CHAPTER V

SUMMARY OF FINDINGS AND CONCLUSIONS

- Summary of Major Findings
- Conclusions
- Suggestions
India is a vast country with rich natural but poor human resources. According to the 1991 Census the total population of the country is 84,63,02,688, of which men and women constitute 51.90 per cent and 48.10 per cent respectively. The total literates in the country are only 42.45 per cent and the total workers in the country are only 33.79 per cent. Alarmingly, non-workers in the country are nearly 61.97 per cent (Primary Census Abstract, 1991).

Thus, India is characterised by poor human resources development which manifests itself in low labour efficiency, factor immobility, limited specialisation in occupation and trades, deficient supply of entrepreneurship and customary values, and traditional social institutions that minimise the incentives for economic development. In fact, without any improvement in the quality of human factor, no progress is possible in any country.

Human resources refer to available means offered by an individuals mind or personal capabilities for socio-economic well-being of the nation in general and the individual in particular. Human resources constitute the productive and qualitative portion of the total population. The stock of productive human resources can be determined by the structural characteristics of the population. Thus Human
resource development is the process of increasing the skills and productivity.

The studies so far have been conducted by different scholars on human resource development with emphasis on health, nutrition, education, and human resource management. The studies on human resource management are further confined and restricted to people working in banking institutions, professional organisations, large scale industries, factories, etc. Very few studies have been undertaken with reference to the upgradation of skills and imparting skills to the people working in unorganised sectors like agricultural labourers, artisans, and workers in household and cottage industries; and only a negligible number of studies have been undertaken with reference to the role of voluntary organisations in upgrading and imparting skills to these people.

Accordingly, human resources available in the voluntary organisations need to be mobilised and used more effectively to chalk out programmes for the development of human resources at the village level to develop the capacities of the workers in the rural areas by upgrading and imparting new skills to the people. Some of the voluntary organisations are working on these lines. Human resource development through voluntary action in the changing
conditions needs to be examined in depth. The present study is a modest attempt in this direction in examining the potential of organising human resource development programmes with reference to imparting skills and to analyse the impact of these programmes on the people with reference to their standard of living.

The aim of the study is to examine the strength and weakness of a voluntary organisation in organising human resource development programmes, and to study the impact of these programmes on the development of human resources. For this purpose, a reputed voluntary organisation in Guntur District of Andhra Pradesh, namely "Grama Siri," has been selected.

OBJECTIVES

The following are the objectives of the study:

1. to study the philosophy and objectives of the selected voluntary organisation with reference to human resource development,

2. to examine the strength and weakness of the organisation in conducting various programmes and to analyse the manpower resources for promoting human resource development in the organisation,

3. to study the impact of human resource development programmes on the selected beneficiaries, and

4. to suggest suitable measures to promote human resource development further.
METHODOLOGY

The methodological aspects of the present study are discussed in the following pages with reference to selection of the district, selection of the voluntary organisation, selection of the activity, universe and sample, sources of data collection, and tools of analysis.

Selection of the District and the Voluntary Organisation:

The State of Andhra Pradesh has three distinct regions: Coastal Andhra, Telangana, and Rayalaseema. Guntur district of the Coastal Andhra region has been selected purposefully because 1) The district though is agricultural oriented, it has potential for industrial development too and can promote self-employment opportunities, 2) The district has well developed infrastructure, 3) The district has well equipped educational institutions which are accessible for training and motivation, 4) Because of well developed educational institutions, the awareness among the people is high. Though it has many voluntary organisations, only very few of them are reputed and well-established. Though there are as many as 257 registered voluntary organisations in the district, only 45 are recognised as working organisations with some reputation. However these organisations are also different in size, experience, activities, etc. Only few organisations
have undertaking the programmes of human resource development. The voluntary organisation Grama Siri has been selected purposefully since the organisation is effectively implementing the programmes of human resource development with special emphasis on imparting skills, unlike other reputed organisations which emphasize mostly on health, education, family welfare, etc. The size, experience and potentialities also suit the purpose of the present study.

Selection of Activity: The organisation has so far taken up several training programmes and some of them are programmes of social development such as creation of awareness, motivation, health, etc. Some programmes were organised for upgradation of skills or imparting skills to the people involved in activities like tailoring, khadi and spinning, sprinkler irrigation, bio-gas plant construction, basket making, leaf-plate making, garland making, etc. There were as many as 1,280 persons who had received training in the above activities. In order to choose the activities for the present study the following criteria have been followed:

1. the activity which has maximum demand and greater employment potential,

2. the activity which facilitates economic empowerment of the trainee,
3. the activity which is amenable to further upgradation of the skills to meet the changing needs and tastes, and market demand, and

4. the activity which requires either formal or informal training for the acquisition of skills for a considerable period.

Accordingly, tailoring activity was selected for the purpose of the present study. The activity of tailoring also has emerged as one of the important areas of training, as there is a greater demand for ready-made dresses, school uniforms, etc., in the district.

Universe and Sample: The organisation has been imparting the training in tailoring since 1991. There were altogether 400 persons who received training in tailoring activity so far. To analyse the impact of the training programme in the activity of tailoring, those persons who received training between 1994 and 1996 were considered for the present study. The number of persons who received training in this period are 140. All the 140 were considered as universe for the purpose of the present study. Out of the 140 members, 100 were considered and selected on a random sampling basis for the purpose of the present study and they constitute roughly 70 per cent of the universe.
In order to compare the effectiveness of the training programme, 50 respondents who had not received any training but remained in the tailoring activity were also considered for the present study as a control group. Thus the study respondents consist of 100 trainees and 50 non-trainees in tailoring activity.

To study the strengths and weaknesses of manpower resources of Grama Siri, the investigator interviewed the personnel working in different cadres of the organisation such as coordinators, social scientists, social workers, community organizers, teachers; and they are 113 in number. Among them 81 persons were available and interviewed for the purpose of the present study to assess the strength of the human resources of the organisation.

Sources of Data Collection: The sources of data for the present study consist of both primary and secondary sources. The primary sources include people who received training and the personnel of the organisation who are giving training at different levels. The secondary sources comprise books, journals, records, reports, etc., from various sources like government institutions, libraries of research institutes, Grama Siri, National Institute for Rural Development, National Institute for Small Industries Extension and Training, etc.
The primary data is collected from the trainees as well as the personnel of the organisation by administering an interview schedule. The primary data refers to the period from January to March 1998.

Tools of Analysis: To draw meaningful inferences, statistical tools like averages and percentages have been applied as and when necessary.

SUMMARY OF MAJOR FINDINGS

Following is the summary of the major findings with regard to the features of Guntur District:

1. The District is well placed in educational status and it has sufficient infrastructural facilities to promote human resource development programmes.

2. The District has 279 registered voluntary organisation functioning for the development of the District, of which 45 are of some repute.

3. The majority of the organisations function with the help of charity. From 90's onwards, the voluntary action entered into a new era of development considering not only health and education but also economic development.
4. Some of the organisations in the District have gained potentialities in performing all-round developmental activities including human resource development.

5. Very few organisations have gained potentialities in imparting new skills and techniques for the people.

Following is the summary of the major findings with regard to the profile of Grama Siri:

1. Grama Siri is neither big nor small and thus is suitable for the purpose of study. Grama Siri is one of the few organisations in the District which facilitates the promotion of human resource development not only in the areas of health, education, and nutrition but also imparting new skills and techniques to achieve economic empowerment.

2. The operational area of Grama Siri comprises as many as 41 villages.

3. The highlighting feature of Grama Siri organisation is the several training programmes that it offers to the people for their economic empowerment.

4. Grama Siri is successful in organising, executing and monitoring different programmes and activities.
5. Grama Siri was decentralised into 9 clusters for effective implementation of its specific programmes.

Following is the summary of the major findings with regard to the capabilities and potentialities of the organisation:

1. The organisation has as many as 129 employees of whom 113 are field staff. Among the field staff as many as 81 field staff have been interviewed to assess the potentialities and capabilities of the organisation.

2. Among the study group the majority of the respondents (76.54 per cent) are in the productive age group of below 45 years and as many as 91.35 per cent are married.

3. All the employees are literates; but as many as 60.49 per cent of the employees have studied upto high school level only.

4. As far as experience is concerned, the majority (76.56 per cent) of the employees have more than 8 years experience in the organisation.

5. All the employees have expressed their satisfaction with their role and performance as well as support from the organisation.
6. The majority of the employees have received training in different fields to acquire new skills and techniques. Some of them want to participate in advanced training courses to improve their skills further.

7. The important areas in which the employees want to participate in advanced training are motivational training courses, advanced techniques in Participatory Rural Appraisal (P.R.A.) and Focus Group Discussions, and methods and techniques for rural development with special emphasis on human resource development.

Following is the summary of the major findings with regard to the social characteristics of the respondents:

1. The majority (60.67 per cent) of the respondents are women. The female respondents are more in the category of trainees when compared to non-trainees, i.e., 85.00 per cent and 12.00 per cent respectively.

2. The majority of the respondents (94.67 per cent) are in the productive age group. The average age of the respondents is found to be 27 years and 32 years in the categories of trainees and non-trainees respectively.

3. A good percentage of the respondents (66.68 per cent) are married. The percentage is high among the non-trainee
respondents of when compared to trainees, i.e., 78.00 per cent and 61.00 per cent respectively.

4. As many as 52.00 per cent of the respondents belong to backward castes in the case of trainee and the majority (94.00 per cent) of the non-trainee respondents belong to upper castes.

5. Illiterates constitute only 10.66 per cent and the majority of them are non-trainee respondents. Interestingly, 83.14 per cent of the respondents have at least school education.

6. Only 26.66 per cent of the respondents reside in pucca houses and as many as 83.00 per cent of the respondents are reside in their own houses and the percentage is more in the category of trainees when compared to non-trainees, i.e., 89.00 per cent and 72.00 per cent respectively.

7. The main source of drinking water is from a public tap (48.00 per cent) and a public bore well (12.00 per cent).

8. Nearly 82.00 per cent of the respondents households have more than two literates each. The percentage is found to be higher in the case of trainee households when compared to non-trainee households (90.00 per cent and 68.00 per cent respectively).
9. The majority of the respondents' households (90.00 per cent) are nuclear in nature.

Following is the summary of the major findings with regard to the economic characteristics of the respondents:

1. As many as 60.00 per cent of the respondents' primary occupation is tailoring. The percentage is significantly high in the case of non-trainee respondents when compared to trainee respondents, i.e., 92.00 per cent and 44.00 per cent respectively.

2. Tailoring has become a secondary occupation to 40.00 per cent of the respondents. The percentage is significantly high in the case of the trainee respondents when compared to non-trainees, i.e., 56.00 per cent and 8.00 per cent respectively. However, 39.34 per cent of the respondents do not have any secondary occupation.

3. As many as 72.00 per cent of the respondents are landless. The percentage is significantly high in the case of non-trainees when compared to the trainees, i.e., 98.00 per cent and 59.00 per cent respectively.

4. A good majority of the respondents' (57.33 per cent) income per annum from primary occupation is more than Rs.10,000. The average income of the respondents through primary occupation is found to be Rs.16,175 and Rs.10,150.
per annum in the case of trainees and non-trainees respectively.

5. The respondents who do not have any secondary occupation constitute 39.34 per cent. Among the respondents who have secondary occupation, a good majority of the respondents' (55.55 per cent) income per annum ranges between Rs.5,000 and 10,000 only. The average income per annum of the respondents from secondary occupation is found to be Rs.5,583 in the case of trainees and Rs.5,416 in the case of non-trainees.

6. As many as 48.00 per cent of the respondents' households' total income per annum exceeds Rs.20,000. In this category the percentage is significantly high in the case of trainees' households when compared to non-trainees households, i.e., 66.00 per cent and 12.00 per cent respectively.

7. The average total income per annum of the respondents' households is found to be Rs.20,822 in the case of trainees' households and Rs.13,750 in the case of non-trainees' households.

Following is the summary of the major findings with regard to the training details of the respondents. There was no reference with regard to non-trainees as they have not received training which was given by the voluntary organisation.
1. The community organisers and social workers are the important sources of awareness to the respondents about the training programme. Further, they have motivated and encouraged the respondents to participate in the training programme.

2. The majority (98.00 per cent) of the respondents did not have any experience in tailoring activity before receiving Grama Siri training.

3. All the respondents have acquired skills in such tailoring activities as stitching shirts, knickers, blouses, petty-coats, etc.

4. Duration of the training course is one year. The trainees have been divided into five groups and each group has received training in different centres at the same period.

5. All the five training centres are well equipped with necessary training material and also personnel.

6. All the respondents have expressed their satisfaction with the training they have received.

7. A good majority of the respondents' (65.00) main reason in joining the training course is to earn more income.
8. None of the respondents have joined the training course for the sake of boarding facility.

9. The organisation has arranged an amount of Rs.2,000 as loan through banks in order to enable them to purchase sewing machines and other material.

10. As many as 88.00 per cent of the respondents have repaid the loan in easy instalments.

11. The respondents did not encounter any problems with the organisation and its personnel during the training period.

Following is the summary of the major findings with regard to the impact of the training programmes:

1. All the respondents did not pursue tailoring as an economic activity before receiving the training. As many as 58.00 per cent of them are agricultural labourers. After receiving training all the respondents are pursuing tailoring as an important economic activity.

2. Occupational diversification and change have taken place in the case of all the trained respondents.

3. All the trainee respondents have become self-employed after receiving training and only 64.00 per cent among the non-trainee respondents have become self-employed.
4. Nearly 77.00 per cent of the trainee respondents work for more than 6 hours per day in post-training period, whereas 54.00 per cent of the non-trainee respondents work for less than six hours per day. The average working hours per day of the trainee respondents is found to be 4.00 hours and 6.73 hours in pre-and post-training periods respectively, whereas the average working hours of the non-trainee respondents is found to be 5.30 hours per day.

5. The majority of the respondents (68.00 per cent) work for more than 20 days per month in post-training period, whereas only 40.00 per cent of the non-trainee respondents work for more than 20 days per month in the activity. The average working days per month of the trainee respondents is found to be 12.32 days and 20.68 days in pre-training and post-training periods respectively, whereas the average working days of the non-trainee respondents is found to be 17.30 days.

6. Nearly 43.00 per cent of the trainee respondents earn more than Rs.600 per month, whereas 70.00 per cent of the non-trainee respondents earn less than Rs.600 per month. The average income per month of the trainee respondents is found to be Rs.239.83 and Rs.564.66 in pre and post-training periods respectively, whereas the average income
of the non-trainee respondents is found to be Rs.556.00 per month.

7. As many as 80.00 per cent of the trainee respondents do not seek any help or assistance from their respective family members. All the non-trainee respondents do their works independently.

8. Though all the respondents have expressed their satisfaction with the tailoring activity, 75.00 per cent of the trainee respondents wish to acquire a few more skills, whereas only 10.00 per cent of the non-trainee respondents want to acquire new skills.

9. As many as 85.00 per cent of the trainee respondents are not satisfied with their earnings. All the respondents want to increase their earnings by acquiring modern skills. On the contrary, all the non-trainee respondents are satisfied with their earnings though their average income is less than that of the trainees.

10. All the trainee respondents have enough capabilities in mobilising the resources as well as marketing the products, whereas 50.00 per cent of the non-trainee respondents do not possess these capabilities.
11. After receiving training and after becoming self-employed, the trainee respondents' aspirations have gone up with regard to their children's education. Nearly 40.00 per cent of the respondents want to educate their children above college level, whereas 72.00 per cent of the non-trainee respondents want their children to complete school education only.

12. As many as 75.00 per cent of the trainee respondents are of the opinion that the income is sufficient to meet the minimum requirements like food, clothing and health. On the contrary, the income is not sufficient in the case of 58.00 per cent of the untrained respondents.

13. All the trainee respondents want to improve their tailoring activity by upgrading the skills on modern lines and only 58.00 per cent of the non-trainees want to develop their occupation.

14. All the trainee respondents are not willing their children to pursue tailoring activity, whereas 52.00 per cent of the non-trainee respondents want their children to continue in training activity.
CONCLUSIONS

On the strength of the above findings the following broad conclusions have been drawn:

1. Voluntary organisations play an important and crucial role in the development of human resources. Their participation is however confined to health, education, nutrition, awareness, etc. Some of the organisations are involved in activities which promotes economic empowerment. Very few organisations are imparting new skills and upgrading the existing skills through training and thus paving way for economic empowerment. Considering Grama Siri achievement in imparting new skills and upgrading the existing skills through its training programmes, it may be concluded that voluntary organisations can successfully play a key role in promoting human resource development at the gross root level.

2. The present study clearly shows that training programmes organised by voluntary organisations facilitate the beneficiaries to become self-employed. Further, the study highlights the important catalytic role played by the community organisers, social workers and teachers in the motivation and participatory involvement of the people in
the process of human resource development at the gross root level.

3. Further, it is noted that emphasis must be laid on continuous monitoring during the training period and organisational assistance after the training for fruitful results. The efforts made in this direction by Grama Siri have instilled confidence in beneficiaries and thus played a key role in the successful promotion of human resource development.

4. The assured self-employment facilitates the rural poor to participate more effectively in the activities of sustainable economic empowerment.

5. Finally, it can be said that voluntary organisations which have endeavoured with adequate and well-trained manpower resources and infrastructure can help and assist the people in a meaningful way through an integrated development approach. Human Resource Development thus can be achieved through voluntary action.

Suggestions

For an effective and meaningful functioning of voluntary organisations, the following suggestions are offered.
1. The personnel working in voluntary organisations need to be provided with better skills especially in areas like Participatory Rural Appraisal, etc, which in turn promote greater people’s participation in different developmental programmes.

2. The training should be diversified and intensified keeping in view the locally available resources including human resources. Suitability and sustainability are the key factors to remember while chalking out the different training programmes.

3. Those beneficiaries who have received training in different activities need to be evaluated by the respective voluntary organisations periodically in order to verify the merits and demerits of the training programmes.

4. Voluntary organisations need to collaborate with professional institutions while chalking out the training programmes on modern lines to upgrade the skills in order to increase efficacy and utility.