human resource is the most important and valuable asset of the organization. Agriculture plays a crucial role in the life of an economy. It is the backbone of our economic system. Agriculture not only provides food and raw material but also employment opportunities to a very large proportion of population. Investment in training and development entails obtaining and maintaining space and equipment. It also means that operational personnel, employed in the organization's main business functions, such as production, maintenance, sales, marketing and management support, must also direct their attention and effort from time to time towards supporting training development and delivery. This means they are required to give less attention to activities that are obviously more productive in terms of the organization's main business. However, investment in training and development is generally regarded as good management practice to maintain appropriate expertise now and in the future.

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