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EDUCATION FOR HUMAN RESOURCE DEVELOPMENT

ABSTRACT

This paper aims to implore that education may be able to develop human resource in true sense. Much like money, human is also a resource, and we can educate it to develop human resource. Today is the age of development. Each country in the world is marching towards economic progress in a planned manner. In this form of development, each country plans its natural, human and other resources in such a manner that maximum benefit can be acquired. Education assists in this function. The more planned and related to economic life is the educational system in a country, the more rapidly that country develops economically. Education performs the function of making human resource efficient. For this it is required that education should be related with economic development. Today the contention of human resource development by education is accepted in all countries.

INTRODUCTION

1. EDUCATION AS INVESTMENT

By investment is meant such capital resources which are utilized in some profitable production, that is, what begets more profits than expenditure. We can say that when money is invested in some work with the objective to get more money in the future, then it is called investment. Education is called investment because the money spent on education is productive and it cause more production. The capital invested in an industry begets more capital in the future. In the same manner, the capital invested in education on school buildings, furniture, teaching aids, salaries of teachers etc., new methods and techniques are invented which increase production and benefits. It increases national income as well as per capita income and economic development of the country takes place. Thus the capital invested in education is got back by the country indirectly. The more is the capital invested in education, the more is the development of the country. According to marshall “ The most vulnerable capital is the one which is invested on

man". Several studies have been conducted on the expenditure on education and its outcomes. These studies have revealed that the expenditure done on education is an investment.

The capital invested on education can beget four types of returns.

1. Monetary return
2. Moneyless Return
3. Personal return
4. Social return

If an individual earns money after education, it is monetary returns. This income of an educated person is his personal return, but when his higher education begets benefit to the institution in which he is employed or the society, then it is called social return. It can be possible that the income of an educated person may not be high, but he may be very satisfied, then this satisfaction will be called moneyless return.

EDUCATION AS HUMAN CAPITAL

Education is called capital because it plays an important role in the economic development of a country. According to Marshall "The most valuable of all types of capital is that which is invested in humans. In fact education is human capital because it enhances man's ability and working capability. The following arguments can be presented for accepting education as capital:

- Human capital is capital in the form of physical labour as well as intellectual power.
- Education is helpful in economic development.
- Expenditure on education constructs trained and efficient manpower, and this manpower increases in national production and thus increases national income.
- The ability and working capability of an educated person increases to the level that he becomes able to earn more than the money spent on his education.
- Formal education is the most important tool among many tools of human resource capital, because it increases economic value of human capital.

NEED FOR CHANGE IN EDUCATION FOR HUMAN RESOURCE DEVELOPMENT

College and university education in India has prepared high quality scholars, engineers, doctors. Technicians, management workers and higher officials, who can be compared with the best scholars from the best universities in the world; but a large number of students passing from these educational institutions are such who possess bookish knowledge and degrees, but they lack practical knowledge and self knowledge.

Their language is weak and power of communication is limited, their attitude is narrow and they lack the ability to take over any social and national responsibility. The general educational level in the country is low and much emphasis is not laid on the practical and experimental aspect in specific education. So it is necessary to effect qualitative development in education; there is needed to make effort to beget maximum benefit on the invested outlay, and education should be made suitable for economic development in order to relate the two together, only then our education will be able to contribute in the economic development of the country.

The following changes are required to be made in education for human resource development:

1. Education should be provided according to the Constitution of India. The preamble to the Constitution comprises of four words- justice, freedom, equality and fraternity. The constitution is determined to provide these to all citizens. Equal opportunities for education should be provided to all citizen of the country without any discrimination on any ground of caste, religion, community, class, economic status etc. For this purpose educational institutions should be opened in large numbers.
2. Today's educational system is fully mechanical. It fully lacks the expression of children in thought and speech. So, the students should be provided maximum opportunities for exchange of views, discussion, expressions, lectures, justice and self thinking. For this change should be effected in the curriculum and methods of teaching.
3. All thoughtful people are aggrieved at the depreciating values and corrupt public life. This contingency of values pervades other fields of life and education is also affected by it. So, it is necessary to tell and make students and teachers to feel that exploitation, insecurity, violence cannot be stopped in this way, and the organized society cannot continue to exist without following certain social, political and economic norms.
4. The students passing out of educational institutions have come to consider the hand work and practical employment as inferior to clerical work. For any country which is entering the field of modern technology, this attitude can be very detrimental. The developed countries have distanced themselves from such impeding factors, and Indians too should keep away from these assumptions. This dignity of labour can be obtained only when the students assimilate the importance of hand work in their life and the school life should not be completed without this.

CONCLUSION

We cannot deny function of education in human development. We believe that with progress we will be able to eradicate illiteracy altogether in nation and move forward in the truest form.

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