

## Human Resources and Sustainable Development - An Overview

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### Abstract:

Human resource development aims at better utilization of human labor which includes manpower development. Manpower means all types of organized and unorganized workers, employers and supervisors, managers and employees. This word is very close to labor. All persons who are employed or capable of working but are not currently employed are called human resources. Human resource development planning is a program in which the acquisition, development, retention and utilization of employees of an organization is possible by the employer. Evaluation of human resources, its estimation and finding sources of achievement etc. are also subjects of human resource development. Just as the objective of economic planning is the equitable utilization of productive resources, the objective of human resource development is the equitable utilization of manpower. The present paper discusses sustainable development through human resource development.

**Keywords:** - human resource, Organization, Sustainable development, productive

### Preface:

Today the meaning of human resource development is getting wider. Human resource development is a method in which planned measures are taken to employ people of all classes and at all levels and to utilize their full potential. In the modern age, when workers and employees are becoming aware of their interests and human problems and aspirations, the importance of human resource development is also increasing. In an era of extreme competition, maximum profit can be achieved with minimum effort only through proper human resource development. Human resource development is a new concept, which is used at two levels, micro and macro, where the first level is the development of employees and managers in an organization, so as to increase both quality and productivity. There, at the second level, it means holistic development of the entire population of the nation. The development of human civilization and culture is the result of man's superior physical structure and his intellectual intelligence. Hence in modern management science it is said that efficient utilization of resources like capital, materials, technology and processes etc. requires high skill and commitment of employees working in an organization. Although the concept of human resource development (HRD) is not new in the developed countries of the world, the concept of human resource development in India still seems limited, narrow and relatively new. The guiding principles of the policy are embedded in the concept of human resource development.

Human resource development is a process and concept that considers man as a resource, emphasizes on improving and enhancing him in all aspects so that the level of performance can also be high. Kautilya, one of India's earliest political and administrative thinkers, wrote in his world famous work 'Arthashastra'

that it is futile to imagine the progress of the state without the welfare and development of the servants working under the king. So, it can be said that the worst employees can lead even the best organization to the abyss while the best employees can boost even the worst organization. Due to this, various policies and regulations are being proposed for manpower development in modern administrative system.

### **Importance of Human Resource Development:**

- Prepares employees to meet job requirements and current and changing future challenges
- Prevents employees from becoming unfit and undesirable for the organization and work
- Develops creative ability and talent in employees
- Prepares staff for higher level assignments
- Provides basic talent and human resource development knowledge to newly hired employees
- Develops capability in employees for next higher positions
- Provides support in total quality management.
- To develop individual and collective morale and sense of responsibility, cooperative approach and establish good interpersonal relations.
- It is useful for integrated development of employees.
- It helps employees to identify their own weaknesses and strengths, thereby improving the performance of both employees and the organization.
- It creates an environment in the organization where mutuality, trust, cooperation, openness grows. So Younger have opportunities where they can use their skills freely.
- It provides valid facts about personnel functions like training, recruitment, selection, promotion etc.
- It emphasizes information and guidance to subordinates so that their performance can be improved.
- It also leads to organizational effectiveness.
- Facilitating senior managers to disseminate ideas within and outside the organization
- Ensuring proper and effective functioning of the organization
- Creating a comprehensive framework for human resource development
- Organization capacity building
- Creating an environment for individual and organizational purposes and enabling employees to identify, develop and utilize their talents.
- Inculcation of personal self-reliance, flexibility and discipline, acceptance of challenge, stamina etc. among employees is definitely an important topic for HRD employees and organization.

### **Principles of Human Resource Development:**

Various scholars have considered the topic of human resource development and highlighted the principles of human resource development.

- Human resource is a whole human being i.e. he has many economic, social and psychological aspects and aspects which influence his values and feelings, thoughts, beliefs, attitudes through which employees enter the organization.
- Human resource capabilities can be developed through human resource development programs.
- Employees have different backgrounds, aspirations and values, so each employee should be managed differently and different principles and approaches should be adopted for them.
- The importance of human resource has increased over time because like any other resource it is a resource which is in the process of continuous learning and development.

- Employees are the most valuable asset of an organization. So this resource should be respected.
- Whatever the job, leadership development is essential.
- The relationship between the employee and the organization should be conducted with complete honesty and integrity.
- Any organization should provide flawless goods and services to its customers i.e. focus on customer satisfaction when employees of the organization are satisfied. Employees can be satisfied only through human resource development activities.

### Relevance of HR in India:

In many forms of governance and administrative systems, 'human development' is given top priority. The philosophy, thought and efforts of modern welfare states are fully devoted to human resource development because it is futile to imagine the development of a state or the existence of a government without the overall development of the human being. As stated in the previous pages, the concept of human resource development is practically applied at two levels.

Human resource development at community level  
Human resource development at organizational level

It is a question of developing human resources at community level including ensuring all basic needs of life including medical, health, family welfare, education, housing, employment, clean drinking water, transport, equality, justice, human Rights, and security. Human resource development is a fundamental objective of modern public administration functioning as an administrative state. Such services provided in the form of social welfare to the elderly, women, children, helpless, disabled, poor, laborers, backward classes and other discriminated persons have a direct impact on the human resource index of any society. In recent years, gender sensitivity efforts to eliminate gender-based discrimination have also been considered among the fundamental elements of human resource development. India's first Human Development Report was released by the Planning Commission on 23 April 2002, on the lines of the United Nations Development Programme's Human Development Report, which can be called an important document of Indian democracy, on the basis of which states have been planned. . Size can be fixed. According to the report, the overall human development index has improved significantly during the ten years of liberalization (1991-2001) in the country. The Human Development Index maintained an annual growth rate of 2.6 percent during 1983-93, while the rate remained above 3 percent from 1993-94 to 2000-01. Kerala (1st), Punjab (2nd), Haryana (5th), West Bengal (8th) and Bihar (15th) did not change their positions in the two decades between 1981 and 2001, while Tamil Nadu moved from seventh to third and Rajasthan to third. The third improved its position in the 12th to ninth place. The state of Assam has fall the most from tenth to fourteenth position.

- ❖ Development of society is impossible without welfare of individual.
- ❖ Although increasing population is a hindrance to human development, it is also true that population control is not possible without human development.
- ❖ The unity, harmony and progress of any society and nation primarily depend on human development.
- ❖ The foundation of all economic, technological, political and geographical development is strengthened in the same conditions in which human development took place.
- ❖ Human resources employed in all major sectors including administration, politics, industry, defense and justice are available in the society, so before human resource development at the

institutional level, human development at the community level is necessary. Getting the best employees can be ensured at the organizational level.

### **Conclusion:**

In short, it can be said that in today's competitive and challenging times no organization can sustain its growth and survival without the development of its employees. Although personnel policies are helpful in keeping employee morale and motivation high, these efforts alone are not enough to make an organization dynamic and reach great heights. The ability of employees should be constantly sharpened and utilized, which requires human resource development activities and programs, which improve the working life of employees and provide them with proper communication, proper work direction to remove monotony. The creativity of all jawans is fulfilled. This enables employees to develop together and identify their weaknesses and strengths, resulting in increased performance of both employees and the organization. Human resource development can be useful in any organization and nation in many ways.

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