

Human Resource Development of Birbhum District – A Critical Study

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Abstract: *In this paper we discuss the human resource development of Birbhum District. The data have been collected from District Statistical Handbook, District census report of 2001 and District Human Development Report 2009. A large part of the Birbhum District is still backward with respect to human resource development. Aim of this paper is to study the cause of the backwardness of this district. "HRD is the process of determining the optimum methods of developing and improving the human resources of an organization and the systematic improvement of the performance of employees through training, education and development and leadership for the mutual attainment of organizational and personal goals" (Smith). HRD is an important topic of present time. It is considered by management professionals, as sub discipline of Human Resource Management (HRM), but many researchers have, broadened the scope and integrated the concept of HRD by looking it from socioeconomic angle and giving it other dimension such as physical, intellectual, psychological, social, political, moral and spiritual development.*

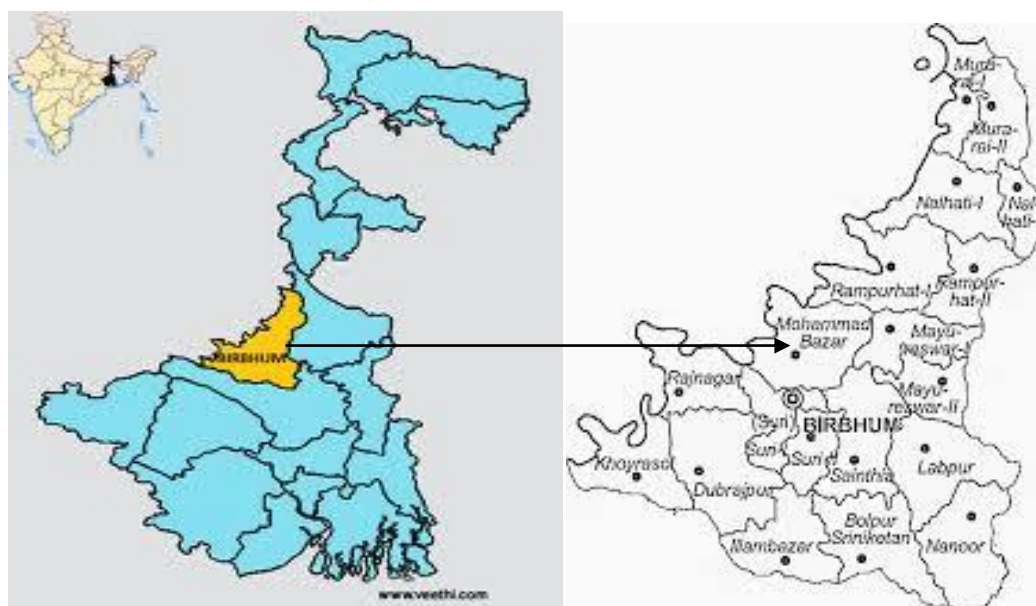
I. Introduction:

Human Resource Development is the ultimate goal of National Development. HRD is the process of increasing the knowledge, the skills, and the capacities of all the people in a society. In economic and terms, it could be described as the accumulation of human capital and its effective investment in the development of an economy. In political terms, human resource development prepares people for adult participation in political processes, particularly as citizens in a democracy. From the social and cultural points of view, the development of human resources helps people to lead fuller and richer lives, less bound by tradition. In short, the processes of human resource development unlock the door to modernisation. Human Resource Development (HRD) is an important and very attention receiving discipline of present time. It is a relatively young academic discipline but an old and well-established field of practice (Swanson and Holton, n.d). Researchers have developed new theories and conceptual frameworks that address a broad range of phenomena of interest to the HRD profession (Torraco 2004). A key area of inquiry has been to try and figure out the current boundaries of HRD (Metcalf and Rees, 2005) but defining HRD has not been so straightforward, and the writers and researchers are continuously debating the issue, and there seems to be no consensus, despite of the fact that numerous efforts have been made to define HRD (Haslinda 2009). According to Rao (1995) the scope of HRD is extended, at one side, to developing competencies of human resource by enhancing knowledge, building skill, changing attitude and teaching values, and at other side, creation of conditions through public policy, programs and other interventions to help people to apply these competencies for their own and others' benefits and making things happen

II. Study Area:

Birbhum district is situated between 23°33' and 24°35' north latitude and between 87°10' and 88°2' east longitude. Birbhum is the northernmost district of the Burdwan Division. It extends over 1752 square miles, and has a population, according to the census of 2011, of 3502387 persons. The principal town, which is also the Administrative Headquarters of District, is Suri. Birbhum is bounded on the north by the Santal Parganas and the District of Murshidabad and Burdwan, on the south by Bardwan District, the Ajai river forming the boundary line for entire distance, and on the west by the Santal Parganas. The district is characterized by an undulating topography caused by the chhotanagpur plateau that passes through the western borders of the district. The land terrain slopes down towards the east and merges with the alluvial plains of the Ganga. The geological formations represented in Birbhum are Archaean gneiss, the Gondwana system, laterite, and Gangetic alluvium. The climate of the district is generally dry, mild and healthy. Sixty- nine percent. Of population are supported by agriculture, 11.7 per cent. By industries, 1.5 per cent. By the professions, and 0.4 per cent. By commerce.

LOCATION MAP OF BIRBHUM DISTRICT



III. Methodology: -

The data required for the study have been collected from Birbhum District Statistical Handbook 2010-2011, Birbhum District Statistical Handbook 2001 and Birbhum District Human Development Report 2009. For identifying the level of human resource development, following indicators have been applied

1. Index of Urbanization = (Urban Population of the Block ÷ Total Population of the block) × 100
2. Index of Workers = (Total Workers of the block ÷ Total Population of the block) × 100
3. Index of Literacy = (Literate Population of the block ÷ Total Population of the block) × 100
4. Index of Female Literacy = (Female Literates of the block ÷ Total Female Population of the block) × 100
5. Index of Women Self-Help Groups = (No. of Women Self-Help Groups ÷ Total No of Self-Help Groups) × 100
6. Index of Schools = (Total Schools of the Block ÷ Total Students of the Block) × 100

IV. Results And Discussion:-

Index of Urbanization: Urbanisation is one of the important measures of human resource development. The urban area is high development of human resource. Communication network, Educational institutions, Infrastructure facility are good from urban area. The urbanization index is thus calculated as-

Index of Urbanization= (Urban Population of the Block ÷ Total Population of the block) × 100

Table 1
Index of urbanisation

Name of Blocks	C.D	Total Population	Urban Population	Index of Urbanisation	Ranks
Nalhati -I		208642	20824	9.981	6
Nalhati-II		107658	0	0	7
Murarai-I		154342	0	0	7
Murarai-II		177748	0	0	7
Mayureswar-I		139733	0	0	7
Mayureswar-II		113031	0	0	7
Rampurhat-I		159193	50613	31.793	3
Rampurhat-II		158742	0	0	7
Mohammad Bazar		139465	0	0	7
Sainthia		175645	47556	27.075	4
Dubrajpur		159011	32752	20.597	5
Rajnagar		69692	0	0	7
Suri-I		96476	61806	64.064	1
Suri-II		77001	0	0	7
Khoyrasole		135101	0	0	7
Bolpur-Sriniketan		178111	65693	36.883	2
Labhpur		176865	0	0	7
Nanoor		193775	0	0	7
Illambazar		145182	0	0	7

Source: - Computed by the authors

Index of Workers:- Worker population indicate directly good economic base of the region. Hence high number of workers is associated with higher degree of human resource development. The formula of index is as following-

$$\text{Index of Workers} = (\text{Total Workers of the block} \div \text{Total Population of the block}) \times 100$$

Table 2
Index of Workers

Name of C.D Blocks	Total Population	Total Workers	Index of Workers	Ranks
Nalhathi –I	208642	73357	35.159	14
Nalhathi-II	107658	35879	33.327	17
Murarai-I	154342	50520	32.733	18
Murarai-II	177748	57581	32.395	19
Mayureswar-I	139733	53701	38.431	7
Mayureswar-II	113031	43097	38.128	9
Rampurhat-I	159193	70571	44.330	3
Rampurhat-II	158742	55568	35.005	16
Mohammad Bazar	139465	52446	37.605	10
Sainthia	175645	67463	38.409	8
Dubrajpur	159011	63296	39.806	6
Rajnagar	69692	31918	45.799	2
Suri-I	96476	41309	42.818	5
Suri-II	77001	38045	49.408	1
Khoyrasole	135101	47433	35.109	15
Bolpur-Sriniketan	178111	77886	43.729	4
Labhpur	176865	62601	35.395	13
Nanoor	193775	71469	36.882	11
Illambazar	145182	53029	36.526	12

Source: - Computed by the authors.

Index of Literacy: - Literacy is only base which created overall development of the any regions. It is, therefore, most important index to measure the level of human resource development. The index has been calculated on the basis of the following formula-

$$\text{Index of Literacy} = (\text{Literate Population of the block} \div \text{Total Population of the block}) \times 100$$

Table 3
Index of Literacy

Name of C.D Blocks	Total Population	Literate Population	Index of Literacy	Ranks
Nalhathi –I	208642	109883	52.666	6
Nalhathi-II	107658	54027	50.184	14
Murarai-I	154342	57156	37.032	19
Murarai-II	177748	66201	37.244	18
Mayureswar-I	139733	77198	55.247	1
Mayureswar-II	113031	60089	53.162	4
Rampurhat-I	159193	82321	51.711	11
Rampurhat-II	158742	84042	52.943	5
Mohammad Bazar	139465	63310	45.395	17
Sainthia	175645	96608	55.002	2
Dubrajpur	159011	74837	47.064	16
Rajnagar	69692	34153	49.006	15
Suri-I	96476	50799	52.655	7
Suri-II	77001	41052	53.314	3
Khoyrasole	135101	69513	51.453	12
Bolpur-Sriniketan	178111	91199	51.203	13
Labhpur	176865	93013	52.590	8
Nanoor	193775	100541	51.885	10
Illambazar	145182	75847	52.243	9

Source: - Computed by the authors.

Index of Female Literacy:- In Indian situations females have been neglected for long. The sex ratio of India is bad. They are not considered on equal footing for development. Therefore attributes of females, particularly literacy of female, can be regarded as important parameter to measure the level of human resource development. The index has been calculated on the basis of the following formula-

$$\text{Index of Female Literacy} = (\text{Female Literates of the block} \div \text{Total Female Population of the block}) \times 100$$

Table 4
Index of Female Literacy.

Name of C.D Blocks	Total Female Population	Female Literates	Index of Female Literacy	Ranks
Nalhati -I	101115	44743	44.250	8
Nalhati-II	52682	22499	42.707	13
Murarai-I	75128	22392	29.805	19
Murarai-II	87275	26424	30.277	18
Mayureswar-I	68083	31342	46.035	2
Mayureswar-II	54846	24117	43.972	9
Rampurhat-I	77844	33323	42.807	10
Rampurhat-II	76823	34049	44.321	7
Mohammad Bazar	68081	24756	36.363	17
Sainthia	85597	39724	46.408	1
Dubrajpur	77642	28768	37.052	16
Rajnagar	34180	13147	38.464	15
Suri-I	46537	20287	43.593	12
Suri-II	37411	16748	44.768	4
Khoyrasole	65316	26569	40.678	14
Bolpur-Sriniketan	87228	37462	42.947	3
Labhpur	85800	38282	44.618	6
Nanoor	94974	42448	44.694	5
Illambazar	70454	30835	43.766	11

Source: - Computed by the authors.

Index of Women Self-Help Groups: - Women self-help groups are important parameter of the Women Empowerment. It is created to micro level regional development. The number of women self-help groups is closely associated with the development of human resource. For the developing country like India, the number of women self-help groups may be regarded as a potential tool to measure the development of human resource. The index has been calculated on the basis of the following formula-

$$\text{Index of Women Self-Help Groups} = (\text{No. of Women Self-Help Groups} \div \text{Total No of Self Help Groups}) \times 100$$

Table 5
Index of Women Self-Help Groups

Name of C.D Blocks	No of Self-help Groups	No of Women Self-help Groups	Index of Women Self-Help Groups.	Ranks.
Nalhati -I	922	572	62.040	8
Nalhati-II	402	156	38.806	19
Murarai-I	750	488	65.067	7
Murarai-II	796	652	81.910	1
Mayureswar-I	706	342	48.442	15
Mayureswar-II	728	386	53.022	14
Rampurhat-I	676	417	61.686	9
Rampurhat-II	530	233	43.962	16
Mohammad Bazar	757	517	68.296	6
Sainthia	758	521	68.734	5
Dubrajpur	569	240	42.179	18
Rajnagar	703	418	59.459	10
Suri-I	580	443	76.379	3
Suri-II	672	295	43.899	17
Khoyrasole	829	471	56.815	12
Bolpur-Sriniketan	828	598	72.222	4
Labhpur	1034	594	57.447	11
Nanoor	717	576	80.335	2
Illambazar	846	468	55.319	13

Source: - Computed by the authors.

Index of School: - Schools is one of the important parameter of human resource. The number Schools are closely associated with the development of human resource. The index has been calculated on the basis of the following formula-

$$\text{Index of Schools} = (\text{Total Schools of the Block} \div \text{Total Students of the Block}) \times 100$$

Table 6
Index of Schools.

Name of C.D Blocks	No of Schools	Total Students	Index of Schools	Ranks
Nalhati –I	156	39054	0.399	16
Nalhati-II	82	28189	0.291	18
Murari-I	115	35366	0.325	17
Murari-II	104	37956	0.274	19
Mayureswar-I	137	30212	0.453	14
Mayureswar-II	102	22010	0.463	13
Rampurhat-I	164	28912	0.567	3
Rampurhat-II	136	32920	0.413	15
Mohammad Bazar	144	30912	0.466	12
Sainthia	200	31880	0.627	2
Dubrajpur	158	29044	0.544	4
Rajnagar	101	12732	0.793	1
Suri-I	102	19674	0.518	8
Suri-II	90	16709	0.539	5
Khoyrasole	141	26498	0.532	6
Bolpur-Sriniketan	174	36438	0.478	10
Labhpur	190	38577	0.493	9
Nanoor	187	39131	0.478	11
Illambazar	156	29803	0.523	7

Source: - Computed by the authors.

HUMAN RESOURCE DEVELOPMENT INDEX OF BIRBHUM DISTRICT:-

Human Resource Development Index for 19 blocks of Birbhum District is calculated with the help of the above six indices. The formula is:

$$\text{Human Resource Development Index (HRDI)} = 1/6 (\text{Index of Urbanization} + \text{Index of Workers} + \text{Index of Literacy} + \text{Index of Female Literacy} + \text{Index of Women Self-Help Groups} + \text{Index of Schools})$$

Table 7
Human Resource Development Index of Birbhum District

Name of C.D Blocks	Index of Urbanisation	Index of Workers	Index of Literacy	Index of Female Literacy	Index of Women Self-Help Groups.	Index of Schools	Human Resource Development Index (HRDI)	Remarks
Nalhati –I	9.981	35.159	52.666	44.250	62.040	0.399	34.083	Moderate
Nalhati-II	0	33.327	50.184	42.707	38.806	0.291	27.553	Low
Murari-I	0	32.733	37.032	29.805	65.067	0.325	27.494	Low
Murari-II	0	32.395	37.244	30.277	81.910	0.274	30.350	Moderate
Mayureswar-I	0	38.431	55.247	46.035	48.442	0.453	31.435	Moderate
Mayureswar-II	0	38.128	53.162	43.972	53.022	0.463	31.458	Moderate
Rampurhat -I	31.793	44.330	51.711	42.807	61.686	0.567	30.816	Moderate
Rampurhat -II	0	35.005	52.943	44.321	43.962	0.413	29.441	Low
Mohammad Bazar	0	37.605	45.395	36.363	68.296	0.466	31.354	Moderate
Sainthia	27.075	38.409	55.002	46.408	68.734	0.627	39.376	High
Dubrajpur	20.597	39.806	47.064	37.052	42.179	0.544	31.207	Moderate
Rajnagar	0	45.799	49.006	38.464	59.459	0.793	32.254	Moderate
Suri-I	64.064	42.818	52.655	43.593	76.379	0.518	46.671	High
Suri-II	0	49.408	53.314	44.768	43.899	0.539	31.988	Moderate
Khoyrasole	0	35.109	51.453	40.678	56.815	0.532	30.765	Moderate
Bolpur-	36.883	43.729	51.203	42.947	72.222	0.478	41.244	High

Sriniketan								
Labhpur	0	35.395	52.590	44.618	57.447	0.493	31.757	Moderate
Nanoor	0	36.882	51.885	44.694	80.335	0.478	35.712	High
Illambazar	0	36.526	52.243	43.766	55.319	0.523	31.396	Moderate

Source: - Computed by the authors.

The whole study area has been divided into three regions basis of Human Resource Development Index.

Area of high Human Resource Development:-

The blocks with index value above 35.00 consider as “area of high human resource development”. There are four blocks in this category. These are Suri-I, Bolpur-Sriniketan, Sainthia, Nanoor. These blocks are highly developed in all the six parameters. Of all the blocks Suri-I ranks highest with the HRDI value of 46.671. The District headquarter located in Suri-I block. Apart from urbanisation, literate population, women self-help groups, educational facility, total workforce have helped Suri-I to bag highest place in Human Resource Development Index in Birbhum District. Sainthia is a highest of female literacy index.

Area of Moderate Human Resource Development:-

The blocks with index value 30.00 to 35.00 consider as “area of moderate human resource development”. There are twelve blocks in this category. These are Nalhati –I, Murarai-II, Mayureswar-I, Mayureswar-II, Rampurhat-I, Mohammad Bazar, Dubrajpur, Rajnagar, Suri-II, Khoyrasole, Labhpur, Illambazar. Workers index of Suri-II block is very good. Literacy index of Mayureswar-I block is toppe positions. School index of Rajnagar block is good.

Area of Low Human Resource Development:-

Blocks with index value below 30.00 consider as “area of low human resource development”. There are three blocks in this category. These are Nalhati-II -I, Murarai-I Rampurhat-II. These blocks are low developed in all the six parameters. Of all the blocks Murarai-I ranks lowest. Among them Murarai-I is with the lowest value (27.494), and is the most less developed and backward block of Birbhum District.

V. Conclusion:-

From the above analysis it shown that Suri-I block have done well in Human Resource Development Index. It can be remarked that a large part of the district is low and moderate human resource development. This situation is very bad. Government policy is very need to increasing of human resource development.

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