

Level of Human Resource Development and Planning Strategy for Rural Development of Backward Micro Region

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Abstract

The traditional approaches to study the regional development and planning focused attention only on the natural resources. Availability of suitable agricultural land, perennial natural or man-made irrigation sources, good quality of soil and favorable climatic conditions etc. were considered basic necessities for the development and progress of a region.

Scholars belonging to different disciplinary backgrounds have contributed in their own way to the understanding of the concept of 'human resource' as well as the methods of assessing the levels of its development. The present research paper is an attempt in this direction.

Understanding of the special variation of physiographic as well as the socio economic aspects can be a good geographical study. Following this principle, an attempt has been made to understand the level of human resource development in the Rahuri tahsil of Ahmadnagar district. This paper has exhibited how micro level studies at village level can be carried out. The parameters related to the level of human resource development have been considered as population density, population growth, sex ratio, irrigated area, families below poverty line, proportion of main workers, proportion of other main workers, proportion of marginal workers, paisevari, medical facility, drinking water facility, education facility, distance from weekly, banking facility, communication and electrification. On the basis of village level data, each village is classified into different classes according to the level of human resource development. Further, this kind of regionalization has been observed to be useful for strategic planning. The paper has given a design of action plan in backward micro region. So that it can resolve specific problems at the grass root level. The concluding may be useful to translate the potential human resource in a village into proper economic development.

KEYWORDS: Human resource development, Score Method, infrastructural, backward region, inclusive development,

1. INTRODUCTION:

It is necessary to study the various levels of human development of the region. It is found that the planning for development is generally done at the macro level; actually, this should be done at the micro level, taking village as a basic unit of development. In the present study, it is aimed to consider a village as a unit for human resource development. This will also enable to get a proper village development plan.

The regional development needs proper use of human resources. The measurement of human resource development is difficult, mainly because it is not traded in the market like the physical or capital goods, (Misra and Puri 1998). The aim of achieving economic development and reducing the disparity so as to region. Regional balance can be achieved only if the development is inclusive,

2. STUDY AREA:-

The Rahuri Tahsil of Ahmadnagar district in Maharashtra state has been selected for the present work. The tahsil comprises of 95 villages and two urban centers spread over an area of 1,008,68 hectares. The absolute geographical location of the study area can be expressed as from **19° 15' N to 19° 34' N** latitude and **74° 23' 30" E to 74° 50' E** longitude. Rahuri Tahsil lies in the rain shadow zone of the Western Ghats in the middle of Pravara and Mula basin. About 45% Net Sown Area (NSA) is under irrigation which provides the base for establishment of two sugar factories and 14 chilling plants with a good network of dairy collection centres.

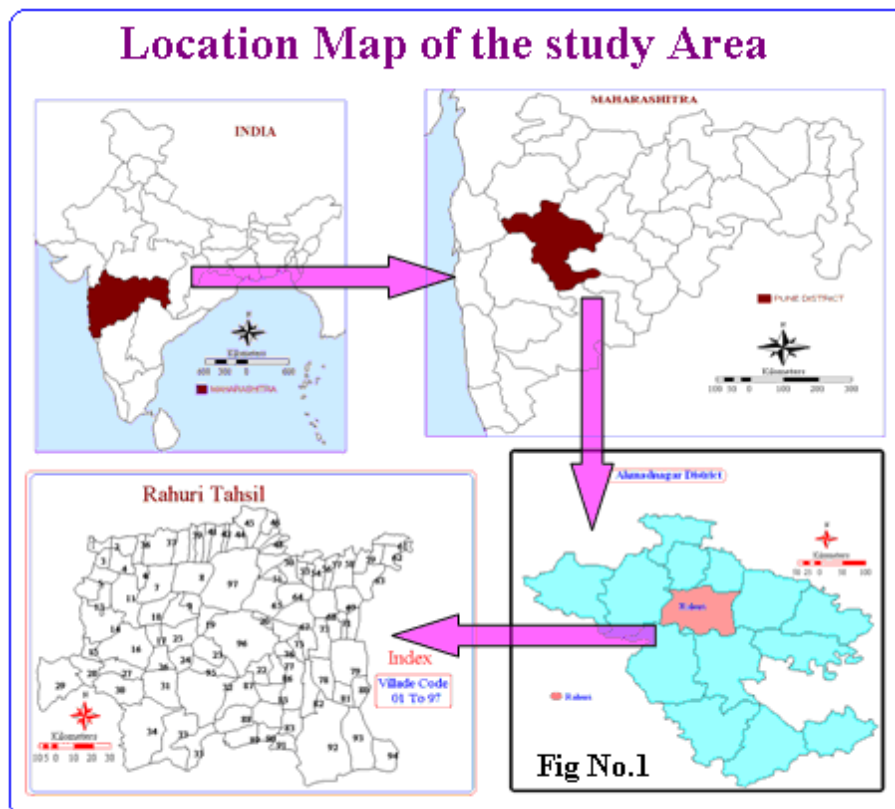
The population of the tahsil according to the provisional figures of 2011 census is 3, 25,932 with about 51.77 % as male and 48.23 % as female population. The decadal growth of population is 10.45 %.

The Rahuri tahsil is bounded by Rahata tahsil on the North, Nagar tahsil on South, Nevasa on East and Sangamner and Parner tahsil on the West, of the same district.

3. AIMS AND OBJECTIVES:

The present study proposes to analyse the level of rural development, particularly human resource development. The socio-economic and population resources are carried out to identify the micro regions on the basis of backward to the developing levels of the human resource development and focus only on backward level of human resource. The objectives of the study may briefly be outlined as follow:

1. To assess the micro region of level of human resource for planning.
2. To study the characteristics of human resource development in the backward micro-region from study area.
3. To suggest the planning strategies for improving the level of human resource development in the backward micro-region of study area.



4. Methodology:

4.1. Database:

Considering a village as a unit for the Rahuri tahsil in Ahmadnagar district of Maharashtra, the data pertaining to different aspects of the study area is collected from the Village Talathi Office, Grampanchayat, Panchayat Samiti, Tahsil office Rahuri, and District Census Handbook. Moreover, some information regarding issues of human resource development was collected through the group interviews of the villagers and knowledgeable persons.

4.2. Score Method:

In statistics, a standard score indicates by how many standard deviations an observation is above or below the mean. Standard scores are also called z-values or Composite scores, the study has been carried out with above mentioned approach and some demographic, economic and infrastructural parameters have been converted into appropriate scores with the view of human resource development in mind. The villages then were classified on the basis of composite scores and the micro-regions have been identified. The score method adopted by the researcher is not arbitrary but it shows a high degree of similarities with the quantitative data if the data is replaced by the score values in the statistical method like multivariate correlation analysis. .

4.3 Computer Techniques:

For analysed the large size quantitative data computer techniques are essential to obtain mean, standard deviation and multi - variate correlation. For village wise scores of various parameters computer techniques have been found to be suitable.

4.4 GIS Techniques:

The GIS software like Gram++, Global Mapper and Surfer has been used to prepare the maps to show the intraregional variation map of present study area.

5. Classification on the basis of Score:

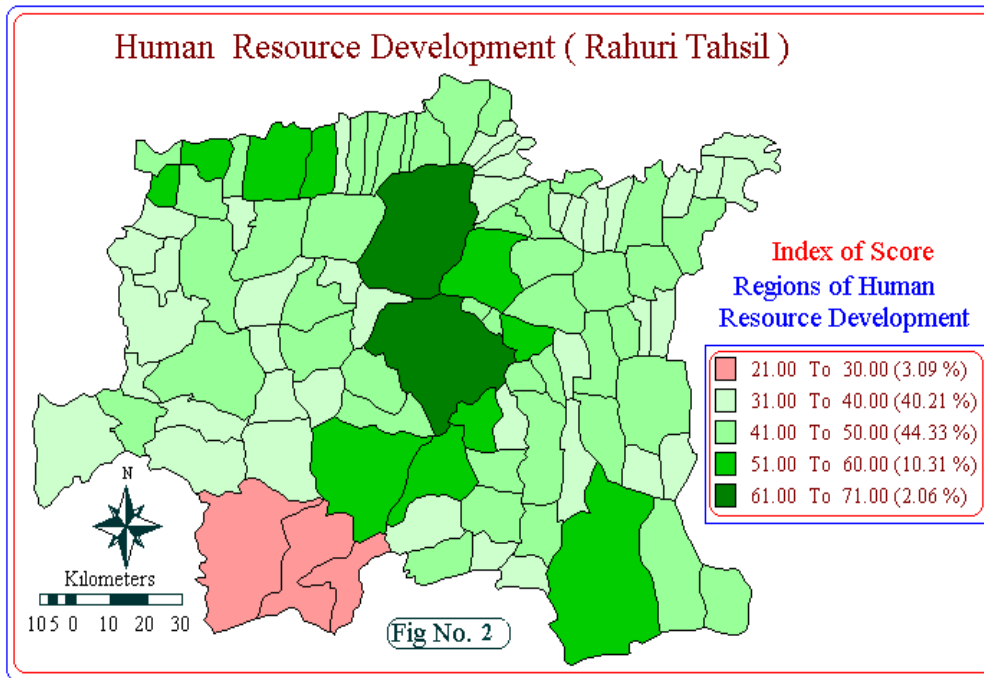
Using above mentioned method of scoring all the villages in the tahsil have been assigned the score values of different parameters. The composite score value of a village is nothing but the total numbers of scores for all the parameters. The range of such scores has been observed from 27 to 65 using simple tabulation method the villages are classified into classes as given in the table (Table No.01).

Table No. 01
Level of human development

Sr. No	Score	level of human development	Numbers of Villages
1	21-30	Backward villages	03
2	31-40	Poor villages	39
3	41-50	Moderately Developing villages	43
4	51-60	Developing villages and	10
5	60-70	Towns	02

These five groups are given convenient names as: 1) Backward villages 2) Poor villages 3) Moderately Developing villages 4) Developing villages and 5) Towns.

Thus the settlements of the tahsil have been grouped into 05 classes. These classes represent one urban region and four rural regions having some hierarchical level of human resource development.



6. Region: Backward villages:

In Rahuri tahsil, it has been observed that only three villages are at the minimum level of the human resource development on the basis of the selected parameters. These villages are Jambhali, Wawarath and Jambhulban. These villages are situated across the back waters of the Mula dam. This has led to the difficulties in transport and communication in their areas. It was found that the people from these villages have to use ferry boat for communication and transport. These villages have a hilly and undulating terrain and it was observed that about 75 percent of the land is not suitable for cultivation. Moreover, these villages have just 5.62 percent irrigation and more than half (51.98 %) of the total area is covered by the forests. Under these circumstances, obviously the agricultural density (NSA / TGA) is just 27.96 %.

It was also observed that the population density in these villages is very less. Further, these villages have the highest population growth of 44.56 % and have a better sex ratio (941/1000 male population). These villages have predominantly tribal population (46.88 %). Hence, the literacy rate also is the lowest (52.51 %). Further, the female literacy in the region is low (41.18 %). These villages have a high proportion the BPL population (43.82 %).

It was observed that almost a similar number of males and females work in these villages (59.91 % male and 59.07 % females). This is the area where the percentage of the female main workers is the highest and can be compared favorably with the percentage of the main male workers. The number of female agricultural labourers exceeds the male agricultural labourers. This is mainly because of the fact as revealed in the field study that the majority of the male workers migrate for cattle rearing in the post monsoon and summer seasons. Thus, the region suffers from the low level of human resource which may not achieve growth unless the local resources are developed. This point must be addressed while designing the strategy.

7. Suggested Planning Strategy for Backward villages:

Only three villages are present in the region, the strategy for the development of human resource may be useful for such backward villages located out side the study area. The region has a very low potential for development of agriculture due to the scarcity of resources. Low level of irrigation has also contributed to the low

yields. All these circumstances have made an impact on the low level of human resource development. Hence, to enhance the potential of human resource development, following planning strategy may be suggested:

A) Development of Agriculture:

The agriculture development may be possible by adopting the following strategy.

1) Bringing additional land under cultivation:

It is clearly observed that there is a limited scope to increase the area under cultivation. This may be resolved by adopting a two fold strategy. First, to increase the area marginally by the terrace cultivation this may form a part of the watershed management programmes. Secondly, irrigation facility may be useful to increase double cropped area. Thus by marginally increase NSA and extending lift irrigation. The major issue in the region is that the large proportion of population is dependent on the traditional occupation i.e. sheep rearing.

2) Improving irrigation facility:

The villages are located near the back water of the Mula dam. Therefore, the schemes like lift irrigation should be undertaken so that the maximum area under cultivation is brought under irrigation. In addition to this the watershed management programming are geographically suitable in the region.

3) Improvement in cultivation Practices:

It is observed in the field study that the farmers follow the traditional practices for cultivation. There is much scope to upgrade such practices by increasing the use of HYV, better harvesting and storage facility. It also observed that some of the farmers have shifted to the horticulture practices. However, it may not be proper to suggest such practices as the villages are quite in accessible to the market places and hence, perishable commodities may to be risky.

4) Fishing Activity:

There is a unique feature on the region in the form of dam for water storage. Therefore, there is a good scope for the fishing activity. The villagers from these villages should be trained in fisheries and take advantage of the same. While doing so, it should be ensured to see that the fishery is not overexploited and the activity should remain sustainable. It is observed in the field study that fishing is carried out by the tenders from out side of the region. Therefore, a proper training in this regard may be useful.

5) Improving sheep raring:

It was observed that the villagers are already in the sheep rearing occupation and lead a nomadic life for four months of the year. There is a scope for improvement in their sheep rearing activity. A modern and more scientific method with the veterinary facility and better breeding technology should be made available to them.

6) Forest based activities:

The area under forest is sufficient to provide the resources as per the statistical information. However; the quality of forest is not up to the mark to provide a gainful employment to the villagers. Therefore, it is suggested that the quality of biomass resource may be improved by adopting a joint forest management practices.

B) Education Facility:

Since, these three villages have been isolated; they lack the facility of education beyond the primary level. Hence, these villages have remained backward educationally and consequently economically. It can be suggested that the literacy mission and the spread of the Anganwadi pre-primary education in these areas should be rooted deep into their system. It is also suggested that besides the efforts at the

government level in this direction, various NGOs, and voluntary organizations can play a big role in such an activity.

C) Transport Facility:

These villages lack the facility of transport. It was observed that the ferry boat is the only transport available in the region. The government agencies should implement the plan and check out the plan for providing the transport facility of permanent nature.

D) Tribal Development:

This region has 46.88 percent tribal population. The suitable schemes under the tribal development plans coupled with the rural development schemes of the (DRDA) District Rural Development Agency should be undertaken in these villages. It is further suggested that the special efforts must be taken to ensure the participation of the majority of the tribal families in implementation of such schemes.

The above discussed suggestions would definitely lead the region from backward to moderate category.

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