

Critical Review Of Past Literature On Human Resource Development In The World

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ABSTRACT: Human resource development is the process which improves capabilities of all the people in world which further improve the world economy. Without human resource development the development of the world is impossible. Seeing to its importance the critical review was arranged and twenty five studies were purposively chosen from the literatures, to analyze the role of human resource development in the world. Thoroughly 20 times the past literature were reviewed and analyzed the situation. The results indicated that human resources are the source which practically involved in different activities of the world economy. They produce products for their survival and earn the money which latter on spent on their expenditures, facilities, enjoyment, shelter, clothes and on self respect in day to day life. Human resource development is the training of human which improve their skill for work and performance because to perform well in their field to produce more than before and earn more after training. After training income is improved which boost the socio-economic conditions of the concerned trainee? They spend the money on their children education which further improve the standard of living, attitude, political stability of the human being in the world. The study further explained that education particularly primary education has a vital role in human resource development. The educational institutions after training supply capable labor to industries and to other sectors of the economy which play important role in gross domestic product growth. Subsequently the study further shows that the main hurdle in human resource development is the poverty which make slow human resource development program in the world due to lack of fund. On the basis of findings the study recommend that human resource development program should be speed up in the world; Free base skillful training and free education should be provided to all community in the world; Scholar ship should be multiplied by all government in the world community; Scientific institution should be established in the world for formal education. Funding Agencies IMF and World Bank help for fund provision is required for uplifting the program. The program should be focused highly on below the poverty line community for poverty elevation in the world.

Key Words: Critical Review, Past Literatures, Human Resource Development, World

1. Introduction

Human Resource Development is the process of increasing, knowledge, skills and capabilities of all the people in society. Human Resource Development is learning experience, specifically training, education, and development which organized and provided by employers during certain periods of time in order to encourage improvement of performance and personal growth of employees. Human Resource Development is a change in skills knowledge, education, attitude, self-awareness and motivation to perform and act differently. Human resource is the view to helping the people in lead fuller and rich lives less bond of tradition Human Resource Development are believed to be the most develop in many ways and forms. One is the formal way education which starts from the primary education continuing through various form of secondary education and then culminating to higher education. Second one which is obtain through developed in jobs through systematic or informal education programs and through various membership of political . social, religious and groups activities and a third the most important way is the self seeking , experiences, greater knowledge skills or capacities through other operations on their own initiatives such as reading or learning from other informal contacts. The main idea of. Human Resource Development is especially concerned with five kinds of changes. First change in skill (the ability to perform), secondly change in knowledge (idea about something), Thirdly change in attitude (feeling and emotions), Fourth is awareness of self (present way of seeing) last but not the least change in motivation to

perform(desire to act). Human Resource Development is the multidimensional, it includes areas like population, women's development, child welfare, broadening employment opportunities, expansion of education, and health facilities. Clean drinking water, promotion of agriculture, food and nutrition, combating narcotics and improvement of the environment and other important targets. Development is the process of improving quality of all human lives . Three equally important aspects of development are :(a) raising peoples standards of living levels i.e. ,Their income and consumption of food , cloth ,shelter , education etc, through economic growth process; (b) Creating condition for the self esteem of the people through the establishment of social , political and economic conditions which are responsible for the promotion of human dignity and respect; (c) increasing the peoples freedom to choose by enlarging the range of their variety of consumer goods and services.Development can be said that a change in a particular area positively and surrounding area through which they are interrelated such as Infrastructure , education , health facilities , employment generation , sustainable livelihood and most importantly friendly environment. During the time period of 1950 s and 1960s the term development was used to describe the rise of GNP, but after two decades it was signaled that there was wrong with the definition of the development .Because many developing countries realize that in spite of being achieving economic growth of the following the targets of living of the mass of peoples remained unchanged in most part .A number of economists and policy makers called for "Dethronement" of GNP and the elevation of direct attacks of the

widespread of absolute poverty, inequitable income distribution . Rising unemployment and under employment. Thus in 1970s economic development was redefined in term of reduction of poverty, inequality and unemployment to the context of growing economy “Redistribution from Growth” becomes a common slogan. Now GNP is no longer regarded as the measure of the development but the widespread of the development it is not just the income of the people but of the people’s choice such as Education, Good health, Political freedom, Cultural Identity, People’s choice , Community participation, Environmental security and many others areas of the human wellbeing . As Development must be the entire security not on the individual economy and peoples must be the centre of the interest. In order to fulfill these goal there is a new approach has been introduce as “Human Resource Development”.The most important source for the development in Pakistan is the human resource development. If it is properly given priority then it is the mightiest force in our culture, economic and social development. Unfortunately in Pakistan this concept is thrown in pieces and put at least category as possible for not understanding the importance and potential of the Human resource development, this should be at higher priority in the agenda and lot is done to bring at higher level respectively. Various rural support programs have been started for the development of the rural peoples as well as for the development and importance of the Human resource development in Pakistan. Including Agha Khan Rural Support Programme (AKRSP), Baluchistan Rural Support Programme (BRSP), National Rural Support Programme (NRSP), and Surhad Rural Support Programme (SRSP) etc. Seeing to its importance the present study was arranged to critical review the past literatures to examine the role of human resource development in the world.

2. Materials and Methods

Human resource development is the process where training was given to human being for improvement of capability in the field. They get training and perform duty in their field and produce more production than before. The present study was arranged and total 25 studies were selected on the basis of rich material. Thoroughly 20 times were reviewed and analyzed the situation and recorded the report for the beneficiary of the world.

1. Critical Review of Past Literature

Tetlay and Ali (1988) investigated that wheat was major crop in the northern areas and it has some dual purpose as grain is used for human consumption while the straw is used for the purpose of the animal fodders. Wheat straw is stored and fed throughout the year. So as the maize is used for the dual purpose as well as it is used as fed source in winter when the feed situation is severe. Traditionally maize residue management is not efficient and maize stock and grain are dried by farmer and used by farmers and animals respectively. The study recommended that NGOs might play a vital role in enhancing crop yield effectively and expanding production through proper training facilities and improved farm inputs to the farmers. Corner (1990) stated that human resource development is the process where human capital are trained and then they

participated in the field activities which improve production in the field. It play key role for the elevation of poverty in the developing countries, and offer a useful framework for the reduction of the poverty elevation. The study recommended that education particularly the primary education is the most effective form of human resource development. Griffin & Knight (1990) studied that sufficient funds investment in human resource development can accelerate the economic growth of the country which latter on reduce inequality and poverty. Furthermore by raising the capabilities of people, human resource development is called development the real development of the country. Machethe (1992) reported that least development countries development is based on agriculture and training to farmers play key role in the development of agriculture, so this the human resource which is trained and is applied in field which increase per acre productivity of the crops and improve the economic growth of the country. Yassin & Mohammad (1993) studied that the poor and least developed country can be empowered to develop their own idea through human resource development approach. Mamgain (1994) told that most sever problems underemployment and unemployment can be handled by human resource development. Khalil & Ilyas (1994) study reflected that the recognition of women’s role in household income production, and the issues through which women sense severe in the life such as education, health care, & human resource development as the most important factor in the women’s advancement. Gessesse (1994) study showed that human resource management is required to aid the resources, including the need to upgrade skills at high level. Parsad (1994) suggested that the training is an important aspect for the transfer of technology and improving human resources. Presently training institution should be strengthened & well planned system of training must be developed for advancement of the country. Mclean (2001) discussed that the Human resource development helps to serve the humanity while not only HRD affected the community and social issues, but also suggested how the HRD would become an important tool in the alleviation of the society, in most pressing problems around the world. Shariff (2001) and Bangalore s considered that IT capital of the world over one million nearly 20% of its population lives in the poverty and slum. In the response to this 20 professional laid a charitable trust in late 1980s for the development of the slum people. The trust invested in a commercial property providing a source of income. The income spend on education of children , whereas the parents providing 20 cent a day (Because the children 8-12 year of age earn after dropping out of school to work to provide the basic necessity of her or his family) each day the child come from school instead of working . Many of these student are graduated from the respected disciplines. The trust assets in the volunteer for the health care and hygiene care. Also help in microfinance to set up there small business. Public sanitation were also built and maintain. Imtiaz (2001) Stated that human resource development is the process in which it can be improved through continuous improving their skills and knowledge and by this way the means of training formal and informal. In general motivation of these potential enabled the local

communities to shape their own future and face the challenges of the coming problems. Bown and Ostroff (2004) studied that Human resource development enhance the probability of the workers which adopt and pursue long term goals and support a more positive effect on achieving goals, eventually increasing both workers job satisfaction and effect appraisal of work event eventually increases both workers job and effective organizational commitment HRM system and Human resource development sends signal to allow them to understand the desired and appropriate response expected of them to the work place. Cho (2004) told that the application is focused on HRD at the nation level around the world, resulting in the increased result in the topic both Academy of human resource development and University forum of human resource development providing an integral part in providing regional conference initially in the middle east and northern Africa which lead to global summit to focus on this topic. Asankanov (2004) told that human resource development improve the graduate level education management. In this process support was given to the educational reform bill for kindergarten, public school budget, entrance exam and so on. This process was carried out for the improvement of education. Budhwani (2005) discussed the storey of the northern village where the agha khan development network was started to enhance the lives of the people specially Isamili community of the village in a culturally manner. The outcome of the project was to improve the role of the women, health, and health care. Reduction of the poverty and improve the education of the children with in the village. This project is being extended to 1100 villages in northern Pakistan because of the successful outcome of the project was observed. Yamill (2005) discussed the story that a village located outside Bangkok in which the farmer community cannot compete with the changing technology through which community is facing adverse effect on the community economy by the time being some of the student from local university in collaboration with the administration authority joining with the school, villages, and Buddhist they came across with the village history orally and other dimensional artifacts with the floating of the local merchants and farmers all which are displayed in the new museum which are associated with the temple with the help of the museum expert the village affirmed and the economically gradually strengthen through the process of the HRD. Budhwani (2006) told that how the Jammatt khana a community for the Ismaili Muslim that serves in the community centre in the Minnesota state, had used and currently being used in the development of their community both internally and externally. This finding showed that volunteer working was the core concept of the HRD. He further said that HRD helps for the developing leadership, providing career opportunity, women's development, supporting social activity bringing together the community member over the world, financial consultation. Providing literacy, training and improve many other community development aspects all which have improved for the development of the community. Kapoor (2006) discussed that the increase prevalence of globalization is driven by a number of factors. Including the shortage of talented in the developing countries. Despite the current situation of economic down term and

unemployment is more in developing countries. There will be shrinking of talent in the developing and developed countries to overcome this alarming different. Multinational enterprises are changing their policy to overcome. Human resource development should be the focus on organization that are long term condition to attract, develop and retain high performing employ. Mansoor et. al (2007) study reflected that HRD programmed of SRCP aimed at the building the capacity of the farmer at the village level to increase their income by different mean of livelihood strategies. Their main goal was for the sustainable social and economic development. Mainly imparted to manage village based organization and natural resources. Before the training the result was far apart before & after the training. The production were low and only two crops were grown after the training 100% increase production and multiple cropping were started in the study area. Yamnill (2008) told that Wat Panyanantaram the Buddhist temple located in Thailand. In 2002 was selected as the outstanding Buddhist temple. The abbot of the temple was well known for the use of HRD in the upbringing of the moral, community and social development. The primary tool of HRD were assessment, leadership developing, training (formal and informal) and development through instruction. Alejandro et. al (2008) stated that the natural disaster become a common event in the recent year and analyzed the impact on the human development index and measure of poverty. They told that they could not control the natural disaster but they only make the people to self esteem and make them vulnerable to stable after disaster and to overcome the natural disaster. The paper has made a contribution to debate on the impact of increasing natural disaster events. As such events reduce social indicator at the local level and more focus on those under the poverty line. Guest (2011) study reflected that the three important aspects of the organizational practice highly contributed to nation. Research in the relevant field for individual, strategic implementation system and outcome of the organization. Asadullah (2011) study showed that human resource development had contributes knowledge with respect to the agriculture, livestock, social forestry, pest control, fruits and crops to farmers which enhanced the productivity of the agriculture and raised income of the community. Nguyen (2017) concluded that the development of the human resource development for the project implementation play a vital role. It indicated that human resource development enhanced yield and improves the livelihood.

2. Conclusion and Recommendations

The study concluded that Human Resource Development is important for development of a country and without this the development of the country is impossible. Every country of the world want to multiply human resource development programs while due to lack of fund the program failed and not reached to successful point. So the study recommend that human resource development program should be speed up in every country of the world; Free base skillful training and free education should be provided to all community in the world; Scholarship should be multiplied by all government in the world; Scientific institution should be increased in the

world for formal education. Funding Agencies IMF and World Bank help for fund provision for human resource development program in the world is required.

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