

SKILLED HUMAN RESOURCE FOR PROSPERITY OF INDIAN ECONOMY

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Abstract :

Economy and the forces behinds an economy are the four factors of productions i.e. Land, Labour, Capital and Entrepreneur. If anyone uses these factors of productions in an effective way, no one can stop that nation from being a developed nation. Out of these four factors of productions, land is a natural resource and has certain limitations in its creation.

INTRODUCTION

Economy and the forces behinds an economy are the four factors of productions i.e. Land, Labour, Capital and Entrepreneur. If anyone uses these factors of productions in an effective way, no one can stop that nation from being a developed nation. Out of these four factors of productions, land is a natural resource and has certain limitations in its creation. Capital i.e. machinery which is man made or we can say the innovations, and creations of human being. Labour and entrepreneur seem to be different but they are one and the same called human resources. In an economy they play different role, and according to their role they are called as labour or entrepreneur. This one of the reason due to which we can not neglect the human resources, if we avoid or do not given attention towards this then creation of capital get affected and use of land remains to be limited. That means if we want to accelerate the economic growth we need to focus on human resources development.

Having huge human resources is not enough we need their development. Human resources development means overall skill development of human beings. When we look into the economy of developed and under developed nation, it is clearly distinct that the use of human resources in an effective ways contributes towards nation's development.

Developed nations such as England, USA, and Austria where total population is limited, but still they are in the list of highly developed nation for decades because of effective use of human resource factor for nation's growth.

If we are looked into the Indian economy, for a decades either we are in the zone of under developed nation or developing nation. Poverty, unemployment etc are the economic problems facing us, when we talk on this every time we state the huge population is one of the major causes of this. We always looks at huge population from the point of view of liability for economic growth and prosperity, we have neglected to focus on conversion of liability into the assets for nation.

In India, we not only have the sufficient human resources but it is in abundant in not only numbers but also more energized in nature compare to other nations in today's scenario. Now the time has came to mobilizes and utilize these assets for nation's prosperity.

Every human being carries a unique quality; we need to explore this quality and shape it into a skilled manpower for nation's growth. Most of the Asian countries have neglected the development of human resource as a result of this they remain as under develop or developing nation. After a second world war Japan realized the importance of skilled work force and took necessary steps to build the nation by focusing on effective qualitative work force and skilled human forces for accelerate economic growth.

Therefore it's clear that every nation, region, cluster or zone has to pay attention to the development of their human resources. In general, well-trained human resources tend to be more productive.

OBJECTIVE:

1. Need of skilled human resources for prosperity of Indian economy.
2. Analysis of future prospectus of human resources development in Indian economy.

RESEARCH METHODOLOGY:

The study is based on secondary data; which is collected from different secondary sources like Internet, Books, Journals, References books, research Papers, Circulars etc.

PROSPERITY:

It is the state of Flourishing, Thriving for good fortune or successful social status. Many a times it encompasses wealth, but it includes other factors, which can be independent of wealth, such as happiness, Health etc.

SKILL:

Skill is the ability to carry out a task with predetermined results often within a given amount of time, energy or both.

Skill can be divided into

1. Domain – General
2. Domain- Specific

Skills have a various meanings and many elements such as Basic literacy, numeracy and ICT skills.

Core, key, generic, soft - 'employability' – skills –include communication, application of knowledge, team working, problem solving, learning from past experiences etc.

Higher order skills – for example: logic, reasoning, analysis, synthesis, statistics, etc.

vocational, technical, academic skills - technical knowledge including enterprise, business know-how, financial skills etc.

Attitudinal and behavioral skills – like initiative, confidence, willingness, perseverance, determination etc.

Life skills - social, health, interpersonal skills.

People require a broad range of skills in order to contribute to an economy.

U.S department of Labour study shows that due to technology, the workplace is changing and identified various skills that employees must have able to change with it. Such as Life skills, Social skills, Soft skills, hard skills, mastering skills, Peoples skills etc.

Skill development is important in stimulating a substantial development process and can make a contribution in facilitating, the transition from informal to formal economy.

It is very essential to address opportunities and challenges to meet new demands of changing economies and new technologies in the context of modernization and globalization.

Skill has become the Global currency of 21st century., Without proper investment in skills, people languish on the margin of the society, technological progress does not translate into economic growth and country can no longer compete in an increasingly knowledge based global society.

Skills development enhances both people's capacities to work and their opportunities at Work, offering more scope for creativity and satisfaction at work. The future prosperity of any country depends ultimately on the number of persons in employment and how productive they are at work.

Prosperity comes with rising productivity and a rise in productivity depends on technology.

REVIEW OF LITERATURE:

India was a leading manufacturing country in early 18th century. It had 22.6 percent share of the world's GDP, which came down to around 16 percent by 1820. It had a developed banking system and vigorous merchant capital, with a network of agents, brokers and middlemen. Given the huge financial surplus by a skilled artisan class, large exports, plenty of arable land and reasonable productivity, the question is why didn't a modern industrial economy emerge in India?

The truth is that 18th century India was significantly behind Western Europe in technology, institutions and ideas. An agricultural revolution, a scientific revolution had not occurred, and in the long run the manual skill of the Indian artisan could be not substitute for technological progress," and for this we have needed new attitudes. Mid-eighteenth India had a "per capita product perhaps two-thirds of that in England and France."¹⁵

Even in the 18th century, India had a large population and plenty of labour. Prosperity comes with rising productivity and a rise in productivity depends on cope up with new technology. To adopt new technology we need trained skilled people.

The visit of the American president Mr. Barack Obama compelled us to look into Indian economy in an positive way.

Before Mr Barack Obama vist PwC 2015 conducted a survey and finding of such is very eye opening for us.

a)73% of Indian CEO are expected to boost headcount with the next 12 months and that is highest compared to any other countries in the world.

b)60% of CEO are very confident in their companies' growth over the next 12 months period.

c)84% of Indian CEO believes that there are more growth opportunities in today and in future than 3 years ago.

If India wants to become a super power economic nation then GDP of nation need to raised to 9% to 10%, because China is also trying for that and their GDP rate can maximum rise by to 9.3% therefore we need to raise India GDP to 9.6% and above.

India and china both are having abundant human resources but India is having an additional benefit of demographic dividend. i.e. working group population is more than non working group population. When we study UK and other European nation, they are now in the phase of lack of demographic dividend, which indicate that for an economic growth the things are in our favour.

Only having a huge population, and benefit of demographic dividend are not sufficient for economic prosperity , but these human being need to be more skill full in nature, otherwise we may get in trouble.

If we want to reach GDP 9-10 percent our economy must be at 10 trillion dollar or even more of that required, less than that we may not able to achieve the required GDP rate, also not secured India's socio economic future. In addition, for that we need to create 10 to 12 million employment in the next 20 years in order to keep up with its rapidly growing population.

As an when we are focusing on creation of employment we can not ignored the skilled human resources other wise efforts for creation of employment will get wasted, only because of improper attention towards skill development.

Austria , Netherland are the nations where percentage of unemployment are very less, which indicates that these nation create sufficient employment equal to added population in a nation. How these nations achieved this? They have created a structural educational system which builds a bridge between the requirements for industry and availability of total resources. Apart from this in Austria and Netherlands 71 percent and 67 percent respectively people take vocational training and their economic graph is much more a head of other nations. When we look towards Uk only 32% people took admission for vocational courses, and in India its only 2% of total youth, and 7% of working population. As a result of this resources which we are putting into a economy and its productivity and growth are much lesser than other nations. As a result of this we need to focus on structural skill development program.

Share of employment of different sectors till 2022

year	GDP growth rate	Agriculture	Industry	Services	Total
2011-12	9%	47%	22%	31%	100%
	7%	47%	21%	31%	100%
	5%	48%	21%	31%	100%
2016-17	9%	43%	23%	34%	100%
	7%	44%	22%	33%	100%
	5%	45%	22%	33%	100%
2021-22	7% to 9%	41%	23%	36%	100%

Source: “ The challenge of employment in India- An Informal economy perspective (April 2009) and IMaCs analysis.”

The analysis highlight that in the near future employment opportunity will be migrated from agriculture sector to industry and service sector. The certain sectors such as Auto and auto components, Building and construction materials, Electronics and IT hardware are expected to drive the growth of the economy as well as they play a significant role in employment. To fulfill such need there is a requirement of skilled workforce.

CONCLUSION:

There is a Positive co-relation between productivity level and skilled manpower for economic growth. This relationship may be varying from industry to industry and sector to sector but still core aspect remains the same. If India wants to grow in all aspect, they need to focus on skill development. Government of India now realized this and already taken positive steps towards that but this effort are not matched with our requirements.

The government’s monopoly over the skill training is foremost of them. Therefore, more emphasis on PPP model could have best way forward in achieving the real goal of skill development.

The Modular Employable Skills (MES) and Skills Development Initiative Scheme (SDIS) adopted by the Ministry of Labour and Employment provide the framework for skill development for school leavers and workers, especially in the unorganised sectors, but again, the results are sub-optimal.

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