

A Review of Human Resources in Higher Education

Anju Singh Parmar^{1*}, Dr. Arun Kumar Jadon²

¹ Research Scholar, Shri Krishna University, Chhatarpur M.P.

² Professor, Shri Krishna University, Chhatarpur M.P.

Abstract - Even if many other elements of the evolution process are important, man is the central one. The actions, controls, and aims of man lead other variables in the appropriate paths. The progress is influenced by his level of education, intensity of effort, energy, quality, value, skill, and knowledge. As a result, cultivating one's own people is crucial to a country's progress. Education may be defined as the process through which a group of individuals acquire information, skill, value, belief, and habit via the mediums of group discussion, instruction, and study. A powerful country, self-sufficient in economics, non-corrupt in character, and scientifically-minded, may be built on a foundation of education, which is a social process responsible for influencing the collective behavior of individuals. Human resource management (HRM) is essential to the success of educational institutions if they are to achieve their declared missions and objectives.

Keywords - Human resource, Education, educational institutions, skill and knowledge.

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INTRODCUTION

The term "development" refers to a natural part of the human life cycle. This is a definite point in one's development and progress. The term "development" refers to any progress made in improving the human situation. The course of progress is determined by the thoughts and consciousness of its citizens. The extent to which they are developed depends on their efficacy, productivity, inventiveness, and organizational activity. The development process includes many other aspects, but man is central to them all. A man controls, governs, and guides the course of events. The progress is influenced by his level of education, intensity, energy, quality, value, skill, and knowledge. So, developing one's people is crucial to a country's progress.[1]

As a species, we have an abundance of resources such as intelligence, originality, skill, and monetary worth. Human growth is essential to national progress. Humans are seen as a resource because of their ability to take use of other resources. Nations' wealth, money, and natural resources are the "passive components of production," as prof. Frederick Harbison puts it. Human beings are the driving force behind economic growth and national development; an economy that fails to invest in its people so that they have the knowledge and expertise to accumulate capital, exploit natural resources, construct a social, economic, and political

order, and advance their nation, will stagnate. People are a country's most valuable asset for fostering its economy and society.[2]

HUMAN RESOURCES IS THE ESSENCE OF DEVELOPMENT

Human resource management focuses on building up the HR department of a business. Human resource and development are the primary components of the phrase human resource development (HRD). Human resources, often known as HR, are an organization's most valuable asset since they include not only the knowledge, creativity, skill, skills, and aptitudes of its employees but also the values and advantages of each individual employee.

Rather, development entails fostering an employee's growth so that he or she is better equipped to carry out the duties of their current position as well as any future ones. Human progress is essential to a nation's prosperity. Human resource development (HRD) is the process of developing and maximizing an organization's human resources to better meet the needs of both the business and the community. Human development refers to the process of fostering the growth of individuals and communities that are conducive to the flourishing of human potential. Human resource development, as

defined by Leonard Nadler in his book "HRD," is the organization's ability to harness the skills and enthusiasm of its employees to advance its mission, vision, values, and objectives. Human resource development, from the perspective of an economist, consists of capital assets, labor productivity, and skill information. From the perspective of a sociologist, there may be an infinite number of social connections open to a society as it grows and changes.[3]

All other assets pale in comparison to a company's human capital. These days, workers have a say in more than just their tasks; they're also involved in management, policymaking, and decision-making initiatives. Thus, it is crucial that the worker get enough training. Having a staff that is both educated and skilled is essential to a company's success, and when that workforce is paid fairly, the company as a whole benefits. Human resource development (HRD) encompasses a wide range of topics, including but not limited to: educational attainment; workforce skill; population health; and a system of employment rules that equips firms with people who possess the right combination of skills and the agility to swiftly respond 3. Human resource development, or HRD, is focused with creating a work environment, culture, and culture that is lucrative, effective, and reconciling through developing people's skills, preparing them for change, and increasing productivity via quality improvement.[4]

If a country can't invest in its people to improve their skills and knowledge, and then put those people to good use in the national economy, that country will never advance. In his book "Principles of Economics," economist Alfred Marshall argued that human capital is the most worthwhile kind of investment. The rise of knowledge, work, technical innovation, and the desire for information in connection to globalization are major reasons for the elevated status of HRD in attaining socio-economic development. Human resources are what a society has in terms of its people, according to Thomas Malthus. There would be little progress without a knowledgeable and competent labor force. In reality, a country's ability to invest in its people's education and professional development will be the most important competitive advantage it has when trying to grow an organization.[5]

Attain progress without spending on people. It is possible for every organization to reap the benefits of a strong human resource if they implement the following practices:

- One major benefit of HRD is the improvement in individual competence and ability. It's a great way to increase one's skill set and horizons. Knowledgeable and competent employees are crucial to every company's success.

- When a company has qualified people working for it, it may improve its practices, culture, technical expertise, and morale to meet the problems it faces.
- A company's output might rise thanks to quality improvement. When efficiency is tied to productivity, both improve.
- Four, efficient assets will have to adapt to the ever-accelerating pace of technological development by way of study, innovation, profit enhancement, creation, and acceptance.

EDUCATION AND HUMAN RESOURCES DEVELOPMENT

Education is the process through which a group of individuals acquire information, skill, value, belief, and habit via the dissemination and practice of knowledge and research⁵. A powerful country, self-sufficient in the economy, without corruption in character, and with a scientific mind may be built on the basis of education, a social process responsible for transforming the collective behavior of individuals. A person's full potential can only be realized via education. "Education is the formation of sound mind in a sound body," Aristotle said. An individual's physical, mental, moral, and social capacities all flourish in tandem with their educational experience. It's a powerful motivator for boosting people's skillsets so that society and the economy may advance. An advanced nation is one with a robust educational system. One of the most important contributors to a country's development is the quality of its educational system, since it teaches its citizens how to use all of society's resources effectively. Human resources include people's vitality, competence, and limitations; Thomas Malthus argues that knowledge, information, and invention are mental assets of these things. One of the most important factors in progress is educational attainment. Without investing in its people, no country can ever achieve sustained progress. The more people are educated, the more productive, creative, and successful their businesses and technologies will be.[6] The following are some of the many ways that education benefits people: -

1. **Opportunity to make a decent livelihood:** Professional courses provide an option to make a decent livelihood by doing jobs or business with the skill obtained from studies in subjects like medicine, engineering, law etc. Hence, education is the prime factor for people in developing countries to improve their living standards.

2. **Ability to serve society:** Education also helps to raise the number of medical experts, engineers, teachers etc. We need a

nyomedicalandotherexpertstoprovide services to the large population of the world and only with the help of education, we can easily generate skilled personnel.

3. Improvement in technology: The food production, medicine, electronic gadgets, automobiles and other luxury items were developed due to the spread of science and technology among the professionals through studies.

4. Support for the economy: The means of economy and money-making have changed with education. It is the main cause to raise employment opportunities all over the world. Without education, a person can only perform lay jobs using his hands and legs but due to education, he can work using his brain. The advent of the internet, software and other technology-based money-making options could thrive well only because of education. The modern technology is worthless and has no use where the people are not educated. In this technological world, the huge income generation is only possible due to only the higher education system.

5. Development of maturity in youth: Maturity as a goal in education has always been a major objective of the educational institution. The youth get matured by proper education and training. It is also the cause of discipline, self-control and a sense of responsibility among the people. The crime rate and other social violence may also be reduced by providing proper education to the general public. Education makes a person independent and he can earn his bread at any place in the world without being dependent on his family.

Better competitiveness may be achieved by increased investment in higher education. There would be no significant advancement in any of these areas without the existence of higher education institutions. If India wants to continue its rapid economic and social development, it must invest in its higher education system. As a result, it is able to provide qualified human resources that are both necessary and helpful.[7]

Energy for manufacturing, research and development, the development of the economy's foundational elements, and the improvement of social and governmental structures.

India will overtake China as the world's youngest country by 2030. Around 140 million Indians are enrolled in some kind of post-secondary institution. The Indian education system will produce one out of every four college graduates worldwide by 2025. Thus, it is crucial that we strengthen and enhance our higher education system. Our statutory professional councils are in charge of recognizing courses, promoting professional institutions, and releasing grants for undergraduate programs and various

awards, while the University Grand Commission (UGC) is in charge of coordinating and maintaining the standards and releasing grants.[8]

AIM OF DEVELOPING HUMAN RESOURCES (HRD)

Human resource development, or HRD, is an organization's deliberate and methodical efforts to help its employees acquire and hone the knowledge, abilities, and attitudes they'll need to do their jobs now and in the future. Human resource development, often known as ERD, is the process by which a company builds its human capital by providing its workers with opportunities to learn and grow professionally. Human resource development's end goal is a more productive workforce. [9]

Hence, HRD's goal is to foster growth in knowledge, abilities, and performance in the context of work in order to promote long-term human flourishing. Human resource development, or HRD, is aimed at helping workers better themselves so that they can contribute more effectively to the organization's goals. Human resource development focuses on three primary areas: management of existing employees, enhancement of current services, and professional growth. Human resource development (HRD) entails a wide range of activities, including but not limited to: manpower planning; correct selection of people; motivation; training; upgrading human capabilities; assessment of performance; and care for employees' well-being.[10]

Advantage Of Higher Education

A person's ability to contribute to his own and the country's social and economic development, as well as to his own personal growth, is greatly enhanced by the knowledge and experience gained via higher education. The standard of living and social stability in a country are certain to rise as literacy rates rise. Several variables are positively correlated with obtaining a college degree, and some of them are listed here.

Higher Education and Labour Market

As cultures have progressed, so too has the vocational makeup of every economy. It's important to have the right education, experience, and certification for your position. That's why there's such a strong link between degrees and job prospects. The primary goals of formalized learning at the tertiary level are to qualify students and help them grow and improve their existing abilities. These abilities qualify one for a certain position, and the subsequent boost in production is rewarded monetarily by the company. "Higher education has been considered largely as an investment that generates human capital," Schultz (1972) wrote. Skills and abilities are also improved

by attending a university. Because of the positive effects these skills have on productivity, employers tend to pay those who possess them more.

The Role of Higher Learning in National Growth

Higher education is crucial to the economic growth of any person, country, and community. Human capital is the most crucial aspect for the development of any economy, however there are others. The success of a country's economy depends on the quality and output of its labor force. Economic resources are only meaningful if individuals can use them to create something of value, as Amartya Sen put it. Without competent workers, it is useless to have access to resources. According to a 2010 research titled "Impact of Higher Education on Economic Growth in Pakistan," it was discovered that both the labor force participation rate and the skilled labor force had strong correlations with education levels.[11]

Higher Education and Society

There is no denying the importance of higher education to the growth of the human race and the economy as a whole. Higher education is beneficial for both the individual and society as a whole since it not only teaches one how to live one's own life but also how to educate others to live and how to make a better society. 5. Both Aristotle and Plato emphasized the importance of education to the flourishing of people and communities. In addition to enhancing individuals' quality of life and contributing to societal cohesion, education offers many other essential benefits. The Organization for Economic Co-operation and Development (OECD) found that college graduates were more likely to vote, volunteer, be politically engaged, and trust others than those with less formal education. Those with higher levels of education tend to live longer than their less-educated counterparts. A highly educated population is better able to contribute to society's growth because its members have richer, more meaningful lives that encourage them to keep fighting for their aspirations and realize their potential.[12]

Higher Education and Globalization

The unrestricted movement of money, products, and services across national borders is a hallmark of globalization, which also entails a broadening of focus beyond the borders of individual nations. Markets and communities may benefit from globalization. It aids in communicating across cultural boundaries⁶. It has the potential to enhance people's lives and livelihoods all around the globe. As it plays such a crucial role in our productive economy, its demand is skyrocketing all across the globe. The globalization of higher education allows us to investigate this phenomenon, uncover its driving causes, and ultimately provide a remedy to the

problem⁷. It paves the path for new possibilities to be seized. Students benefit from international education because it prepares them for cross-cultural communication and an awareness of global issues, trends, and markets.[13]

INTERACTION BETWEEN THE RATE OF LITERACY AND THE HUMAN DEVELOPMENT INDEX

India's Human Development Index values from 2015-2019 are shown in table below.

Table 1: Human Development Index for India during the Last 8 Years.

S.N.	Year	Human Index Value	Position of Indian HDI
1	2015	0.519	119
2	2016	0.547	134
3	2017	0.554	136
4	2018	0.586	135
5	2019	0.609	130

"Building individuals up by expanding their skills and potential is what we mean when we talk about human development. Life expectancy at birth, educational attainment, and health status are only two of the indicators that make up the Human Development Index. Our whole potential is tied to how well we can learn and absorb information. So learning is the only factor in boosting abilities like health and longevity. Literacy is the foundation for all aspect of personal growth. Education has been shown throughout history to be the cornerstone of nation building. Only those nations with very high literacy rates do well in the human development index. When individuals are educated, they are better able to complete their work and contribute to economic progress. Countries in development maintained strong growth thanks to spending on health care and education as well as infrastructure.[14]

The HDI is a statistical indicator of a country's level of economic growth and prosperity. Human development index components, including education, are closely related to overall development. It is the knowledge economy and the information society that will drive progress in the years to come. [15-16]

That's why everyone agrees that universities are vital to any country's progress. Only human resources, through concerted effort and action, may be grown. One such active process that may transform a population into useful human resources for society is education, particularly higher education. Higher education helps us cultivate the following traits in people, which are essential for turning them into resources:

a) Knowledge: Both broad education and specialized training in one's chosen field are necessary in every endeavor. A person's general knowledge encompasses their immediate environment, from their local community to their state, country, and the globe at large. When growing up, every kid picks up this broad base of knowledge via their experiences and formal schooling. The process of learning new things and expanding one's perspective is never-ending. Education beyond high school also has a significant impact on shaping a student's broad base of knowledge. Higher education is responsible for cultivating and disseminating the second sort of knowledge, namely specialized knowledge or competence. One advantage of pursuing higher education is that it gives you the freedom to focus your studies on the topics that most interest you. Higher education helps students develop a deep understanding of their chosen field of study so that they may become subject matter experts who can then put their training to use in the workplace. Higher education often provides students with a variety of subject-based stream choices, including biotechnology, engineering, medicine, business, and accountancy, to name a few.

b) Skills: Students gain both broad and specialized abilities as a result of their time in higher education. It's crucial to the pupils' growth as they acquire new abilities. The two broad types of abilities that students acquire throughout their time in higher education are described here.

Soft skills: Included in this category are the disposition to learn from one's experiences and the aptitude to adjust to novel circumstances. These intangible abilities are crucial in a wide range of fields and professions. Students need to work on these before joining the industry, thus it's crucial that they do. College courses are crucial to helping students acquire these abilities.[17]

CONCLUSION

Education seeks to mold individuals into citizens who will contribute to the nation's social, political, and economic growth, and it culminates in the art of self-imbibing for the mature adult. So, education transforms man from a flawed individual into a flawless one. A well-rounded education not only improves an individual's quality of life, but also paves

the way for future generations to seize new opportunities. There are a few ways in which academic credentials might impact one's chances of finding gainful work. First of all, they are not very appealing to employers who are less talented, less knowledgeable, and less educated. Second, persons with technical and vocational training have an easier time finding work than their general education counterparts. To conclude, a person's ability to move between jobs is mostly dependent on the quality of their education.

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Corresponding Author

Anju Singh Parmar*

Research Scholar, Shri Krishna University,
Chhatarpur M.P.