CHAPTER VI

SUMMARY OF FINDINGS AND CONCLUSIONS
Rural Development has gained sufficient significance during 1970s. It is a kind of strategy which aims at increasing production and productivity of agriculture on one hand and on the other hand the resources and income generating blocks of the country with a proper stress on the social and economically poor sections and areas. It should be an unforgettable thing that every development strategy concentrates in improving a lot of rural poor.

If we concentrate on suitable rural development strategy we can keep up the basic philosophical values and goals of development which are put forward by the father of the Nation "Mahatma Gandhi" man with a multidimensional mind accompanied by physically potentiality manifests himself as "Economic Asset". He himself acted as a consumer and producer of goods and services and he is responsible for productive source of national wealth. Therefore, the development of Human Resources became essential part in all advanced countries in general and developing countries in particular.

Human Resource Development is not only concerned with schooling and formal education but also with other facts such as improvement in health, housing of family and community welfare etc. In
short, development of human resources refer to the investment which are in mind to develop the inner qualities of human being. We may restrict the investment in human capital to education and health which includes health care, services, nutrition, water supply etc. The importance of these items for enriching, the quality of human capital needs no stress. In increasing the skill of people and thereby the national income and expenditure in the field of education, health care services, nutrition and water supply helps in increasing the physical and mental efficiency of the people by not neglecting the life expectation. Providing of these facilities to the poor brings the development to make use of the human resources that are available. There is necessity of knowledge which is required to make use the human resources. Hence, there must be some plan both for the development of poor and the development of human resources.

Human Resources Development planning is high and complex and its success depends upon the cooperation and active participation of all organisations, government and non-government agencies.
Human Resources Development Through Voluntary Action:

Giving importance to voluntary action, the Rural Development functionaries got close contacts with voluntary agencies and vice versa. The public co-operation is mainly meant for the success of the social development strategy and programmes. The function of voluntary organisation is one of the remarkable formalist expressions of public co-operation. The vast concept of public co-operation includes the role of development by the voluntary organisation from village levels to the national level. The Human Resources available in the training infrastructure of voluntary agencies should have to mobilise and provide practice to the beneficiaries to effect the development at village level. In view of this background, it is felt that a study on Human Resources Development through Voluntary Action is significant in a region like Guntur District.

Modernisation is the basic facet of development in India which remains traditional, custom bound. After independence, the Government of India formulated the programmes for the development of the rural poor. But the people are either not aware of
these programmes are very few that the facilities do not reach the masses to bring about desired changes in them. Laws have been enacted, but they have either been evaded or have not been translated into reality in the path of social transformation and development.

To bring the government policies into effect in the rural areas the voluntary organisations role and cooperation is required especially in the country like India. In view of this background the study is carried in a village "113 Thalluru" of Guntur District of Andhra Pradesh.

The study is carried out with the following objectives:

1. To study the role of Village Reconstruction Organisation in rural development.
2. to know the Human Resources Development activities through HRD Village Reconstruction Organisation, in Guntur District.
3. to study the impact of Human Resources Development activities in creation of employment; and
4. to study the socio-economic impact of the respondents.

To attain the objectives stated above information was collected both from primary and secondary
sources. Primary data was collected mainly through administering a comprehensive questionnaire for the beneficiaries under voluntary organisation. The questionnaire was designed exhaustively to cover socio-economic background of the beneficiaries. The questionnaire also covers the opinions of various people in different aspects of voluntary organisation and its action.

The canvassing of the questionnaire was done during December 1992 to February 1993.

Apart from the administration of the questionnaire informal discussions were also held with the beneficiaries to understand clearly their feelings and problems.

In addition to the primary data collected, the secondary sources were also relied upon for information relating to number of beneficiaries making use of the services under voluntary organisation. Secondary data was mostly obtained from the District Gazetteers of Guntur, from the records of Voluntary Organisation selected, respondent beneficiaries, Office of the Director, Drought Prone Area Programme, Office of the Director, District Rural Development Agency (DRDA).
Due to paucity of funds, time and facilities for data collection a representative sample was drawn. However, the size of the sample is approximately 50 per cent of the universe. The respondents were chosen representing from the rest of beneficiaries gained from the non-governmental organisations. For the purpose of the study 60 households have been taken on random sampling basis in activity-wise namely, carpentry 16, weaving 24, masonry 20, in the village of "113 Thalluru".

The study is presented in five chapters.

The origin of rural development through human resources and the methodology of the study is dealt with Chapter I. Chapter II deals with the voluntary organisations and development.

Chapter III covers the profile of the study area Guntur District which also includes the profile of selected village. Chapter IV deals with emergence of Village Reconstruction Organisation (V.R.O.).

Chapter V interprets the analysis of the data collected to know the Human Resources Development through Voluntary Action.

Chapter VI evaluates the study and presents the suggestions for Human Resources Development through Voluntary Organisations.
After Independence, India has gained sufficient significance (particularly during 1970s) in developing the human resources through voluntary actions. Same development was taken place in the Guntur District of Andhra Pradesh. The district is provided the facilities to develop the human resources through voluntary agencies both in urban and rural areas. Especially the approaches for voluntary actions are: charity, welfare, relief, rehabilitation, service etc. The development of socio-economic environment around human beings, development of human beings by enlightenment also relied upon the activities taken over by the voluntary organisations.

No voluntary organisation can help the people to develop their skills without cooperation which in turn carries the development in human resources. Hence, to make changes in people the people of the society have to help the people of another. When the correlation is achieved among them, then only it is possible to achieve required aim. Therefore, the co-operation is needed in between the voluntary agencies and the beneficiaries. Not only the co-operation is needed to the government to achieve its aims in the human resources by the government officials but also by the voluntary agencies which in turn have depend on the public.
The Village Reconstruction Organisation (V.R.O.) which was found on June 6th 1969 to start a relief organisation for helping the disastrous cyclone affected areas of Coastal Andhra. In the later year it has become a development oriented organisation. This organisation has been working based on the Gandhian concept of Sarvodaya and the Christian social philosophy.

The activities of Village Reconstruction Organisation are: development of educational facilities, constructing of sheds and providing of necessary equipment to the rural poor in different fields occupations; providing of drinking water, health facilities, sanitation, diary etc. The main motive of the Village Reconstruction Organisation is to develop the rural people in first hand knowledge to acquire latest technology and improve their standard of living by involving women participation in income generating activities. In the study, it is revealed that the above said activities were carried by the Village Reconstruction Programme and it is found that the functioning of this organisation is satisfactory.

Socio-economic characteristics like age, sex, income, occupation of the respondents bring the stage of development in the rural areas. These characteristics develop the ideas in the rural people to
make use the human resources that are provided through voluntary organisation programme especially in the fields of carpentry, weaving and masonry.

From the study of the sex distribution in between males and females it is found that males are 58.30 per cent and females are 41.70 per cent. It is found that the male representation is more in the voluntary action programmes. Hence, it is suggested that the voluntary organisations have to try to increase the females number in participating and make using of the services provided by the voluntary organisations. The age group of the respondents falls in between 25-55 years and is also the majority (40 per cent) respondents age groups. The average of the respondents is 38.67 years. Hence, it is suggested that the voluntary organisation have to encourage the youth and adults who are in between 15-25 years.

Though the voluntary organisations providing the different activities to the rural poor all category of people are not make using them which is noticed in the study that the forward castes respondents number is very low. It indicates that the traditional families whose occupations are connected and encouraged in carpentry, weaving and masonry work. Further, the study
reveals that most of the backward castes, scheduled castes and scheduled tribe castes fall under carpentry, weaving and masonry in the voluntary action. Hence, it is suggested that the voluntary organisations have to encourage the forward caste who are poor.

The educational background of the beneficiaries under study indicates that the illiterates number is more in the voluntary programmes. Hence, it is suggested that the voluntary organisations have to provide the educational facility to the aged rural poor by maintaining night schools so that the beneficiaries under voluntary organisation can understood and identify some terms and words in make using of their fields.

About 68.33 per cent of the respondent beneficiaries have their own lands and the landless are 31.67 per cent. It seems that the majority of the respondents have landed property. The average income of the respondent beneficiaries is ₹. 1850 per annum. Hence it is suggested that the voluntary organisations have to advice the respondents to improve the incomes of the respondents. Most of the respondents are getting the finance source from their friends and relatives. Hence it is suggested that the voluntary
organisations have advice the respondents to get the finance sources from the commercial banks.

The respondents covered under voluntary action programme required some training in their occupations. To get training they have to get the information from different sources viz., news papers, staff members engaged in the organisations, village sanghams etc. In the study it is revealed that the some of the respondents have obtained the information from news papers about training in the fields of carpentry, weaving and masonry. It is suggested to the voluntary organisation, that they have to give announcement through the All India Radio and Televisions. So that the beneficiaries can also get the information by hearing through Radio and Television.

After taking training through voluntary organisation the beneficiaries can say whether they satisfy or not by taking training. In the study, it is revealed that the respondents under study have not satisfied in getting the training in the fields of carpentry, weaving and masonry. Hence, it is suggested to the voluntary organisation, they have to satisfy by providing the minimum required facilities to the beneficiaries.
In addition to equipment maintained by the voluntary organisations, they try to provide training opportunities through government agencies like the Integrated Rural Development Programme (I.R.D.P.) and Training of Rural Youth for Self Employment (TRYSEM) etc. In the study it is found that the voluntary organisations have provided the training facility to the beneficiaries by sponsoring them to the government agencies. About 73.33 per cent of the beneficiaries were benefitted through TRYSEM in the fields of weaving and masonry. It is suggested to the voluntary organisation that it should try to sponsor all the beneficiaries to get training in the all the three fields namely carpentry, weaving and masonry.

During the period of taking training in their field the beneficiaries have to spend some expenditure. To know this fact an attempt is made in the study. The study reveals that no respondent's expenditure has come to at least for one thousand rupees. It is highly significant to note that almost all expenditure is borne by the voluntary organisation while providing training to the beneficiaries. It is also significant to note that this organisation is functioning especially to help the poor without any selfishness.
The beneficiaries who obtained training through voluntary organisation required some finance as investment to their work. It is difficult to the poor people to invest at least a meagre amount. In the study it is revealed that majority of the beneficiaries in the fields of carpentry, weaving and masonry were obtained the investment from money lenders (28.34 per cent). Hence, it is suggested that to the beneficiaries they should have try the finance from commercial banks.

The trainees during the period of training will be provided with certain facilities like food, clothing, and health. In the study it is found that, 55.33 per cent beneficiaries expressed that they are dissatisfied about the facility of food, while 34.00 per cent are not satisfied with facility of clothing and 35.00 per cent respondents dissatisfied about the health facilities. Hence, it is suggested that the voluntary organisations have to try to provide the all amenities including the accommodating to satisfy the beneficiaries under training in the fields of carpentry, weaving and masonry.

Transport, godown, finance and other marketing facilities are available to the beneficiaries in the study under voluntary organisation in the fields of
carpentry, weaving and masonry. It is found in the study that majority of the respondents were satisfied about marketing facilities that are available.

If the work is undertaken by any individual without any other assistance this work may not give the estimated results. But it will be achieved by considering the others assistance. So, the impact of training on occupational benefits is covered in the study. The study reveals that 40 per cent of respondents in the fields of carpentry, weaving and masonry expressed that they are earning more income by getting training through voluntary organisations.

About 23.33 per cent respondents expressed that they secured the employment opportunities by getting training through voluntary organisation and 16.67 per cent said that there was no remuneration in the previous occupations in what they were engaged.

It is significant to note that through voluntary organisations beneficiaries are getting some employment opportunities after getting training, improving their earnings. Still it is suggested to the voluntary organisations that they have to try to provide more and more facilities for employing more and more people.
However, the beneficiaries are getting earnings getting of employment opportunities, their opinion is different in expressing the satisfaction especially in the fields of carpentry, weaving and masonry. Hence an attempt is made in the study in the above opinion. In the study it is found that about 68.33 per cent beneficiaries opined that they have satisfied in their fields. But 31.67 per cent beneficiaries have not satisfied. Hence it is suggested to the voluntary organisations, they should try to satisfy all beneficiaries in their respective fields.

An attempt is made in the study in order to know the opinion of respondent beneficiaries under voluntary organisation on the activities of Village Reconstruction Organisation. It is noted that about 55 per cent respondents are fully satisfied about the activities of Village Reconstruction Organisation. However, 35 per cent respondents expressed that they have partially satisfied about the activities of Village Reconstruction Organisation. It is suggested that the voluntary organisations have to advice the Village Reconstruction Organisation in doing their activities for the development of the all beneficiaries in their respective fields.
CONCLUSION:

The evaluation of the study reveals that the beneficiaries under voluntary organisation are benefited by getting training in these fields of carpentry, weaving and masonry. The beneficiaries finance position is sound after getting training. The earnings were increased. The employment facilities are increased. The standard of living of the beneficiaries after getting training through Voluntary Organisations in improved when compared to their previous period.

The beneficiaries were not incurred more expenditure while getting training through voluntary organisation. Hence, it is significant to note that the voluntary organisations is functioning to reach their activities to rural poor. It can also be said that the voluntary organisation is working with more selfishness. The voluntary organisation is trying to make use the facilities by the beneficiaries that are provided by the government agencies programmes like IRDP, TRYSEM etc. It is suggested to the government that it has to encourage voluntary organisation like "Village Reconstruction Organisation, Pedda Kakani" which is functioning in Guntur District of Andhra Pradesh.