

Essence of Human Resource in Promoting Industry's Development: A Critical Study

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Abstract

World consists plenty of resources as a mark of producing ,beautifying and promoting this eco system and environmental structures, from its various resources human being and manpower are being as one of the notable ,needful and necessary resource of operating various companies ,industries and corporate, without this resources nothing could be done in all systems of political ,economical and social because it has been vital elements and organs of the companies and administration, especially in industries and companies man powers are needed in perfect manner to increase its capital, infrastructure and property. Both company and human resources are interlinked and twined with an interest and aim to operate company and industry in an outstanding way. To run and operate company and industry human resources are being one of the pillar and engine because it is used to carry out all types of works and activities in an efficient ways for attain its desired goal and objectives .In terms of occupying sales market, production ratio, order, of exports and imports human resources are playing vital and effective role because above mentioned points are most important one in all types of companies .If a company being so famous in above mentioned ways definitely it could able to shine splendidly by satisfying employees' needs and necessities. Working nature of employee in all companies day and night surely impinges on creating standard revenue, income and growth with an interest touch planned and designed goals thereby welfare and needs of the both employees and companies

could be accomplished efficiently .In existing organs and recourses of the company and industry human resources are being most essential and important one in terms of deciding, determining and developing industries' needs and growth. Through human resources important decisions, policy and programmes are arranged to attain and catch desired marketing and sales strategy. For propel company 's needs and make progress in sales ,production and manufacturing human resources are playing vital role and important to accomplish all types of work ,commitment and work load, by implementing planed goals and polices with an interest and aim to compete in international market and domestic market though there were various competitor to overcome menaces company. The best manpower and human resources in companies are determining the best and supper growth of its products without lapse and mistakes. Owners of company and industry are being carefree and happy by believing all hard work off all employees and workers because company protects its workers from all their personal and revenue shortages problems according its proportional growth. In best company and industry managing directors will provide all types of privileges to its employees and workers because they are most important and paramount elements of company's growth .Both companies and employees are being roadway and bridge of companies and industries growth with an ambition to reach and travel its well planned concrete goal. All types of goal, ambitions, achievements, success, needs, consignments, commitments and strategy would be achieved through employee's day and night hard works in regular scenario, life, career, surety and security of company's growth could be achieved neatly and effectively when human resources put its effervescent role in their works.

Keywords: Importance of HR, Essence, Development, Growth Rate, Income multiplication and Company's improvements

Profile of the Study

Even in family man power is most powerful and needful one to do work, carry out certain polices ,overcome all known and unknown challenges ,its help and presence have been most necessary and essential one from family to administration because family makes administration makes polity and polity makes polices through this governance and administration are executed for protect people. To recruit manpower company's authority human resources agency follows certain norms and procedures ,that procedure is candidate ,workers must have an aptitude and interest to his desired job with desired education qualification .based on fixed ,established and designed qualification and norms candidates are selected to fill up vacancies according the company nature of job because to do various job in multiple companies human resource agency have to recruit resembling to fallen vaccines if so, workers are able to execute their works and commitments without any mistakes and error. In all administration human resource is being epicentre and heart of administrative success ,victories and famous ,through that company able to carry out its menace task and challenges which falls at its market competition .Generally market system has been most famous one in determining company success and development ,for which manpower agency recruits suitable and relevant people to occupy fallen vacancies for accomplish their task which given by their authority .In simple and laconic human resources are striving ,moving and pulling the company's development and growth by facing various changelings and menace of their opposite company's marketing strategy. In terms of breaking away, overcome and conquer the challenges and menace of

company's marketing challenges posed by other company human resource are most useful in this scene because it helps and cooperate with management authority to produce quality materials and attractive materials at nominal and affordable rate as customer able buy beyond their habitually purchasing materials .To penetrate and perforate the opposite company's marketing challenges and strategy manpower works lot and hard in a company with an interest to occupy and annihilate opposite company's product presence in general market .If both company and manpower get tighter success ,reward ,award, popularity ,famous ,peculiarity ,unique achievements ,invention and victory would come to reach their destiny of high growth, popularity ,development and improvements in extending and selling their products without popular praises .So, manpower has been engine and core part of the company system thereby employees benefits' ,bonus ,award ,gift ,ESI PF and other allowances are being provided by the companies.

Human resources must be considered both from the angle of assets as well as the liabilities connected with the attainment of economic development. For the attainment of economic development, proper utilization of both natural as well as human resources is very much essential. Proper utilization of natural endowments and the level of production of national wealth depend very much on the extent and efficiency of human resources. But too much population will again eat up all the fruits of development. Thus from the point of view of economic welfare, it is quite essential to study human resources in detail. It should be equally stressed that human beings are the vital instrument of production and at the same time, fruits of all economic activities are rested on the betterment of conditions of living of human beings. Thus in view of its importance, it is quite essential to know both in quantitative and qualitative terms, the size, rate of growth, the composition, distribution and all other demographic features of population of India.

Proper Utilization of Resources:

Human resources are considered important type of resources for attaining economic development of a country. Among various types of resources, human resources are the most active type of resources. Qualitative and quantitative development of human resources is very much required for the proper utilization of natural resources of the country. Thus the human capital formation according to Prof. Meier is “the process of acquiring and increasing the number of persons who have skills, education and experience which are critical for the economic and political development of the country. Increased Productivity: Human capital has been playing an important role in the economic development of a country. Schultz, Kenderick and Harbison have made some important studies recently so as to point out that a major part of the growth of national output in USA can be attributed to increased productivity which has been mostly realized out of capital formation.

In this connection Prof. Galbraith was of the view that “we now get the larger part of industrial growth not from more capital investment but from investment in men and improvements brought about by improved men.” Slow growth in underdeveloped countries is mostly resulted from lack of investment in human capital. These countries are suffering from lack of critical skills required for its industrial sector and also face the problem of surplus labour force in its farm sector. Thus human capital formation is very much required for the economic development of the underdeveloped countries. In this connection, Prof. Myint observes that, “It is now increasingly recognized that many UDCs may be held back, not so much by a shortage of savings as by a shortage of skills and knowledge resulted in a limited capacity of their organizational framework to absorb capital in productive investment.” Thus the underdeveloped countries are suffering from shortage of technically trained and highly skilled and educated persons and the developed countries are maintaining high level of investment on the development of manpower resources. Accordingly Prof. Meier observed that, “While investment in human beings has been a major source of growth in advanced countries, the negligible amount of human investment in

UDCs has done little to extend the capacity of the people to meet the challenge of accelerated development.” Thus in order to attain an all round development of the country, the human capital formation through adequate volume of investment on human development is very much important under the present context of development. As a result of human resource development, the production increases as the knowledgeable and skilled workers can make a rational use of all resources at their disposal. With the imparted knowledge, workers try to increase his output and income. Attainment of vocational skills helps the workers and all categories of manpower to earn higher level of income in various professions. The higher education and training at higher educational set up like college and universities usually enables workers to contribute liberally towards faster expansion of output in technical, engineering, machine building, accounting, management etc. Moreover, improved health facility can enhance physical capacity of workers. Thus all these factors positively contribute towards increased output.

Addition to Productive Capacity:

Human resource development in the form of human capital formation can make necessary addition to the productive capacity of a country in humorous ways. By upgrading the technological scenario along with improved knowledge and skill can modernize the production technologies and thereby can add to the productive capacity of the country in general. Transfer of technology from foreign countries can pave the way for adoption of modern technology into production and thereby can improve the productive capacities. Moreover, human capital formation can promote higher growth of the economy by adding physical stock of capital of the country.

Conclusion

In an ultimate discussion manpower is just like harbour and lighthouse which provides various guidelines ,suggestion and solution in all companies to

operate and organise industries' growth and success ,without which nothing could be achieved in all walk of industries life because manpower is pillars and foundation therein successes ,merits ,victory ,developments, progress, employees welfares and other financial status are strongly determined and analysed ,through that social progress ,success in polity and transparency in administration would be achieved .Really working nature of employees in day and night has been as a great and mammoth success of the all companies' development, for get monthly salary ,annual bonus ,get appreciation fro management authority and develop company's financial profile this human resource is playing much more significant and peculiar one ,additionally both company and manpower are being together to achieve their dreamed and well designed objectives and strategy of getting more sales order and income from the customer's places.

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