CHAPTER-I

INTRODUCTION.
CHAPTER - I

INTRODUCTION

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CHAPTER - I

INTRODUCTION

1.1 INTRODUCTION:

The problems like unemployment, illiteracy, increasing proportion of population below poverty line (BPL) have been observed all over the country. The regions of rural Maharashtra are facing such problems. The Junnar tahsil exhibits variety of problems related to the development of human resources in the rural areas. Further, it is observed that the tahsil shows considerable proportion of outgoing migration because of lack of employment opportunities within the tahsil. Therefore it is interesting to identify such problems at micro-level with a geographical perspective. It may be expected that the study of the tahsil like Junnar may help to identify the problems of human resource development in the rural areas of Maharashtra. The researcher, who comes from the tahsil has developed the interest in the study entitled, “APPRAISAL AND PLANNING OF HUMAN RESOURCES IN THE JUNNAR TAHSIL, DIST-PUNE, MAHARASHTRA”.

It proposes to evaluate levels of human resources at micro-level and to suggest planning strategies to develop the same. This academic exercise is expected to be useful to redress the disparities of
development within the tahsil. The study, thus, may be applicable to resolve the current problems like rural urban migration, lack of employment opportunities and poverty. It is in this sense the study has a social relevance.

Appraisal of human resources may be useful to know the status of natural resources. Man is the focal point, who played the important role in the spatial development. The regional development is dependent upon the quality of population. Study of human resources gets the importance, because the economic landscape of the region is dependent upon these resources. Since last two decades study of human resources have been given more attention.

1.2 HYPOTHESIS:

Human resource development is the essential component of integrated development. Hence, the problems related to the same should be addressed with priority. Benefits of any development may not reach to each section of the society unless human resources in various sections of society are developed. On the basis of this concept following hypothesis may be designed for the present work. “There are differential level of human resource development within the Junnar tahsil and the rural development may be achieved by adopting proper planning strategy to develop and utilise available human resources.”
1.3 THE STUDY AREA:

Junnar tahsil is located in the northern hilly zone of the Pune district (Fig.1.1). It lies in the zone of steep isohyetal gradient having rainfall between 50 and 250 cm. The latitudinal extent of the tahsil is 19°00' to 19°24' north and longitudinal extent is 73°40' to 74°18' east. The area of the tahsil is 1579.84 sq. km. The Junnar tahsil is mainly rural in character and has 167 villages according to 1991 census (Fig.1.2). The list of villages with the code number has been given in the table 1.1.

Table- 1.1

Villages with Code Numbers

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<th>Village code</th>
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The tahsil has agriculture as the major source of income. Rice, bajara, groundnut, flower, potato, etc. are the main crops cultivated in the kharip season and wheat, gram, jowar etc. are cultivated in the rabi season. In the irrigated track banana, sugarcane, grape and tomato etc. are the cash crops. The source of irrigation is mainly ground water and government canals. The canal irrigation is based on kukadi project. Agriculture is the major economic activity and hence the human resources should be evaluated as the work force in the sector.

The population of the tahsil in 1951 was 1,28,655 including 63,036 male and 65619 female population. According to the 1991 census, the rural population of the tahsil has increased to 2,82,535 with decadal growth of about 24.32% in 1951-61 and 23.85% in 1981-91. The census department has declared (Daily Lokmat, 21.06.2001) that the rural

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population has increased by 62,362 in the last decade. According to the report the rural population of the tahsil has been 3,44,897 in 2001. Giving some margins of small error, it may be accepted that the decadal growth of the rural population has slightly decreased to 22.07% in the recent past. The tahsil has 65 villages categorised as tribal villages in which the human resource development is on lower side. Further, spatial variations in human resource has been significant in the tahsil. Therefore it is interesting to study the facts and factors related to population and human resource in the tahsil. This may help in block level planning for human development.

1.4 OBJECTIVES:

The main objective of the present study is to find out that ways and means to solve the problems related to overall development of the tahsil, particularly the development of human resources. This makes researcher to carry out the detailed survey of population and major economic activities. The study mainly aims at investigating the problems related to underemployment and hence to identify areas of economic development which will generate the employment opportunities. Finally the study proposes to prepare a model of development based on proper utilisation of human resources. The objectives of the study are:
1.4.1. To study population growth and structure on the basis of the village wise decadal data since 1951 at the tahsil and the village level.

1.4.2. To classify villages on the basis of population parameters to evolve micro-regions within the tahsil. The population parameters indicating levels of resource utilisation, would be taken into account for this kind of exercise. These are mainly growth, density, occupational structure etc.

1.4.3. To carry out appraisal of population resources in each micro-region. The quality of human resources may be evaluated on the basis of structural and other characters of population.

1.4.4. To evaluate human resource on the basis of land-man relationship. The socio-economic parameters have also been studied in view of evaluating human resources. For this, village wise parameters like caloric density, agricultural density, nutritional density, marginal resource density, etc. may be taken into account.

1.4.5. To discuss the problems related to human resource development in the study area. These problems are associated with outgoing migration, literacy, educational status, employment opportunities, proportion of population below poverty line, etc.

1.4.6. To find out ways and means to solve the problems related to the human resource development. Here the internal strength and
weaknesses of the regional human resource may be identified and external inputs wherever necessary may also be considered.

1.4.7. To suggest planning strategy for proper development and utilisation of existing human resources in the given socio-economic set up of the rural section of the tahsil.

1.5 METHODOLOGY AND TECHNIQUES:

The present investigation aims at understanding the human resources in the region. For this, it is necessary to quantify and analyse variety of aspects related to population, physiography and socio-economic set up of the tahsil. The details regarding the data base, methodology techniques have been presented at the relevant part of the present report. However, brief idea of the methodology adopted in the study is given in the following paragraphs.

1.5.1 Position of the tahsil:

The study mainly aims at identifying human resource status in the tahsil at village level. As the first step of the study the tahsil level data for the parameters like growth, density, literacy, sex ratio etc. have been compared with those of the Pune district and the state. This exercise has been proved to be useful to understand the relative position of the tahsil in the surrounding macro-region in the context of such parameters.

1.5.2 Human Resources:
The parametric approach has been used for investigating human resources at micro-level. The population parameters like growth, density, sex ratio, literacy etc. have been used in the analysis. The village level information thus compiled to create a data base matrix with the order 167 X 9. The data have been analysed using computer techniques. Employing GIS techniques like THEMAPS thematic maps have been prepared to depict the distribution of such parameters.

1.5.3 Regionalisation:

It is the crucial part of the study to evaluate human resources. Which are multidimensional in nature. For simplification each parameter has been converted in to scores. The score values have been assigned to each village for each parameter. The score values of each variable have been based on its relevance to human resource development and maximum and minimum values within the tahsil. The composite score method has been employed to understand the levels of human resource development and about four major regions have been identified. The planning strategies have been discussed for these four regions. Thus the regionalisation has been carried out on the basis spatial variation of these variables.

1.5.4 Primary Survey:

The secondary data for the parameters like level of education, family size, age structure, migration, standard of living, marital status etc.
are not available at village level. Therefore a primary survey has been conducted in 10% sample villages selected randomly. A stratified random sampling method has been employed for selecting 19 villages from the set of 167 villages. The villages in the tahsil have been classified according to population size for stratification (Table 5.7). Thus, the primary data for the variables relevant to human resource status have been collected.

1.5.5 Planning Strategy:

It may not be unrealistic to assume that the human resources are being wasted because of their underutilization. Therefore, planners should seriously think of a strategy to utilize wasting man power in such a way that employment opportunities are created in all the sections of society. At the same time it is also necessary to suggest the ways and means to improve the level of human resources. This kind of twofold approach has been adopted to design the planning strategy for human resource development in the tahsil.

1.5.6 The Techniques:

Statistical and cartographic techniques have been used for showing the relationship of different characteristics of population. The computer techniques have been used to analyse and present the population data. The vector based GIS techniques have been used for analysis for multivariate and multidate information. For this, the village boundary and
code number map of the tahsil has been digitised using POLAR digitiser as shown in the figure 1.3

1.6 PREVIOUS LITERATURE:

A brief survey of literature related to the present work has been made. The studies carried out by many workers may broadly be grouped into four groups. These are mainly

1) Population Geography
2) Human resource development and Planning
3) Methodology and techniques
4) Investigations related to the study area.

The major aspects covered in these studies in the past few decades have been discussed by highlighting the recent trends.

1.6.1 POPULATION GEOGRAPHY:

As stated by Ghosh (1985), Chandana (1986), Baghel (1995) etc., population Geography has evolved as the branch of human geography. Tiwari (1998) has stated that Population Geography is one of the important branch of geography as well as human geography. Baghel (1995) has described importance of population geography and stated that, Geography of population is a recent sprout of the science of geography. The popularity and need of such studies have been responsible for improving the scope of the subject so much that it has attained a status of a major branch of geography. Although it includes many demographic

In the population study, distribution is one of the important aspect. The scholars like Mazumdar (1973), Mehata (1973), Saptarshi (1993), Kadam and Saptarshi (1999), Jagdale and Saparshi (2001) have described and given the distribution of population in the different regions. These studies have mainly aimed at explaining spatial variation in density of population. This kind of exercise has been useful to identify the factors affecting distribution of population in a macro or micro region.

Population growth is one of the important aspects of population geography. The studies devoted to this aspect have been useful to understand the future trend of the population growth. Furthermore, they help in identifying futuristic patterns of population and problems thereby as suggested by Karmarkar and others (1982). The studies put forth by Gosal (1982), Singh (1982), Singh (1984), Gill (1987), Gosal (1990), Singh (1992), Siddiqui (1995), Gatade and Kale (1996), Chandana (1996)
have been relevant to the problem and prospects of population growth. Gatade and Kale (1996) have described population growth for the Satara district on the basis of formula put forth by Chakravarti. They have used density, absolute and relative increase of population and classified the tahsils of the district in six population growth regions.

Thus, a perusal of literature in population geography suggests that the subject is mainly related to the ground realities of problems associated with distribution, growth, structure, migration etc. To understand the intricacies of the problems the recent trend is to adopt micro-level approach. Many geographers have directed the subject towards the understanding of causal relationship. This has improved the utility and hence the scope of the subject. It has become more relevant to the problems of population and has attracted the attention of the planners and policy makers.

1.6.2 HUMAN RESOURCE DEVELOPMENT:

The difficulties regarding the appraisal of human resources and strategic planning for their development have been found in the literature of demography, population geography and management studies. The demographers understand human resources through the parameters like level of literacy, age and sex distribution, population growth, density, sex ratio etc.
The studies in management science have been much more concerned with human resource development within the micro-economic sectors (Prakash 1993, Kumar 1995, Singh 1995). Most of the studies have been devoted to the human resource development in the corporate sectors in which approach is to make the employees more enthusiastic, comfortable and efficient according to the system of management adopted by the business houses (Gupta 1993, Chaudhari 1993, Rastogi 1995, Malhotra 1995, Jain 1995, Michael 1996). The geographers ought to adopt holistic approach in which spatial variation in levels of human resource development are studied. However, few numbers of studies have been observed on these lines. Some give thrust on population, some on social and some on economic factors of human resource development.

Some scholars have stated the importance of human resources. For example, Gosal (1995) has stated that, the human resources are most important than the natural resources. Dixit (1996) has also considered human resource as the vital part of overall development. Mali (1999) has opined that regional development is based on natural resources as well as human resources.

(1996), Gosal (1996), Koli (1996), Saptarshi (1996), Basu (1998), Mali (1999), Verrabhadraiah (1999), Pardeshi and Nawale (2001) have adopted indicator's approach to study human resource development and to understand importance in the regional development. Thus, it may be remarked that any regional development depends upon the quality and quantity of the population of that region.


Health facilities are most important for the human resource development according to Chaube (1986), De (1991), Rai (1992), Dev (1994), Singh (1994), Tiwari (1994), Acharya (1997), Pawar and Chaudhari (1997). Basu (1998) has focused on the health facilities to understand human resource development. He has stated that, human development would not be possible without provision for good health and achieving high longevity. Gosal (1995) has stated that, able bodied and healthy men and women can be more productive and willing to meet challenges than those who do not remain well and suffer from malnutrition. Human health is closely related to the availability of safe water and hence piped drinking water is essential for healthiness (Chaube, 1986, Saptarshi, 1996).
The transport has been considered as the most important factor for the economic, social, cultural development of a region by Singh and Pathak (1982). Misra and Tripathi (1991) have stated that, the transportation plays a key role in the processes of natural development and there is a symbiotic relationship between level of transport development and the process of urban-industrial growth and the concomitant process of cultural change and interaction in a particular region.

The level of human resource development depends upon the per capita consumption of energy (Mahato, 1982, Husain 1994). Mahato (1982) has stated that, when the economic prosperity rises, the per capita electric power consumption increases.

As a true geographical point of view some scholars have suggested to evaluate human resources according to the existing land man relationship (Wagh et al, 1984, Singh and Pandey, 1988, Yadav, 1988, Saptarshi, 1993, Baghel, 1995, Saptarsi 1996).

Region can be demarcated by the various aspects of geographical factors. The demarcation of a region depends upon the objective of the study (Gosal, 1982, Sengupta, 1985, Saptarshi, 1993, Baghel, 1995, Nigam, 1996, Mali 1999). The regionalisation is the first step of planning. Saptarshi (1993) has attempted a regional classification on the basis of
natural environment and human resources. Baghel (1995) has delineated human resource regions on the basis of rural population density, growth rate, urbanisation, rural literacy and non-agricultural workers. Gosal (1982) has demarcated five growth regions of India on the basis of population growth. Sen Gupta (1985) has divided India into three human resource regions on the basis of the population characteristics. The first one is Dynamic, the second prospective and the third problematic.

Planning is most important for the all-round development of the region. Many scholars like Singh and Pathak (1982), Jana (1990), Dey (1991), Sundaram (1992), Saptarshi (1993), Dev (1994), Singh (1994), Jana (1996), Mehta (1997), Pawar and Chaudhari (1997) have given the importance of planning in the regional development. Planning is essential for the full development and efficient utilisation of human resources in a particular area. Singh (1994) has emphasised that, human resource planning as a part of integrated plan for economic and other goals is very essential for rural development. Day (1991) has described the planning of health services should be designed in order to make our health services more efficient. For this, it is necessary to assess the adequacy of the existing services at the micro-level.

Thus, it may be remarked that the integrated approach is the most suitable to understand the level of human resource development. This has been adopted in the present study. Further, it is felt here that the micro-
level studies on the issues related to the human resource development are rarely found in the previous literature. The present study is based on village level data and aims at identifying the micro-regions according to the human resources, roots of which would be searched in the given geographical frame work.

1.6.3 METHODOLOGY AND TECHNIQUES:

A cursory survey of literature in population geography particularly, on the problems and prospects of human resource development shows that there is no well-defined and widely accepted methodology for appraisal and planning of human resources. The macro-regional studies (Sing and Pathak, 1982, Tripathi and Vshwakarma, 1986, Chaudhari, 1994, Siddiqui, 1995, Vaidya, 1997, Basu, 1998) have used state as the regional unit. Such studies are mainly dependent on published data and statistical methods used are as simple as averages, ratios and indices. Some scholars have analysed tahsil level data (Gatade and Kale, 1996, Pawar and Chaudhari, 1997, Mali, 1999, Pardeshi and Nawale, 2001). However, they have adopted similar type of tools to sense the human resource development. There are a few number of published and unpublished studies based on village level data (Saptarshi, 1993, Kadam and Saptarshi, 1999, Jagdale and Saptarshi, 2001). The main difficulty faced by such workers is non-availability of data required to compute indicators of development as suggested by the world bank report -1998-99
or as observed in the macro-level studies. However, in the micro-level studies attempt has been made to evaluate human resources with integrated approach. Such an approach would be useful to surface realistic facts and factors as it takes into account the primary data.

The data of qualitative and quantitative aspects of human resources are collected by both primary and secondary sources. It is also observed in the survey of literature that micro-level approach deals with large sized data and hence computer techniques have become necessary (Saptarshi, 1993, Vaidya, 1997, Kadam and Saptarshi, 1999, Jagdale and Saptarshi 2001).


The present study is based on village level data as well as qualitative analysis by adopting case study approach.
1.6.4 STUDIES RELATED TO THE STUDY AREA:

It may not be away from reality to state that there is remote possibility of the study in line with the present one pertaining to the Junnar tahsil. However, the tahsil has attracted attention of some scholars for carrying out the studies in economics, economic geography, agricultural geography etc.

The regional studies like Sawant and Khan (1982, Chaudhari 1994), Vaidya (1997), Bhagat and Kadam (2001) have chosen the region as the state of Maharashtra or its part in which the tahsil lies. The studies put forth by Jagdale, Kadam and Saptarshi (2000) have been related to the Pune district of which Junnar is one of the tahsils. However, the studies mentioned above have not considered the village level data of the tahsil.

Parkhe (1992) has carried out the study entitled, "A Geographical Analysis of Sugarcane Plantation and Sugar industry in Junnar Tahsil, Dist. Pune, Maharashtra", for the M. Phil. dissertation. The study has identified the agricultural patterns in the tahsil. While studying generalised population characteristics of the tahsil, density, growth, distribution and occupational structure of the population have been discussed. However, the study has sugarcane cultivation as the main theme and has not given emphasis on human resource development.
Saptarshi and Parkhe (1993) have carried out correlation analysis to identify factors affecting spatio-temporal change in sugarcane cultivation in the tahsil. The focus in the studies is mainly on agricultural aspects rather than population parameters.

Jagdale, Kadam and Saptarshi (2000) have studied the topic, "A Spatio-Temporal Study of Population Growth in Pune District (1951-1991)". In this study the authors have focused only one aspect of population characteristics, that is population growth. The tahsil wise population growth of the district has been discussed in the study. The orientation of the study has been limited to the population growth and other aspects of human resources have not been covered.

Sawant and Khan (1982) in their study named "Some Factors Influencing Variations in the Rate of Natural Increase of Population in Western Maharashtra", have emphasised that the increase of population of western Maharashtra have divided in two groups. 1) The rate of increase more than average and 2) Less than average. According to the study, the population of western Maharashtra has increased with two reasons, one being natural increase and another migration. The Pune district has been classified as the first group.

Thus far, a perusal of the previous literature has shown that appraisal and development of human resources may be carried out by
adopting integrated micro-level approach employing modern statistical, computer and GIS techniques. It is also worth noticing that, there is a rare possibility of the published, unpublished or ongoing work similar to the present one.

1.7 ARRANGEMENT OF THE TEXT:

The first chapter has been devoted to present introduction, hypothesis, objectives, methodology, a review of previous literature etc. Although the study area has been introduced in the first chapter details of physiography and socio-economic set up have been discussed in the second one. This chapter also attempts to explain the relative position of the study area. By analysing micro-level data for the population parameters village wise growth has been studied in the third chapter. The regional classification on the basis of growth has also been carried out in the chapter. The fourth chapter deals with the appraisal of human resources, according to education, medical facilities, drinking water, electricity consumption, dependency ratio etc. The development of human resources has been studied in the context of socio-economic environment. Therefore parameters like agricultural density, nutritional density, caloric density, marginal resource density, industrial employment, connectivity have been discussed in the fifth chapter. The case studies highlighting the problems of human resource development have also been presented in the chapter. The next chapter has been devoted to discuss the planning
strategy applicable to the study area. For this the human resource regions have been identified on the basis of village level information. The last chapter has presented the major findings and general recommendation based on the present work. The limitations of the study have also been given in the last chapter.

1.8 RÉSUMÉ:

Introduction to the topic and the study area has been presented in this chapter. It also includes survey of literature related to the present study. According to the objectives of the study it is necessary to understand the physiographic and socio-economic environment of the region. These points have been discussed in the next chapter.

References