

Human Resource Development- its impact on Health, Education and population with special reference to North Western Regions

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ABSTRACT - Development and human resource go hand in hand. With human resources being a massive asset, it has cosmopolitan effects. If we know how to manage our humans at work and accordingly develop them, it ultimately effects the society we are nurtured into. People in Punjab and Chandigarh give special importance to work culture, collective approach, population control and are highly health conscious. The health sector is highly developed because people are getting more advanced day by day which ultimately affects their work style. Most of the universities offer best education and placement opportunities which is lacking in Kashmir, but few districts in Haryana like Sirsa, Sonapat are still low on education and urgently need to develop their human resources. Given the proper education and health services, these North Western regions can go far in the development process of the nation. In year 2014, Kashmir faced a huge setback due to the devastating floods, but as we all know, with great risk comes great opportunities, we can convert this misfortune into fortune by rebuilding the economy and doubly better than before and also create employment rather than seeking employment. This paper tries to highlight how we can focus on the development of human resources by doing a critical study of the health, education and population aspects of the North Western Regions.

Keywords: cosmopolitan, work culture, collective

I. INTRODUCTION

In present times, human resources are considered to be the greatest asset for any organization. Nowadays, training and developing humans is not considered to be cost, rather investment. So, it becomes imperative for every organization to provide best training to their people to bring out the best in them and harness their potential. If we talk about the yester years, developing human resources was not given much importance, it was more of a humdrum exercise, but with the cut throat competition, it has become very necessary to carve a niche for ourselves and thus developed the concept of human resource development. India is still a developing country so the brunt of development mostly lies on economy. Three concepts are very important if we talk about developing the resources, these are health, education and population. This paper will talk in length about how these three concepts can go far in developing the resources and improving the economy.

II. HEALTH ISSUES AND PERSPECTIVES IN NORTH WESTERN REGIONS

Health is one of the most important aspects which is considered while studying the economic patterns of any country. With the new inventions and discoveries in the medical world, fortunately the mortality rate has increased and health sector is showing tremendous progress day by day. Life threatening diseases like cancer, polio, have been

minimized to some extent. According to world health report 2010, "Good health is essential to human welfare and to sustained economic and social development. WHO Member States have set themselves the target of developing their health financing systems to ensure that all people can use health services, while being protected against financial hardship associated with paying for them." If we talk about Punjab, it is one of the richest states of India, with agriculture being its chief source of income, more people are entering into agricultural industries and it has become unavoidable for the industries to develop these industries. But, it has an evil side to it; various small, medium and large industries in Punjab are polluting the environment of Punjab through the release of obnoxious pollutants. The Punjab Pollution Control Board has identified 15,547 polluting industries under the provision of Water (Prevention and Control of Pollution) Act and Air (Prevention and Control of Pollution) Act, 1981. The result of this is that there is an increase in cardio vascular and respiratory diseases. In addition to this, it also leads to various skin allergies and cancers. Some urban areas in Punjab, like Mohali, Chandigarh and Zirakpur are also in pathetic condition, for a large slice of population, the only source of water available is the groundwater. The people living in rural areas are still deprived of the latest health improvements and they are exposed to toxic lifestyle. With growing concerns of dilapidated health conditions in Punjab, the only way it can fight out these issues is to rectify

its growth strategy. One such step that can be taken by the government is to stop the small colony of industries growing at one place. The industries should be placed at certain distance from each other to minimize the pollution. Ludhiana, being a manufacturing hub in Punjab, is most polluted also, to begin with, the government should intervene and stop the unstoppable pollution that is arising in remote places like Dugri and Kichloonagar. Shifting the focus to Jammu and Kashmir, a land of mystical beauty, it has an area of 1, 01,387 sq kms. It has a temperate climate and witnesses four seasons in a year. The people are involved in a number of occupations like carpet weaving, agriculture, fruit trade, handicrafts and horticulture. The current scenario of j&k health sector is weeping for attention and proper administration. There are about 3000 health care institutions and four medical colleges. The Kashmir province boasts of having SKIMS (Sheri Kashmir Institute Of Medical Sciences) with 700 bedded hospital. Government Medical College and hospitals attached to it.(Lal Ded Maternity Hospital, Bone and Joint Surgery Hospital, one Dental College, 120 allopathic dispensaries, 1 leprosy hospital and 1 emergency hospital). With hospitals growing at a mushrooming growth, the district hospitals need utmost attention. In year 2012, GB Panth Hospital witnessed about 230 infant deaths and it lead to utter uproar and protest. Most of the hospitals do not have updated machines and facilities. The valley still has only one maternity hospital which makes it difficult for people of remote areas to reach there. The government seems to have gone in a deep slumber as it has failed to bring a change in the health sector of state. Psychiatric health is the most neglected area in kashmir. With growing and stress in this conflict hit zone, a large number of mental disorders are occurring. Some of these diseases include PTSD (Post traumatic stress disorder), schizophrenia and bipolar disorder. Every year hundreds of people commit suicide because they cannot bear the growing stress in their areas. The devastating floods of year 2014 have traumatized the health sector. It has left a huge imprint on the daily lives of people. These floods have left memories of devastation and destruction. The flood of 2014 has claimed over 200 human lives and billions of rupees in terms of damage to private property, businesses and government infrastructure. it was difficult to reach the marooned regions of valley on time which lead to outbreak of various diseases. The health system became dysfunctional at primary, secondary, and tertiary levels in both the private and public sectors. It is also important to note that many survivors of massive disasters report other problems that may not be captured by traditional diagnostic categories. Sleep problems, worry, maladaptive substance use, and interpersonal conflict commonly occur after disasters. Although these may not be diagnosed as mental conditions, they can nonetheless contribute to very persistent problems affecting individuals, families and communities.

III. EDUCATION: ISSUES AND PERSPECTIVES IN NORTH WESTERN REGIONS

The success of a society lies on the quality of education it delivers to the people. Education is turning the inner eye towards light, thus human resources can be properly developed by infusing into them a sense of higher and quality education. If we talk about Punjab, most of the students leave their studies after graduation and indulge in family business, being dominated by agriculture; education suffers some serious setbacks in this northern region of India. At present, there is a vast network of educational institutions in the state consisting of universities/deemed universities, colleges and schools both in public and private sector. The number of universities/deemed universities is more than one dozen including private universities The state universities are Panjab University Chandigarh, Punjabi University Patiala, Guru Nanak Dev University Amritsar , Punjab Agricultural University Ludhiana, Punjab Technical University Jalandhar, Guru Angad Veterinary and Animal Sciences University Ludhiana, Baba Farid Health University Faridkot and Rajiv Gandhi National Law University Patiala. The growth in the elementary education has increased in middle schools from 1060 in year 1971 to 3920 in 2009. In primary schools, from 7258 in year 1971 to 14160 in year 2009. Further, the government introduced vocational education; the purpose to establish vocational educational institutions was to impart skills and employment/self employment to the students at lower levels. The number of elementary teachers training (ETT) and junior basic training (JBT) institutions has increased from 7 in 1971 to 17 in 2009. The most worrisome issue in the state was female literacy which remained dismal a few decades ago in spite of the best efforts of the government. There was a huge gap of 28.28 percent in female literacy in rural and urban areas in 1991 census which came down to 13.18 percent in 2011. There are many flaws in the delivery mechanism at both school and higher level. For example, a large number of government schools in state are without principals for a decade and 30,000 posts of teachers are still vacant in the government schools .The situation in government colleges is even worse and most of these are on the verge of closure. It is pertinent to mention here that a few Government colleges have been taken over by Guru Nanak Dev University Amritsar. According, to a survey by Harvard scholars, Punjab is next to Haryana in respect of teacher absenteeism. It is due to the fact that the teachers are backed by petty politicians and all the transfers and promotion of the teachers are on the recommendations of local M.L.A or important leader of the party in power in the state. The leaders of the teachers union are more interested in politics than education (The Tribune, March, 2010). One of the worst issues faced by the young generation of Punjab is drug addiction and alcoholism. The extent of drug addiction in Punjab is alarming. Near border areas the rate of heroin abuse among 15 to 25 year olds is as high as 75% – the percentage is 73%

in other rural areas throughout the region. A Department of Social Security Development of Women and Children suggested that as many as 67% of rural households in Punjab will have at least one drug addict in the family. There is at least one death due to drug overdose each week in the region. This can be attributed to lack of awareness and education. For the last six decades, Kashmir has suffered the worst form of exploitation and setback as a result of the conflict in this state. The young population is suffering from emotional despair and mental agonies attributed to the conditions prevailing in this state. Education has become the worst casualty in this scenario. The pathetic state of education continues unabatedly virtually unnoticed and unaddressed literally left out at the whim and mercy of some divine intervention. As indicated by the 2001 census, literacy rate of Jammu and Kashmir was 55.5 % with male literacy rate being at 66.6 % and female at 43 %. According to a national sample survey carried out in 2004, the literacy rate in Jammu and Kashmir was at 65.33 % due to a sustained education campaign in the state. The problems lying in between the quality education at higher level in the state and at the national level is the lack of incentives and rewards for the teacher, fast track mechanism for promotion on the basis of well-defined performance appraisal, lack of any punitive action for non-performers, a comprehensive policy with regard to teacher exchange programme between institutions of higher learning, a better pay package at entry level in order to attract best and bright brains for the teaching profession, lack of proper infrastructure facilities. This quality gap is the under investment of resources in higher education.

IV. POPULATION: ISSUES AND PERSPECTIVES IN NORTH WESTERN REGIONS

Punjab is dominated by Sikh/Punjabi community with more than 60% population. Rest of the population represents Hindu, Muslims, Christians, Jains, and other communities. Population of Punjab is growing at a good rate every year from the time of Independence. The population of Punjab in 1991 was estimated to be 20.19 million. It reached further 24.3 million by the end of 2001. Around 20% of total Population in Punjab is migratory from other regions in India. With an annual growth rate of 1.4% in its population, Population of Punjab in 2015 is 29,288,557 (29.2 million).

According to Population Census of India:

Population of Punjab consists of Sikhs - 63.60%, Hindus - 34.00%, Muslims - 2%, Christians 1.20%, Jains - 0.16%. During 2001-2011, the highest urban population growth rate has been recorded in SAS Nagar (Mohali) district at 90.2 per cent from 38.3 per cent of its population in towns and cities in 2001 to 54.8 per cent in 2011. The lowest growth rate in urban population was recorded in Faridkot district at 12.1 per cent. This is mainly due to Mohali's

proximity to Chandigarh which is entirely urban city. Punjab Government is developing Mohali just like Chandigarh, and even developing the surrounding areas, up to Kharar in terms of residential facilities, educational facilities, and even recreational facilities to tap the maximum urban populace," an official of the Census department said." Talking about Himachal Pradesh is truly a nature's paradise as the state is home to some of the best hill stations in India. With 90% of its population living in rural area, Himachal Pradesh is the least urbanized state in India. According to recent studies, total population of Himachal Pradesh is estimated to be 7,123,184. Agriculture and tourism are main sources of income in Himachal Pradesh. The state has recorded a growth of 12.81% in population in the last decade. Himachal Pradesh has one of the lowest total fertility rate (TFR) of 1.8 per woman in India. Literacy rate in the state is recorded at 83.78% which is compared to be good in India. There are 974 females available for every 1000 males in the state. Kangra district with a population of 1.5 million tops the chart followed by districts of Mandi, Shimla, Solan, Sirmour, Una, Chamba, Hamirpur, Kullu, Bilaspur, Kinnaur and Lahaul Spiti. Growth of Population in Himachal Pradesh is descent as compared to other states of India.

V. CONCLUSION

As a study of all the three aspects of health, education and population, the conclusion can be drawn that there is a scope of improvement in each sector. If the government takes proper actions and work for the upliftment of people, surely these regions can grow at an unprecedented rate. Kashmir, being a hot tourist destination, can improve its GDP by promoting the tourism. Most of the educational institutions need a complete makeover and instead of opening new institutions, it is better to develop the existing ones. The growing menace of drug addiction and smoking can be tackled by spreading awareness about the vicious effects of these evils. India, being one of the most populated countries of the world, can harness the potential of her thickly populated human resources and improve the shackling and developing economy.

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