

# Education As A Tool of Human Resource Development

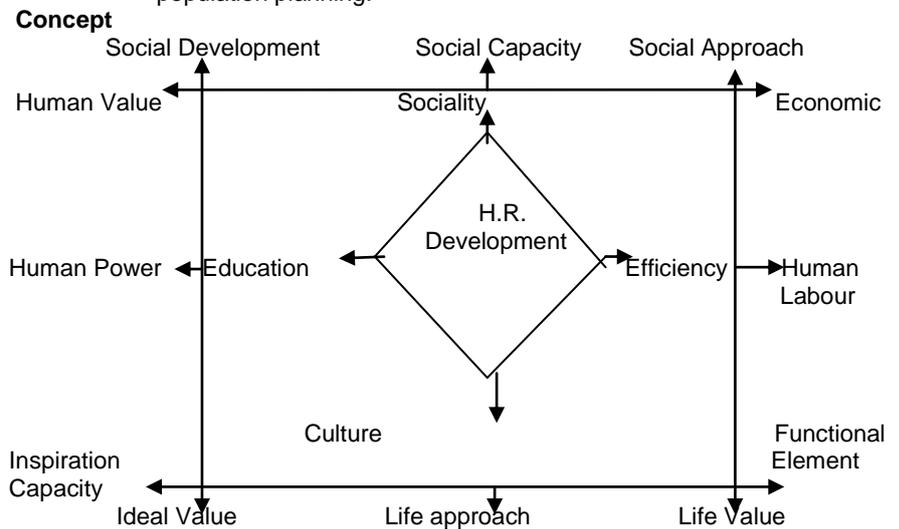
**Abstract**

Human resource are an important input in the economic developmental process in many countries there is an adequate intermission and understanding concerning the present and possible future in puts are the investment make for bringing about changes Human resources development is a man center approach in which the Human being is seen as an end in itself rather than as a mean's to other developmental ends the Quality of Human life definite depend on Human resources development input as well as neglect to other development element . The investment of Human resource will co-operation to the economic developments Human resources development will have gave proper and utilize education to the child accord to that they create good and productive capacity in the citizen in use of various medium as well proper plan in the Human resources development as stand a Standard of living of our life .

**Keywords :** Education, Human resources, development, Economic values, Human beings Men center approach, society Efficiency, cultural elements, Aspects, poverty removal, population planning.



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**Introduction**

Education is a powerful means which create a knowledge skills values and efficiency in the human being. Economist reality recognize that the Human resources are an important input in the economic development process in many countries there is an adequate intermission and understanding concerning. The prest and possible future input are the investment made bringing about change Human resources development is a man center approach in which the Human being is seen an end in itself rather than as a means to other to other developmental ends.

The national seminar organized by national institute of education planning and administration on planning and management aspects held in new Delhi on nov. 25-1985 explained and administration on planning and management aspects as Human resource development seeks to improve the performance ability of the population by strengthening their cognitive skill manual dexterity and by including attitude values in this basic sense of Human resources development approach relates to tooling and tempering of man in the process of human evolution the dynamic of Human resources development take explicit cognizance of positive and negative linkages with environment and thus provide a basis for intervening in the system.

It should find in an ancient periods to early period of Karl Marx, Adam Smith and such every economists thoughts about Human resources they will involve in as only Human skill and accept it as development approach the quality of Human life depend upon Human resources developmental inputs as well as neglects toward other development element actually the development quality of Human being relates to physical, biological, psychological, political and economical environment.

The dynamic of Human resources development take explicit cognizance of the positive and negative linkages with environment and thus provide a basic for intervening in the system as per the consider able of desirability and feasibility and the three phases of Human resources development, Human resources and management of Human resources development the perceptual interaction between the development and management of the Human resources determine pace and overall development of Human resources.

#### **Objective of Education As A Tool of Human Resources Development**

**3.1** = To find out Education can create knowledge, Skill, efficiency in Human resources.

**3.2** = To study an Education is able to cultivate skill and good productive qualities in Human being.

**3.3** = To find out an Education make efficient productive factor to Human beings as Human resources development.

**3.4** = To study the Human resources make support to economic development.

**3.5** = To explain that the Human resources development can remove poverty.

**3.6** = To study the Human resources development make population planning.

**3.7** = To study the elements of Human resources development are responsible for getting maximum output of goods and services.

#### **Human Resources Development and Economic Development**

The investment of Human resources development should co-operative to the economic development until further the increases of values of investment it will not beneficial suppose a person purchase a shares of any company at that company should provide profit on that purchased shares after getting whole profit to company accord to that the dividend will distribute on all selling shares.

If we want to make progress in Human life we should have to develop in our groups values for to developing the status in each and every person so for that it is essential to provide education to them properly because it is needful to economic development and to achieve / earn proper education to citizen is their fundamental rights.

The growth of population is the obstacle a ways came in to the development to make control on the growth of population is to needful in this current scenarios and for that it is necessary to give them education and make them as a productive factors and it is expected to our planning for development each and every factor every Human resources should have capable for to use available facilities, row, natural

ends and mechanism as use Human resource development it is one of the important factors.

#### **Human Resources Development and Poverty Removal**

In our in india near about 75% of people live in rural areas out of india has made a various plan to develop for big group of society out of india should have make effort to decrease in disparities in short land farmer and without land sc and ST but it should became unable to remove poverty so that it should make more each and every human factors to productive as for to the Human resources if we should have to make productive to human resources development so for that it is essential to provide them functional literal education in which that it can develop efficient , knowledge and approaches which are help to increase in production capacity information, knowledge, Education and literacy is directly related to productivity so for such message every social group of society will came to knows that literacy can develop productivity in human resources development and this approach will make standard of living as well creates in national integration, eradicates illiteracy and it can make remedies and solutions about child death and individual can achieve prestiaiges of productive factor Accord to all above alternatively literacy and Education can develop in Human resources development.

#### **Human Resource Development and Population Planning**

Growth of population can make unfavourable effects on Human resources development but only the control on population is not sufficient solution on them to make plan of population is one important work of Human resources development by observed the man power of society that it can make a foresight how many are need full to develops to the societies according to that our educational system provide proper and utilized education for the child accord to this education creates good and productive capacity in the citizen Human resources development uses in various capacity and various medium as well proper plan and Human resources development raised a standard of living of our life.

#### **Elements of Human Resources Development**

Dr. VKRV Rao lists five elements of Human factor which are responsible for getting the maximum output of goods and services from available facilities and materials in puts these are as follows.

#### **Technical Skill**

In the word of Dr. V.K.R.V. Rao demand production of skill have to be identified in them and types of training required in the academic course it involve the education which create a proper attitudes values and expected information knowledge efficiency in Human beings that raise productivity and number of person required by different catagories and point of time at which they are required

#### **Human Motivation**

Education is one important tools for Human resources development not only skills are to be attend to is not sufficient but also there are need to motivate to the skills of Human resources which will draws the required persons to attain these skills and to work with efficiently in the books of harison educational

planning and Human resources development is inter depend to each other for the development of citizen it means that proper motivation can be earned by a proper getting remuneration on the basis of work has been required.

#### **Organization and Management**

Third factor Dr. Rao point out is that organization and management both Human and material resources have to be organized in order to get maximum output lays on training in modern management teachers, big industrial and technical pharmaceutical and business concerns further one aspect of management and personal is that of Human resources relation for Human being will always differ from machine and consequently must be treated in Human way land like machine.

#### **Utilization of Unemployment and Under Employment Management**

As a lot of wastage occurs due to under employment these problems call for urgent solution vocational guidance services should take care of those who are likely to be under employed it should fore forestall employment by helping in correct placement so that Human talent is develop to its maximum where it exist and is then put to productive use guidance services must also correct their activities with the total planning of man power need and protection's as for solving unemployment it is a burning problem of today in our country and its are needed here .

#### **Planning Techniques**

All kind's of techniques need to employment in planning development of resources there is need for science logic and economic parts have to put their need together and evolved practical of realistic plans which attend to putting all the resources and to use such will increase production of foster other national goal planner most have knowledge for sight skills patiences tenacity enthusiasm of responsibility together.

#### **Conclusion**

It is the business of education to attend to all these elements science education seek to develop the human person human resources development an organized learning experience within given period of time with the objectives producing the possibilities of performance change Human resources development is a man center approach in which the Human being is seen as end in itself rather than as a means to other development ends adequate intermission and understanding concerning present and possible future inputs are the investment make for bringing about change.

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