

## **CHAPTER – 16**

### **HUMAN RESOURCE DEVELOPMENT: AN OUTLOOK**

The progress in any country is determined by the class of human resources entailed by the country. Human resources determine the various deterministic models to be initiated for higher growth perspectives. As such it would be the artistic expertise of the human resources that would lay the foundation of progress of growth levels. Thus human resources are vital for the country's progress. The knowledge and expertise of the human resources is applied in respected fields thus growth levels are determined by the expertise of the human resources. The quality assurance of a product and vulnerability of a product are all determined by the quality of the human resources. The service needs of the common people can only be assured by keeping up the requirements of human resources to cater to the service. As such human resources should always be kept at strength and in numbers.

As the process of growth takes place new changes and requirements come to the fore which needs to be properly adopted for in high stream. Also servicing requirements from the product and services associated with a product keep on changing with time thus they also need to be properly addressed. The change in technology brings in new features and these new features need to be properly assimilated for adoption in proper fashion. All changes in the services and technology procedures can be solved if proper human resources are available at hand. If the new prospects of services and technology are not assimilated thus adopted in proper fashion then there will be wastage of money. Thus the new requirements of services and technology should be solved by adequate human resources by ensuring the availability in the country otherwise the whole exercise of transition become a lagging perspective.

As the time progresses new technologies come to the forefront which requires proper implementation procedures. In fact old technologies are taught at colleges and no attention is given to new technologies. The need is to properly check for that most of the pupils are adapted to the new technological environments such that time frame gap on adoption of new technologies can be avoided. So we need to classify the teaching methodologies so as to suit the new technological environment. Also what's need to be checked for is if the teaching methodologies were adopted along with its practical applications. What is taught should be practically applicable and more attention should be given to in bridging the gap between the technical knowledge and its practical applications.

In present day practice many practical problems have no solution because of the complexity involved with the problems. So use of the computers in solving practical complex problems should be

a new practice for adoption. Computers are adapted to solve any complex problem and they can be used in real time frame to solve any problem. Thus use of computers will help remove complexity of many of the practical problems and thus far ease out complex unsought characteristic of various categories of problems in various fields. Computers use improves the working of the various systems and makes the entire work process systematic. Computers use improves the efficiency of working of various systems. Thus adoption of computers to practical problems will ease out the burden of old technologies and improve the efficiency of the system.

Human resources cannot be developed in a few years. For good quality of human resources a long process starting from school level should be used. Thus we should attempt to provide school students an overlook of professional courses into their school curriculum such that when they adopt a professional stream they understand the labor required to pursue the professional streams. The categorization of professionalism in real life should be improved upon continuously such that we understand the needs of the present times in detail and to exactness. The nature of professionalism should extend its folds for practically and virtuousness to the surroundings such that we deliver the goods to the desired expectations.

The potential of professional streams should be an outlook which should be readily perceptible in various countries and should be an open understanding to correct levels. The nature of professional attributes is such that it requires continuous thrust to the desired levels to be able to deliver to desired expectations which as such cannot be part of all professionals but in real folds is apparent as an attribute of geographical conditions. The clause of development is required to be part of all of the countries thus the standards of educational attributes needs to be channeled from the top to the poorest of the countries. The clause should thus be associated in ratios and proportions which should be manifested as a measure of expertise so as to distribute for the prospects among various countries. The attributes of educational standards should thus be maintained to desired levels in accordance with the regional demands of the populations.

All intellectual persons should be provided a dedicated stream of life with adequate support. They should not be invariably bothered by economic and social shortcomings. This will help to get them totally devoted to their work and henceforth bring out more efficient output. Supportive gestures of favors towards their children will clause benefits in various attributes. A long standing effort will categorize long standing benefits of various kinds to the society. An authoritative order can thus be established if professionals bring out efficient work out of their effort and as such are not bothered by economic and social shortfalls.