

**RECENT TRENDS ON HUMAN RESOURCE DEVELOPMENT  
WITH SPECIAL FOCUS ON WEST BENGAL**

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**ABSTRACT:**

The concept of resource management and conservation emerged in the nineteenth century when it was realized that most of the resources on which civilization is based are finite in nature, making proper management and conservation of such resources necessary to ensure a steady supply of resources for future generations. In simple terms, cautious resource management can be referred to as resource conservation, which entails determining the number of current resources, seeking new ones, and making more efficient use of existing resources. To sum up, resources, whether natural, human, or cultural, offer the foundation for humanity's total progress. Here, this article highlights about the human resource development with special reference to West Bengal.

**Keywords:** Human, Resource, Development, West Bengal

**INTRODUCTION:**

Human resource development became a notion in the mid-twentieth century, when industrialized countries realized the importance of human resource development in the development process. Human resource development challenges are as old as socioeconomic development itself, but their significance in the development process has been overlooked for far too long. Geographers were preoccupied with the deterministic approach, which emphasized nature's superiority over

man and the belief that the environment determines the limits of human growth, whereas economists were preoccupied with the physical and financial components of development. "French geographers, particularly Febvre and Vidal de Lablache, popularized the human development concept in geography. Lablache argued that nature provides a wide range of viable human reactions, and that humans have great control over which ones they choose based on their capacities, technology, and economic development. Following that, Hartshorne, Kirk, and Tuan emphasized the humanistic side of the topic. Adam Smith, Robert Malthus, Karl Marx, and John Stuart Mill all focused on human progress and environmental sustainability in their early works on political economics"[1]. However, they neglected to recognize the importance of human resource development in the overall development process in their publications. T.W. Schultz, Jan Tinbergen, G. Becker, and others provided human resource development a concrete conceptual acceptability in the 1960s. They "created the notion of human capital investment (particularly in education) and its ramifications" [2].

### **EMERGING TRENDS ON HUMAN RESOURCE DEVELOPMENT WITH SPECIAL FOCUS ON WEST BENGAL:**

R. Anirban (2008) used the composite index approach to conduct a block-level study in Purulia district to assess the state of human development and identify developed, moderately developed, and undeveloped areas within the district. [3]

G. Siddiqui (2008) undertook a study to assess the number of variances in the level of human development among West Bengal districts, as well as to analyse the causes for some of the districts' poor performance, as well as the relationships between socioeconomic groups and the rate of development. [4]

B. Lahiri and R. Basu (2010) conducted a study on the issues of literacy and its current state, as well as human development in West Bengal, using both quantitative and qualitative methods. They investigated the spatial heterogeneity in literacy among districts, as well as the gap between population growth and literacy, as well as the male-female literacy divide. [5]

According to Shriya Mukherjee and Gopal Chandra Debnath (2016), population growth refers to the increase or decrease in the number of people living in a certain area over a given period of time. West Bengal is one of India's most populous states, and Paschim Medinipur is one of the

state's most populous districts. Jhargram Subdivision, which is economically quite backward in nature compared to the other subdivisions of the district, makes up the western section of the district. This research examines the population growth of the Jhargram Subdivision over a fifty-year period (1961–2011) and discovers that the region had a very high population growth rate in 1961, which has significantly decreased in 2011. However, as a result of natural growth and the district's socio-economic-political situation, a certain undulating trend of population growth in each block can be recognized during each decade. According to the findings, the research area entered the late second stage of demographic change in 2011 after entering the first stage in 1961.[6]

Tourism is one of the most important economic activities and smokeless industries in the world today, according to Sherap Bhutia (2017), because it directly provides services, products, foreign money, employment, and investments. It is an important global industry that employs a large number of people and creates several advantages. It aids in the development of national economies, catalyses the economic process, promotes and preserves cultural heritage, and serves as a bridge for world peace and harmony. Human Resource Development is at the heart of the initiative for sustainable tourist development. The existing visitors' scenario and situation, as well as their role in human resource development, were investigated through secondary sources, literature searches, discussions with key stakeholders, and interactions with tourists. The information gathered from various sources was cross-checked against field experience. The goal of this research is to look into the influence of tourism in boosting human resource development in West Bengal's Darjeeling District. With its unique physical advantage of a hilly terrain, tourism has grown as a significant socio-economic activity for the inhabitants of Darjeeling District, which is a leading tourist destination in West Bengal. It has provided local residents with the opportunity to address their long-standing problem of high unemployment. The study's main finding is that promoting tourism as a tool for human resource development in the region is particularly essential. Darjeeling's tourism business is extensive and diverse, offering demanding and fascinating professional options to residents of this part of the country. These findings are expected to pique the interest of government agencies, private sector tourist development stakeholders, academia, and the media. It is also intended that the discussions and analyses sparked by the observations and conclusions will lead to a more informed policy dialogue

between the government and the business sector, allowing tourism's economic potential to be fully realized. [7]

According to Paul S (2017), the tea industry is one of India's oldest industries. It plays a crucial role in the country's economy. Plantation labourers in West Bengal's Dooars were largely from the poorer sections of society, and local landlords tormented and exploited them. Because of their low reading levels and lack of understanding, they have been kept or are compelled to remain on the bottom rungs of society. One of the most important indices of the tea workers' socioeconomic and political progress is education, which is a major component of human resource development. The percentage of literacy and educational advancement is used to assess this group's socio-cultural heritage. It is a potent tool for changing people's values and attitudes, as well as instilling in them the desire and incentive to attain social mobility and ascendancy. The study's main goals are to look into the literacy patterns and development levels of tea garden employees in West Bengal's Dooars district. The current study makes use of both primary and secondary data. The stratified random sampling technique is being utilized in this study to obtain primary data from the workers of 30 tea estates in the Dooars region. The literacy pattern and degree of development of the workers are evaluated using statistical measures such as the Standard score and the Composite Z score, and the results are displayed in the form of relevant maps and diagrams using appropriate cartographic approaches. The main finding of this article is that the vast majority of individuals in the Dooars region's selected tea estates are illiterate. With the advancement of education on a hierarchical level, it can also be seen that the percentage of female literacy is dropping in comparison to the male equivalent. Given the factors that contribute to educational underachievement, immediate steps to remedy it are both desirable and necessary. [8]

According to Das A (2018), the Human Development Index (HDI) has been the most widely used composite measure of well-being for more than 20 years. Most Indian states have produced State Human Development Reports to assess economic and social performance across sub-states (i.e., districts). To inform resource allocation and construct suitable development programmes, the government is constantly required to measure levels of well-being across multiple dimensions. HDI is a well-known well-being metric that combines three dimensions into a linear scale ranging from 0 to 1. In the search for uni-dimensional quantitative markers of happiness,

the constraints of such an activity are frequently neglected. This study emphasizes the West Bengal Human Development Report's methodological flaws and suggests an alternative standard form of HDI at the sub-state (i.e., district) level in West Bengal. [9]

Human development, according to Kayal P and Roy Chowdhury, Indrajit (2018), may be defined as the process of increasing people's freedom and opportunity while also improving their well-being. In its most basic form, the term "human development" refers to the biological and psychological development of a person during the course of his life. From these two principles, it is apparent that human growth is the most important factor in a region's total development. The variation in the level of human development in Raiganj Community Development Block of Uttar Dinajpur district is evaluated using a composite indicator in this study. Adult Literacy Rate, Enrolment Ratio, Safe Drinking Water, Safe Delivery, Immunization, Work Participation Rate, and other variables were evaluated for the study. Three indices have been created based on these variables: the Education Index, the Health Index, and the Economic Livelihood Index, which are the only indicators of the Human Development Index. The current research is based on both primary and secondary data gathered from a variety of official and non-government sources. The results show that the majority of the communities in the Raiganj block's periphery do not have appropriate infrastructure and are still living in poverty. As a result, the goal of this study work is to identify the level of human development in Raiganj C.D Block, as well as some post-deterministic measures for overcoming backwardness in the peripheral region in the near future. [10]

According to Paul, Prahlad, and Surjapada Paul (2020), human development is a qualitative feature that encompasses not only economic progress but practically all facets of human well-being. The primary goal of human development is to improve people's living conditions and expand their options. Human development has been one of the most significant goals of the country's sustainable development strategy over the past three decades. Although there has been a tremendous increase between 1990 and 2019, India is still near the bottom of the table in the medium level category, according to the Human Development Reports. North Bengal's human development situation is likewise unsatisfactory. Despite being a resourceful region, this region as a whole remains underdeveloped in comparison to many other sections of the country, particularly West Bengal. The purpose of this article is to investigate the state of human

development in North Bengal. The study's goal is to emphasize the regional heterogeneity of various human development indices in this area. Statistical approaches such as Coefficient of Variation and Composite Index were used to analyze various types of secondary data in this research work. It shows that, with the exception of Darjeeling, all other districts have low literacy rates, poor per capita income, and low life expectancy, which are the three main characteristics of human development. Furthermore, there are significant differences between districts in terms of the aforementioned factors. Proper planning to boost human resource capacity, as well as greater investment on health and education on behalf of the central and state governments, may improve the level of human development at the district level in North Bengal and eliminate disparities. [11]

**CONCLUSION:**

People are a country's true wealth, and human resource development is a process of expanding people's options. Because the development of a country's, regions, or area's human resources is influenced by socioeconomic variables, our government has launched a slew of socioeconomic programmes aimed at improving people's lives. Many programmes, such as the Integrated Rural Development Program (IRDP), the National Rural Employment Program (NREP), the Training of Rural Youth for Self-Employment (TRYSEM), adult education, non-formal education, and so on, have been launched to the masses in tandem with industrialization and urbanization with the goal of strengthening and developing human resources. Indeed, the ultimate purpose of our planning approach is to build human resources [12]. However, it is a fact that if these are not correctly exploited, all efforts would be worthless, and the area will portray a backward image. As a result, it is vital to identify the regions that are behind in terms of human resource development.

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