



---

**Research Paper-Education (HRD)**

---

**INFRASTRUCTURE – HUMAN CAPITAL FORMATION**

***Dr. Pampa Mandal***  
***Asst. Professor,***  
***Department of Economics,***  
***Kolhan University***

Human capital is getting wider attention with increasing globalization and also the saturation of the job market due to the recent downturn in the various economies of the world. Developed and developing countries put emphases on a more human capital development towards accelerating the economic growth by devoting necessary time and efforts. Thus, human capital development is one the fundamental solutions to enter the international arena. Human Resources development often incorporates initiative opportunities that may include formal and informal employees training, career development. The evolution of rural areas is a major concern of humanity as it imposes a balance between the requirement of economic environmental and social conservation of rural areas with a logical modernization trend of rural life. A group of people who are able to do work is known as human resources. As we know human resources includes proper training of an individual after the first opportunity that day get from learning a new skill, disturbing for employees and many other development activities. Agriculture is the main source of a country. Therefore agriculture should be improved first. Same like agriculture natural resources is also one the important factors of development. Natural resources are useless without human being all the natural resources is passive whereas human resources are active. It's important to take a moment to note that human resources management is geared towards maintenance, while development focuses on education. Human resource management covers things like files, paper works, Payroll and other administrative task Human resource development is a stand lone operation that works to improve efficiency within the organization. In contrast development works throughout a company or agency and touches various aspects of its working. Organizations that place great emphasis on HRD tend to see the reward. These can be in Profits but they go far beyond justice one aspect. Activities of human resources development teach necessary on the job skills for employees across departments. Of course, this tends to improve output. It also helps to make the employees feel that the organization is invested in them along with their growth. This creates a more loyal and productive work force in Addition workers are more accepting of change when they are exposed to HRD activities on a regular basis. They see that improvements can come from new practices instead of feeling threatened or worried. When efforts are made to provide growth opportunities for employee's team spirit and work atmosphere also improved.

**INTRODUCTION**

Human resources development refers to the training and development of employees in a bid to increase their skills set, education knowledge and abilities. It includes carrier development; tuition assisting Human resource review (HRDR) is an international journal focusing on theory development for scholars and practitioners in human resource development and related discipline in the age of fast-growing population and over mechanization. We find that more and more people are getting converted to a liability than a resource. Machines are rendering people unemployed, traditional crafts men and artisans are being obliterated and in this fast pace of life

we are losing taste for simple pressure and joys. Creative talents are getting scant attention causing them to remain stagnant. In this age of machines, we are becoming too uniform, to similar lacking variety and vitality. What does human resource development mean? It signifies identifying and developing the capabilities inherent in every citizen to its full extent. Health and Education of a person is more important than land and capital. Human resource development involves planning specific activities in order to provide a business or organization with the skills knowledge and practices it will need to increase productivity. Leonard Nadler introduced the term HRD in 1969. According to him Human Resource Development is those learning experience which are organized for specific time and designed to bring about the possibility of behavioral change.

### **OBJECTIVE**

The basic objective behind the development of human resources is to increase the productivity of labour, to develop better interpersonal and employer/employee relationship in an organization, to develop team spirit. Development of human resource is one of the most both essential resources for any organization and its development that is if the organization is self motivated and growth oriented. Unlike the other essential resources that the organization works with human resources is most potential and capable of helping the organization grow and developed in the right direction. Human resource is a collective term for a number of functions that guide the organization towards attaining value and organizational growth through its agencies staff, employees and vendors. The concept of development of human resource assumed that human beings are a great asset to an organization. They can contribute a great deal to the achievement of organization goals. This is a positive view of people working in the organization as an asset with unlimited potential is the Resource Development broadly defined as increasing people's knowledge awareness skills and abilities for both personal growth and organizational effectiveness and plays a significant role in development of individuals and families. Many of the rural poor lack marketable skills, which severely limit their opportunities for earning. On a wide scale HRD can improve socio-economic outcome for families and entire village.

HRD is an integral part of any successful organization. This aim of human resource development reaches all aspect of a business, company or agency to ensure better working condition, enhanced staff development and higher productivity among so many other advantages. Human resource development provides benefits that pay the employer in a multitude of ways. Human Resource development has been advanced to become a way of attracting and retaining top talent. Job seekers want a job place where they can grow both personally and professionally there are various form of human resource development including job shadowing on the job training, online training and compliance training. On the job Training involves an employee's being impacted with required knowledge and skill to perform a task while performing that task. Job shadowing is similar to on the job training only that in job shadowing an employee observes another employee performing the job as to acquire the necessary skills of doing the job too. Professional development involves attending job specific seminars and training. These can be organized by a firm on the industry wide organizations have been going an Amok with online education, organizing for their employees to undertake short informative courses on the internet. Some companies award certificates upon completion of courses. Compliance training involves training the worker to understand and follow the governmental rules and regulation they must work by. There are several perks associated with human resource development, both for employees and their employer. Through human resource development a company can get the most superior work force it can and this will go a long way in accomplishing company goals. Employees become more adept at their jobs and this translates to higher productivity, higher efficiency and lower rates of accidents. A good human resource development program becomes a way of attracting and retaining top talent. This will enable the company to compete favorably in the job market.

Human resource development equips employees with necessary skill and qualities to take over superior post of increased risibility instead of hiring from outside the company. Education is the most important factor in human resource development. It shapes our present action and our future plan. Education is a very crucial to guide anyone to reach their goals through any success with an effort along and the chance is very high. Educations helps us to better understand the world and with that being said education plays a big role in human development and indeed it is a great to resource us. HRD has been defined by various scholars in various ways. Some of the important definitions of HRD are – according to M.M. Khan, “Human Resource development is the across of increasing knowledge, capabilities and positive work attitude of all people working at all levels in a business undertaking”. Definitions of HRD according to south pacific commission, “Human resource development is equipping people with relevant skills to have a healthy and satisfying life.” HRD is an essential subject everywhere is it is a manufacturing Organization or service sector industry. Continuous training that develops the professional skills of employees plays a important role in HRD. This can help the employees to adapt themselves to organizational change that takes place on a continuous basis.

### **CONCLUSION**

Human resource is considered as the backbone of any organization. In Today’s world the human resource plays a very significant role. Skilled man Power refers to the person, who is trained, well educated energetic, experienced, devoted to their field and capable of doing and specific work in a balanced way and efficiently. Teachers, Doctors, Engineers Etc are some of the examples of skilled man power. Human resource development is the frame work for helping employee’s development their personal and organizational skills and knowledge and abilities. HRD is one of the most significant opportunities that employees seek when they consider you as an employer. The ability and encouragement to continue to develop their skill help to retain and motivate employees. The focus of all aspect of human resource development is on developing the most superior workforce so that the organization and individual employees can accomplished their work goals in service to customers. As a theory human resource development is a frame work which deals with expansion of human capital in an organization. Human resource development is important in an organization. This is because it helps to develop the knowledge and skills of employees. Therefore, this helps to provide competence and effectiveness human resources. Human resource development also brings about employee commitment. It also brings about jobs satisfaction, it well developed and oriented employees tend to portray a higher degree of commitment.

### **REFERENCE**

1. Human Resource Development. A Dictionary of Human Resource Management
2. Human capital & development by N.S. Siddharthan and K. Narayanan