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Level of Human Resources Development - A Conceptual and Review Exposition

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Abstract: This research is based on secondary data it is mainly used in research articles. It consists mainly of the level of human resources developments geographical study, with respect to conceptual and review exposition. Human Resources development (HRD) means human resources are the energies, skill, talent and knowledge of peoples which potentially can should be applied to the production of goods and services. Human resources and development is different task development is continues process and human resources is skill and knowledge of peoples.

Keywords: Human Resources, Conceptual, Review Exposition, Development, Demographic characteristics.

I. INTRODUCTION

Human resources refer no to human beings as such, but to the qualities they possess and which can be used by the community for some useful purpose. The human skill depended on the education level or literacy and knowledge. These skill are crated and improved through education, better living standards and better training. The human resources parameters are demography characteristics (Literacy, Sex ratio, population density, population growth rate, occupation compositions) amenities and agricultural development. The present work depend on secondary data the basic aim is conceptual and review exposition study of human resources development. (Prithwish Roy2007) Prof Nadlar was the first to deliver a comprehensive concept on human resources development programme. His sub- divided human resources development programme into two types. In the first program on available human resources and second program on potential human resources for future use. In the first programme is optimal use of productive human resources and use of non-productive human resources. The second programme there human resources development is a continuous process it ends only at the death of a person.

1) *Aims:* The present paper is attempted for level of human resources development a conceptual and review exposition study.

II. METHODOLOGY

The researcher has been to use secondary data for related human resources development. The used various research articles and various reference books. This paper is prepared as a conceptual and review exposition study.

III. REVIEW OF LITERATURE

(Prithwish Roy2007) human resources development process is a diverse, dynamic and multi-dimensional process. Human resources development is the process of helping people to acquire competencies. Only the development human resources is the key to overall socio- economic development of a nation. (Gadekar Deepak J 2015) The tourist as a resources and there is an invisible trade. Economic status of any country depends on the domestic and foreign tourist as tourist are the resources of any nation. (Gadekar Deepak J 2017) Development is continues process that occupies redeployment and reorientation of the whole economic and social system. The development of any region depends on the resources among them, there is a greater emphasis on human resource. (Mali 1999; Gadekar Deepak J 2015) human resource development depend on the literacy, Population Density, Sex ratio, Population Growth rate, occupation position, Agricultural facilities and Human amenities. (Gadekar Deepak.J., 2016; Gulave S.D. 2020) The most importance reason why the forest area is decaling day by day is increasing population and industrialization and forest is major natural resources. (Gadekar Deepak J 2015).The human beings are a resource, but human beings are subject to huge environmental changes. (Gadekar Deepak J 2020; Kudnar N.S 2015) Human resources are the most important factors contribution to water pollution. (Gadekar Deepak J 2019) The most important criteria of human resources development are population density, literacy, occupation, sex ratio, facilities etc. there for first objective is to study how human resources development is done in Ahmednagar district. Woman as resources as well as participation of women is important in any factors. Because of higher the participation of others the higher the family progress. (Gadekar Deepak J 2020) Water pollution major causes of human resources because of

human beings have made huge advances in technology at the expenses of their intellect, pollution is increasing in different places. (Gadekar Deepak J 2016) temporal human resources development in akole thasil used agricultural, demography, parameters according to and based on 1991 to 2011 census years. Different elements were used to level of human developments. They are sorted accordingly and then take their level and divided it into three level of developments. The level of development are categorized into three parts. In the first one being the most backward, moderate development and last progressive development. Simultaneously the bar graph is used for the cartographic methods and using GIS method for mapping of level of Development. (Gadekar Deepak Janardhan 2015) the Kendall co-efficient index used for agricultural development in Ahmednagar District as well as he is apply 10 parameters. (Gadekar Deepak Janardhan 2018) he studied a level of human resources development in the akole place. The calculated level of HRD base on the Z core value, there are 19 parameters used for finding HRD level. The parameters are Population density, literacy, sex ratio, Population Growth, S.T Population, Education, Medical Facilities , Drinking Water Facility , Distance from the Market Place, Banking Facility, Types of Electrification, Accessibility, Communication, Irrigated Area, HH worker, Other Main Workers Main, Marginal workers, Marginal HH worker. Marginal workers in negative indicators in level of HRD with the S.T population. (Shejul Meena Eknath et al., 2020) they studied a geographical study of human resources development in Ahmednagar District, they used Kendall co-efficient index for finding level of HRD. The HRD level classify in three types high, median and low, the using 13 parameters. Those parameters are Sex ratio, Literacy rate, Population Density, Population Growth rate, Main workers, HH workers, other working population, number of telephone, Medical facilities, Education, Electrification, Banking, Irrigated area. (Gadekar Deepak J., 2016) Agricultural productivity depends on the environmental factors with Human factors as well as Irrigation facilities, Thus human resources is key factors for agricultural development. (DK Bisen, NS Kudnar 2013; Gadekar Deepak J 2015) Education is core part in human resources development because of human qualities depends on education status. Therefore, in the study area education facilities classify in five groups one of need full primary sectors, secondary high school, higher secondary junior college, any types senior college with post graduate colleges. The score value was increasing with in increasing education facilities of level. (Sonawane V. R 2020) Human resources are the most important factors contribution soil ecosystem has greatly damaged. Because of use chemical and fertilizers in agricultural sectors. Irrigation are the most influential factor for development of agricultural. (Gadekar Deepak Janardhan, Mr Gulave SD, Sonawane Vijay Rajendra 2020) they studied socio-economic status of women in Ahmednagar District of Maharashtra. The used six socio-economic indicators like general sex ratio, child sex ratio, literacy rate, work participation rate, workers in non-agricultural sector, proportion of urban population. The use rules Mean -SD-SD, Mean-SD, Mean, SD, Mean +SD, Mean +SD+SD for level of HRD. The index value used less than 4.5 and more than 9.6 is high development. (Gadekar D.J 2009) amenities is importance factors for HRD level with supported factors for HR. Thus commination systems is importance role in qualities of population. (Gadekar Deepak J 2015) and (Gadekar Deepak J 2019) HRD of peoples is depends on the demography features, occupation position, amenities and agricultural development. The HRD parameters is using population density, Sex ratio, literacy rate and male-female different in literacy. These all parameters is supported in level of HRD. (P.H. Mhaske et al., 2011) The economic activities is importance role for level of HRD and occupation position is effected on changing land use. (Tupe B.K, Gadekar D.J 2010) and Borade B.L et al., (2012) agricultural cropping pattern is changeable because of affecting factors of human. The people's knowledge and skill is importance of cropping pattern. (Lahane 2009) they were studied Level of Human Resources Development. They were used the Ranking Co-efficient and Co- efficient Index in index of development for education facilities, Population density, Literacy, occupation, Sex ratio, urban population etc. this calculation of vary tahsil in Buldhana District. (Waindeshkar et.al 2010). They studied GIS application in human resources development, calculated carrying capacity of land, caloric density, rural, economic and nutrition density, marginal resources density and intensity of population pressure. These all human resources parameters apply in Amravati district. (Suryavanshi et.al 2012) for every sustainable development of particular area is depends on various factors i.e. relief, soil, drainage, forest, net sown area, geographical area etc. all these factors are responsible for level of sustainable development. He studied the level of human development on the basin of various geo cultural parameters e.g. relief, soil, drainage, forest, net sown area, geographical area, weekly market distance, bank distance, hospital service, drinking water supply, education facility and road facilities. Theses all parameters test by Z score and Composite score method. (Mahesha et.al 2012) The measurement of development of human resources is not a simple assignment as it is the composite form of various indicators relating to mental and physical standards of the people. It is uneven from one region to another disparity in natural and human characteristics in space and time. It indicates imbalance in the overall development of the area. The uneven human resources uneven distribution and development because of the effects physical condition of region e.g. Location, Relief, Soil, Water, Climate, etc. (Mahesh 2011) The human resources are important vision for in terms of per capita income, life expectancy, education, per capita consumption of electricity and health facilities.

(Mali K.A 1999) The selected eight variable of human resources development used Kendal's Rank order and Score method to find out levels of Human Resources Development in Amrawti district. (Sptarshi et.al 2010) He was calculated 10 variables of human resources development, analyses in the Junnar tahsil. The use Knox's index method the out pout come with the out of six indicators is positive and four is negative in nature. Six positive indicators are density of population, male literacy female literacy, main workers, female workers and other workers. Other four Negative indicators are sex ratio, proportion of children below year of age, average size of family, dependency ratio. (Musmade 2012) studied planning strategy for improve the level of human resources development to rural development in backward micro region in Rahuri tahsil at village level. To find assess micro region of level of human resources development and planning strategies. He used Z-values or composite scores method for level of development of agriculture, education facilities, transport facilities and tribal development.

(Shivalingappa 2012) He studied levels of human resources development in Mandya district of Karnataka State. The population of region is a broad and complete concept. It includes the health, nutritional status, and literacy, education and employment status and urbanization of the region. It plays a vital in role the regional development. there are six selected indictors related the human resources development like urbanization, literacy, female literacy, marginal workers, female workers, non-agricultural workers. They used Index Value formula (Nanaware et.al 2012; Tripathi 1986) the level of human development in any area at a point of time can computed based on various parameters. For the study at micro level, the village have evaluated based on 17 parameters. They used the sore value is composite score method. (Lahane 2009) they were studied Level of Human Resources Development. They were used the Ranking Co-efficient and Co- efficient Index in index of development for education facilities, Population density, Literacy, occupation, Sex ratio, urban population etc. this calculation of vary tahsil in Buldhana District.

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(DK Bisen, NS Kudnar 2013) education systems not directly developed it means types of education progressive in steps by steps and education is continues progress. Kudnar N. S., (2019) literacy is importance key for inter- development of peoples. (Sptarshi et.al 2010) He was calculated 10 variables of human resources development, analyses in the Junnar tahsil. The use Knox's index method the out pout come with the out of six indicators is positive and four is negative in nature. Six positive indicators are density of population, male literacy female literacy, main workers, female workers and other workers. Other four Negative indicators are sex ratio, proportion of children below year of age, average size of family, dependency ratio. (Bisen, Jena DK, et al., 2010) population density is importance parameter in economic development and supported to human resources development. (Musmade 2012) studied planning strategy for improve the level of human resources development to rural development in backward micro region in Rahuri tahsil at village level. To find assess micro region of level of human resources development and planning strategies. He used Z-values or composite scores method for level of development of agriculture, education facilities, transport facilities and tribal development.

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used the score value is composite score method. (Sonawane Vijay R. et., al.2020) the cropping pattern depends on the human resources. It is people's education, skill, knowledge is effected on agricultural production, used of agricultural amenities. (Kudnar N. S., 2018) urbanization is positive factors of economic development in peoples and positive elements of huan and nation development.



IV. CONCLUSION

Human resource accounting is a new concept developed by Lew and Schwarty in 1971. Human resources refer not to human beings as such but to the qualities they possess and which can be used by the community for some useful purpose. The some positive and some negative parameters are effected on Human resource development. The main positive parameters are literacy rate, population density, Sex ratio, Main working population and Negative parameters are illiteracy, all types' marginal workers, death rate, S.C and S.T Population, Migration, unemployment. The any type's amenities, facilities and agricultural development are effected on development of peoples.

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