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## Human Resource Development & Higher Education.

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### ABSTRACT

Human Resource has been the most crucial and valuable resource for establishment, successful operation and sustainable development of any organization including industrial organizations. And human resource is the only resource among various resources that can be developed with some systematic efforts and with some system. The countries which realized the important role of human resource in developmental activities of a nation have made sincere and systematic efforts to develop human resource and those countries are being recognized as developed countries and such countries have been playing dominating role in at the global level. Hence human resource development has become most important task of not only in the industrial organizations but also for the governments of the nations in the globe. Every nation has a separate ministry, known by different name in different nation, for developing human resource as required by the respective nation. The Union government of India has Ministry of Human Resource Development exclusively for the developing human resource. The Ministry of Human Resource Development has been implementing various systems, including Higher Education for the task of human resource development. The present articles deals with the study of Indian Higher Education System in the process of human resource development.

**Keywords:** Human Resource, Human Resource Development, Higher Education.

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## Introduction

A nation can be built only by Human Resource not just people, history revealed. The countries which realized long back, the important role of human resource in nation building made systematic efforts to develop human resource through higher education have been playing today a dominating role in the world. The nation with large number of human resource can be known as the richest nation. India being a young country can become one of the richest countries through the systematic efforts of human resource development activities. India is recognized as the Youngest Country in the world due to largest young population. It is the opinion of young India and the young generation is convinced that a better India can be built only by building 'better people'. The Economic Times invited the opinion of few young entrepreneurs about nation building ideas. The young entrepreneurs narrowed down one theme i. e 'empowering young people.'(The Economic Times, 13<sup>th</sup> March 2014) And the young people can be empowered through education in general, through quality higher education in particular.

Human resource is the only resource which can be developed with systematic efforts and activities. Higher education is one such activity which can convert population into human resource. India's strength in the world today is its young population, 421 million between the age group of 15 -34 years, (2011 census). This population constitutes around 35 percent of the total Indian population. This population has the huge capacity to take up some task and some responsibility provided they are developed through quality higher education. Out of these 421 million young population, only around 143 million belong the age group of 18 – 23 years, this is the age group is eligible to enroll for higher education. However, only around 14 percent of the eligible population was enrolled in higher education during the year 2012.

## Objectives of the Study

There have been joint efforts, by the governments and by the private sector, to establish and run the educational institutions of higher education to develop human resource. Quantitative growth, both in institutions and enrolment has been unprecedented during the decade 2001 to 2010 in the country to develop more and more human resource to fulfill the demand of job market. But the higher education sector has been able to develop very less percentage of human resource. The present study is done with following objectives.

- To analyze the basic reasons for developing less percentage of human resource by higher education

- To make suggestions to the stake holders of higher education to improve higher education for developing more number of human resource.

## Methodology

The methodology used for the present study was mainly based on the secondary source of information and personal observations of the writer in the area of higher education. Lot of recent and correct information was available on higher education and the institutions of higher education from authentic sources. And this information was found to be sufficient for the present study. Information and communication technology (internet) has been a great use in this regard to collect requisite information. The apex bodies of higher education like MHRD, UGC, AICTE and few other statutory bodies on education have been displaying regularly the current data on higher education on their respective websites which was great use for the present study. Many academic and government organizations have been conducting research on higher education, on various issues and the research reports were published which were used as secondary source. Proceedings of various Conferences and seminars which were related to higher education and human resource development were also referred as source of information.

## Scope of the Study

The present study is confined to higher education which is imparted to the youth population of age group of 18 to 23 years. Prime aim of higher education is to develop human resources who will take up certain job of the society and help in building the society. Higher education is at the apex of Indian education system in which certain job skills are expected to develop during this period. The activities on human resource development are varied and they are conducted continuously. Human Resource Development activities conducted by the employers for their employees to enhance working skills are not considered for the present study. Higher education is considered for the present study, as most important tool of human resource development. If higher education system plays its proper role in converting population in to human resource, the process of human resource development in the organizations can become easy and less costly. Hence higher education is considered as the base of human resource development. Hence the present study is on higher education as a means of human resource development. All the courses of higher education, science, technology, management, medical and other allied courses are considered for the study.

### The Scenario in Higher Education

India's higher education system is one of the largest education systems in the world in terms of total enrolment. There were 634 various types of Universities including state universities, deemed universities, central universities, private universities and degree awarding institutes to develop human resource. The system was imparting higher education to around 20 million students with the help of around 35539 affiliated colleges by the end of 2012. The universities and the affiliated colleges are managed by both, the governments and the private sector. However private sector has a dominating role in higher education. Gross enrolment ratio was around 14 percent of the related age group (18 to 23 years) population by the end of 2012. There were around 10 million students, out of 20 million enrolled for science, commerce/management, engineering/technology and medicine courses together during the year 2012. But the other side of higher education has been discouraging and consequently affecting adversely on developing human resources.

- The Maharashtra Public Universities Act 2011 (revised) has urged that **'there is a need for the relevant and quality education with appropriate skills'**
- The central government has designed a strategy **'Rashtriya Uchchatar Shiksha Abhiyan'** (RUSA) to transform higher education (quality improvement)
- Decision to establish Model Universities in each state and Model Colleges in each district to make higher education quality conscious
- The Bright students who don't get admission in prime institutes in India, enroll with foreign universities considering higher education in those universities is more relevant and globally competitive.
- Around only 20 to 25 percent of the engineering and management graduates are employable, 75 percent were just degree holders during the year 2012-13
- Around 40 percent of the seats of Management and Engineering courses are vacant during the academic year 2013-14 due to non availability of eligible candidates
- Many rural colleges have been functioning with very few number of students for just their survival and to retain their existence.
- None of the Universities and Institutions from India is in the list of top 200 Universities/Institutions in the world
- Very less number of Universities/colleges (institutions), around 200 out of 634 Universities and around 5500 colleges out of 35539 affiliated colleges got accredited either from the National Assessment and Accredited Council (NAAC)/ National Board of Accreditation (NBA) by the end of 2012.

- There has been paucity of good and qualified faculty in the Universities and Institutions.
- Deteriorating ethical and morale values is being experienced in higher education due to which the main objective of higher education, human resource development is diluted

To conclude from the above mentioned points, higher education has been very less relevance for the process of human resource development. To make higher education effective for human resource development the following suggestions are made

#### Suggestions

**Good Governance:** There is an urgent need of good governance in the universities and institutions of higher education. Good governance may be self-governance or imposed by the governments. Good governance has become prerequisite to make higher education useful for human resource development

**Attract good faculty:** Quality institutes of higher education be built by great (good) faculty. Good faculty can develop human resource. Incentives and autonomy are key element in attracting good faculty.

**Improving existing Institutes:** A large number of institutes of engineering and management education and the colleges from rural areas are being underutilized due lack of students and there is need to make economic use of these institutes by improving them.

**Transparency:** Higher education system consists of various subsystems like getting permission from the government, affiliation from the university, recruitment of staff including vice chancellor and principal of the institution, getting approval, examinations and so on. Transparency in all these subsystems will create trust among the people who work together at various levels in the hierarchy of higher education. And the trust can bind together all stakeholders which can to bring improvement in higher education

**Coordination:** Various types bodies regulate higher education, like UGC, AICTE, DTE, NAAC, NBA, state and central governments, managing committee of an institute. The different types of universities, central universities state universities, private universities, deemed universities, open university, autonomous institutes, institutes of national importance, private colleges, aided and unaided colleges, minority colleges etc are involved in implementation of education system in the same country. All these universities and institutions work independently and regulated with separate set of rules and regulations. But there is a need of coordination among various organizations to bring sustainable changes in higher education.

**Effective Implementation:** The policies at various levels, government level, university level and institute level

seems to be good but due ineffective implementation desired changes in quality enhancement are not being achieved. The university has a policy, a college principal should be recruited through a selection committee nominated by the university and only competent candidate should be recommended by the selection for selection. But in reality this policy is not implemented effectively and the colleges are getting incompetent principals and universities are mismanaged due sine incompetent vice chancellor is recruited

**Reforms in affiliation system:** Affiliation system of colleges to universities in many cases has become just a formality and in some cases it has become lengthy. Reforms are required in this system so that transparency and timely completion is being brought in

**Industry Sponsorship:** class room teaching in higher education need to be supported with practical learning by doing internship. Faculty members should get opportunity to visit the companies to understand the corporate culture which will help them in class room teaching. The corporate sector should sponsor few institutes as per the available resources to make higher education more practical oriented

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