

# Youth Empowerment As A Human Resource Development Strategy

Mungulmare Kailash Lakshman<sup>1\*</sup>, Dr. Sonam Bhasin<sup>2</sup>

<sup>1</sup> PhD Student, Calorx Teacher's University, Ahmedabad

<sup>2</sup> Associate Professor, Dept. Of Home Science, Calorx University, Ahmedabad

**Abstract - The creation of jobs and employment, housing, schools and educational institutions, medical and health care facilities, agriculture, industries, nutritional needs, skill development of the people, and infrastructure like electricity, energy, water, gas, and cooking equipment are all important in rural areas. These regions need attention for the sake of rural residents, and young participation is crucial for their successful development. Young people's contributions to rural development are highlighted in this report. Identification of young, youth engagement, barriers to youth participation, the need for youth to play a role in rural regions, youth labor markets in rural areas, and an evaluation of the role of youth in rural development . The progress of a country cannot be separated from the success of its rural areas. The administration is dedicated to enhancing the talent landscape in the nation over the next several years in response to the urgent demand for skilled employees and entrepreneurs. The rising youth brigade of India calls for immediate action to mobilize the available and willing youth and man-power and make them competent persons.**

**Keywords - Youth empowerment, human resource development, strategy**

-----X-----

## INTRODUCTION

In contrast to the inertia of capital and natural resources, human beings actively amass capital, exploit natural resources, construct social, economic, and political institutions, and advance national development. A nation that fails to invest in its people's education and training, and then put those assets to work for the economy, will inevitably fail. As a result, people are the basis for the standard by which all other things are measured. Humans may be found if you look deep enough into any issue. Therefore, there is a lot of curiosity about the science of human behavior. Group dynamics in a social system have a significant impact on individual performance in the workplace [1]. Because so many experts in politics, economics, religion, and technology are so narrowly focused that they can't or won't see the big picture, contemporary man feels misled. Human resources are the single most critical investment any business can make in ensuring its long-term stability, growth, and profitability. When those who provide vital services go on strike, it becomes clear just how important human resources are, and the absence of programmers leaves computers sitting idle. Unfortunately, such an essential resource has been ignored up until now [2].

## Different Categories of Youth

The younger generations make up over 50% of India's population. There is a wide range of diversity within today's young Indian population, including both urban and rural youth, those from varying castes and other socioeconomic backgrounds, both sexes and those with and without formal education. Each subgroup has its own unique social, economic, religious, and political dynamics. As a result, they were all brought up differently and have different perspectives and habits. In a practical sense, knowing the different types of young people is useful. Students and non-students can be separated apart, and then further subdivided into activist and pessimist young. Students and young adults who aren't in school may both contain activists and pessimists. Based on the nature and degree of their estrangement, Omen (2002) categorizes Indian youth into three groups: the unexpected young, the activist youth, and the disengaged youth [3].

- The unanticipated youth
- The activists' youth
- The disengaged youth

In another way we can categorize the youth into the following three types:

- Rural Youth
- The Urban Youth
- The Westernized Youth

### National youth policy

In 1988, India created the world's first National Youth Policy. A proposal to create a National Youth Policy was first made in 1985, during the International Year of the Youth, by the Department of Youth Affairs and Sports within the Ministry of Human Resource Development within the Government of India. The elimination of youth unemployment has been identified as the youth program's primary objective by the National Youth Policy (1988). There has been no concrete effort taken toward the goal of ending or even significantly reducing youth unemployment. Once again, the National Youth Policy from 2003 was made to encourage youth people to take on difficult tasks. In 2005, the Prime Minister established the National Council for Skill Development (NCSA). The Government of India has made youth skill development a top emphasis in this council. Union Cabinet approved the replacement of NYP-2003 with National Youth Policy-2014 [4].

### Importance of Human Resources

Since the beginning of recorded history, people have understood that each individual has value to the larger community. The great Indian poet and scholar Ved Vyas wrote that "nothing is higher to man" in the Mahabharata. Also, "Man is the greatest truth of all, and there is nothing beyond him," as Swami Vivekanand put it. It was once claimed by Mao Tse-tung, the modern Chinese leader, that a country's people are its greatest asset. Early on in the development of economic, political, and historical ideas, the concept of treating people as assets became firmly established. As an illustrative case in point, consider the 'nine jewels' countries of King Vikramaditya, whose wealth and prestige were legendary [5]. Today, too, people are valued as resources in every industry. The sole shortcoming is that they have been shown as assets on the balance sheet of a country or an organization without being given a monetary value. Human capital was a topic of study for economists beginning in the 1960s. Around that time. The debate between the value of machines and the value of human labor was entered by Ambassador John Kenneth Galbraith (1960). He asserted unequivocally that a skilled and educated labor force was a nation's greatest asset.

In contrast to the inertia of capital and natural resources, human beings actively amass capital, exploit natural resources, construct social, economic, and political institutions, and advance national

development. A nation that fails to invest in its people's education and training, and then put those assets to work for the economy, will inevitably fail. As a result, people are the basis for the standard by which all other things are measured. Humans may be found if you look deep enough into any issue. Therefore, there is a lot of curiosity about the science of human behavior. Group dynamics in a social system have a significant impact on individual performance in the workplace. Because so many experts in politics, economics, religion, and technology are so narrowly focused that they can't or won't see the big picture, contemporary man feels misled [6].

### Need for development of Human Resources

In a progressive human society, progress is unavoidable. However, master planning is a novel approach. Harnessing human potential for the benefit of society and the economy, rather than individual gain, is its biggest challenge. The planned development is driven primarily by concerns for the public good. In 1947, on the cusp of independence, Mahatma Gandhi correctly expressed it as follows:- "Human equality and true national prosperity cannot be achieved by any strategy that prioritizes the exploitation of the country's basic materials over its potentially more powerful workforce. In the West, they prioritized a select few for positions of power and wealth at the detriment of the general populace [7].

As a result, their industrialization was no longer helping the poor in those nations and was becoming a threat to the rest of the globe. India might have avoided these catastrophes if its leaders had taken a cue from the West and embraced its best practices rather than clinging to their own economically harmful policies, which, despite appearances, were still in place. As far as India was concerned, real planning should involve making the most of her entire workforce and distributing her raw products to her many villages so that they can be manufactured into goods rather than sending them out of the villages or being exorted from the country and then being repurchased as a finished article at a high premium."

### Youth as the greatest Human Resource

Youth people are the world's most valuable resource. They stand in for a country's might, optimism, and potential. The future of every country relies on the shoulders of its youth, who will one day become its leaders and citizens. The Greek philosopher Plato understood the significance of a strong foundation in youth when designing his comprehensive system of education for the philosopher, the monarch, and the soldiers. Upanayana Samskara (Initiation ritual) in Hinduism is associated with the system of education and training for a lifetime profession, and it marks the important transition from infancy to maturity. But this

was something that was never shared with the lower classes. Youth people are the ultimate emblem of power because they possess qualities not found in any other age group: boundless vitality, boundless potential, a spirit of adventure, and a bubbling, giddy eagerness to try something new and different [8].

As a result, youth people are an essential component of modern civilization. U is meant to hasten the process of reshaping our economic and social systems for the better. Given the state of the country at the moment, it is crucial to invest more resources into helping youth people find meaningful, economically rewarding work. The youth of a country not only shapes its present but also its future. They are the only ones who can solve the problems that exist right now. But this is achievable if they have the backing of society and are widely accepted and appreciated. If their issues are addressed, and they are given meaningful roles in the job of national buildings, then they will be more likely to cooperate. They will be the adults of tomorrow and India's future depends on them. However, their abilities and motivations have been dormant thus far. We must utilize them methodically to construct the backbone of the nation. Once our rural children have the education, training, and inspiration they need, they will be able to contribute their energy and creativity to the greater good of the nation.

### **Problems of rural youth**

The youth of any country are particularly hard hit by the current economic climate, with unemployment and migration being their primary concerns. Youth people, unable to secure well-paying jobs in the official economy, frequently take jobs in the unregulated informal economy. One study predicts that by 2018, over 380 million youth people—"India's finest resource"—will be unemployed, underemployed, or disenfranchised because they have no way to put their talents to use. They used to work as farmers and those in related industries, but today they're more likely to seek out traditional employment. This is an unpleasant and discouraging picture. The majority of them expect the government to help them find work. The youth unemployment rate in India is three to four times that of the adult core age population in Germany. Along with extreme poverty, work options in rural India are quite limited. Youth people won't be able to save money or save for the future unless they have a stable job. Youth unemployment is a major cause of societal problems including depression, truancy, and even drug abuse and homicide. One study found that for every year a youth person is unemployed; their life expectancy drops by around five years [9].

However, many rural youths do not take advantage of the many opportunities accessible to them in agriculture and related fields because of widespread illiteracy in such regions, unemployment among educated youth, a lack of competent direction, and a

lack of desire and confidence. Similarly, most adults aren't enthusiastic about getting their youth involved in farming. They may occasionally feel that farming is a demeaning vocation. Over the past few years, opportunities for work in both the manufacturing and the service sector have emerged. Consequently, these places offer youth a bit more allure and financial reward. This trend of youth people leaving rural regions for urban ones has been confirmed by several studies. However, when thinking about India's future, it's important to focus on the country's rural youth and how they can be better equipped to alleviate population pressure, improve nutrition and the well-being of farm families, lead by example in group settings, and conserve productive resources in their environment.

### **Importance of human Resources**

A person's value as a social asset has been recognized throughout all of recorded history. A country's people are its greatest asset, as the late Chinese revolutionary leader Mao Tse-tung aptly put it. The idea that people should be valued as resources has profound roots in conventional economics, politics, and history. The priceless significance of the "nine diamonds" The realms ruled by King Vikramaditya is a famous case in point. Humans continue to be valued as resources in every industry. The sole shortcoming has been that they have been recognized as assets without being given a monetary value or being recorded as such in the balance sheet of a country or an organization. Economists as a whole started paying more attention to human capital throughout that decade. Ambassador John Kenneth Galbraith (1960) weighed in on the debate on whether machines or humans are more valuable. He asserted unequivocally that a skilled and educated labor force was a country's most valuable asset.

In his presidential presentation to the American Economic Association in 1961, Theodore W. Schultz criticized economists for failing to recognize human capital as an investment's return on that capital. Inberg (1982) agreed with Schultz's viewpoint and conclusion that human resources should be seen as capital in a study for Columbia University's Human Resource Conservation Project. Hunting and gathering natural resources, he concluded, are crucial to economic progress. Human capital refers to all the people in a country who have the potential to generate economic output thanks to their combination of traits and characteristics. Unemployment, stale skills, a dearth of job prospects for the elderly, the young, and members of underrepresented groups, ineffective personnel policies, and resistance to change all contribute to a waste of these resources [10].

### **Need for development of Human Resources**

In a flourishing human civilization, progress is unavoidable. Yet, master planning is a relatively recent concept. Harnessing human potential for the benefit of society and the economy at the expense of narrow self-interest is the country's biggest issue. The focus of planned development is on the public interest. In 1947, on the cusp of independence, Mahatma Gandhi put it succinctly: "Any strategy which exploited raw resources of the country and overlooked the potentially more powerful workforce would never bring about human equality or make the nation genuinely happy and successful. In the West, they prioritized a select few for positions of power and wealth at the detriment of the general populace. In the end, their industrialization was a blessing to the poor in those nations but a threat to the rest of the globe. To avoid these catastrophes, India needed to absorb and integrate the finest practices from the West while setting aside its own seductive but damaging economic policies.

For India, "real planning" would involve "the best utilization of her entire manpower and distribution of her raw products to tier numerous villages for manufacturing into goods rather than sending the raw materials out of the villages or out of the country to be re-purchased as a finished article at a high reinjure." We also remember the following statements from the first five-year plan, which highlight the need of giving proper attention to the efficient use of human resources: To better use the potential resources available to the community is central to the challenge of developing an undeveloped economy, and this is where economic planning comes in. But the economic condition of a country at any given time is a product of the broader social environment, and economic planning has to be seen as an integral part of a wide process aiming not merely at the development of resources in a narrow technical sense, but at the development of human faculties and the building up of an institutional framework adequate to the needs and aspirations of the people [11].

### Youth as the greatest Human Resource

Young people are the world's most valuable resource. They stand for the power, optimism, and future of a country. The future of every nation relies on the shoulders of its young, who will one day become its citizens and leaders. Plato, the Greek philosopher, knew that educating the philosopher, king, and soldiers from a young age was crucial to the success of his elaborate educational system. Upanyana Samskara (Initiation ritual) in Hinduism is associated with the system of education and training for a lifetime vocation, and it marks the transition from childhood to maturity. This, however, was reserved exclusively for the nobility. The energy and potential of youth are unmatched by any other age group; they are naturally exploratory and full of the kind of bubbling enthusiasm that only comes from trying something new.

As a result, today's kids are a powerful demographic. Its purpose is to speed up the process of transforming

society and the economy. Given the state of the nation at the moment, more effort must be made to provide the young with the tools they need to become socially and economically active. The young of a country not only determines its present but also its future. Only they can handle the problems of today. Yet this is achievable if they have the backing of society and are accepted by it. If their concerns are addressed and they are given meaningful roles in the process of nation-building. They are India's future adults and the country's hope for the future. Their abilities and potential have remained dormant, however, until now. We need to channel them in a systematic way to construct the backbone of the nation. If our rural children have the education, training, and inspiration they need, they will be able to contribute their energy and imagination to the greater good of the country.

### Social Development through Sustainable Rural Development

Only when all available resources are exploited equitably for the maximum output is it feasible to achieve sustained social development? The end outcome would be an abundance of individual competence and resources. The people's ability to fend for themselves would be guaranteed by this plan. The vast majority of India's people call rural regions home. Thus, rural regions must be given priority in any development efforts. "Rural development is the process of improving the living conditions of rural residents in a long-term way by making the most of available resources," There is a high rate of poverty, illiteracy, and ignorance among the rural people. Both urban and rural areas are hampered by a lack of necessary infrastructure and modern conveniences. They haven't been taking advantage of the government's programs because they have a more conventional view of development [12]. There are three dimensions to rural development. As a strategy, it encourages participation in all activities. The overall goal of this movement is to better the lives of rural residents by incorporating new scientific and technological developments into their formerly more traditional cultural practices.

### CONCLUSION

The youth of a country is its most valuable and active citizens. A seismic change in the demographic makeup of our country is happening right now. How successfully we as a country tap into the untapped potential of our young people will determine whether or not India can claim its due place among the nations. The majority of people in both communities were pessimistic about their future. Just around a quarter of those polled were pessimistic about their prospects. The advantages of living in a village were noted, including the advantages of an open, tidy, clean, and healthy atmosphere with fresh air and a lot of vegetation. The low cost of living and the fact that even the lowest of the impoverished could live well with the support of their neighbors were further



advantages. The increased pressures faced by organizations that place critical importance on human resources is the result of the increased research in the field, regardless of the contextual placement of HRM and HRD definitions. Human resources are pivotal to the success of businesses, communities, and even entire nations. To achieve peak performance, it is essential to invest in and nurture your most valuable resource: your people.

## REFERENCES

1. Abinaya, M. 2016. Effectiveness of the ODL Certificate Course – Organic Farming among Students. Unpublished. M.Sc.(Ag.) Thesis, AC &RI, TNAU, Coimbatore.
2. Alosio, 2011. Youth Empowerment for a Secure, Prosperous and Sustainable Future.
3. Anamica, M. 2010. Migration Behaviour of Dry land Farmers-An Expost facto study. Unpublished M.Sc.(Ag.) Thesis, AC &RI, TNAU, Coimbatore.
4. Anamica, M. 2013. Migration of Rural Youth - An Analysis. Unpub. Ph.D. Thesis, TNAU, Coimbatore-3.
5. Boban Paul, 2012. Adoption Behaviour of Vegetable Growers in Crisis Situation. Unpublished. M.Sc (Ag.) Thesis, AC & RI, TNAU, Coimbatore.
6. Boraian, M.P.2008. Empowerment of Rural Women: The Deterrents and Determinants. Concept publishing company, New Delhi.
7. Butt, T. M., M. Z. Yousuf Hassan, S. T. Sahi and M. Atiq. 2011. Role of Rural Youth in Agricultural and Rural Development: A Self Perceived Case Study of Okara District, Punjab, Pakistan. *Journal of Agricultural Extension and Rural Development*, 3(2):23-28.
8. Chikezie, N. P., J. Chikaire, C. O. Osuagwu and R. A. Ihenacho. 2012. Factors Constraining Rural Youths Involvement in Cassava Production in Onu-Imo Local Government area of Imo State, Nigeria. *Global Advanced Research Journal of Agricultural Sciences*, 1(8):223-232.
9. Sandra, M. 2011. What Do We Know About the Entrepreneurial Intentions of the Youth in South Africa, Preliminary Results of a Pilot Study.
10. Vaneetha, K.P.2016. Utilization Behaviour of Farm Equipment in Commercial Crops. Unpublished. Topical research, TNAU, Coimbatore.
11. Vanitha Chethan, 2012. Awareness and Impact of SGSY on Women Beneficiaries and their Attitude towards the Program. Unpublished. M.Sc. (Ag.) Thesis, University of Agricultural Sciences, Bangalore.
12. Vasumathi. 2013. Rural Women Entrepreneurship in Dharmapuri District of Tamil Nadu. Unpub. M.Sc. (Ag.) Thesis, TNAU, Coimbatore -3.

---

## Corresponding Author

**Mungulmare Kailash Lakshman\***

PhD Student, Calorx Teacher's University, Ahmedabad