CHAPTER I

INTRODUCTION AND METHODOLOGY
Rural Development has gained sufficient significance during 1970s. It is a kind of strategy which aims at increasing production and productivity of agriculture 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. It also aims at creating a new productive skill for them. Further, creating the accruative mind without high materialistic desire which prepare to share in the participation of development process.

If we concentrate on suitable rural development strategy we can keep up the basic philosophical values and goals of development which are putforward by the father of the Nation - "Mahatma Gandhi" man with a multidimensional mind accompanied by physically potentiality manifests himself as an "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 refers 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, nutrition and water supply helps in increasing the physical and mental efficiency of the people by not neglecting the life expectation.

Today the popular slogan in India is "to step up investment in the most precious commodity i.e., human being". The classical economists like Adam Smith and Alfred Marshall recognized the importance of human capital. But the modern economists neglected the economic growth previously. Economists like H.W.Singer, V.K.R.V.Rao, T.W.Schultz Harbison and Myers, Simon Kuznets and a group of other have opened a new facet in a economic thinking, enthroning man as
a productive source of output. The Human Resource Development includes knowledge as well as wealth and it is human capital formation through education and wealth for effective utilization of resource for developing the rate of economic growth and development.

According to Schultz (1964), there are five major categories that help, develop human resources. They are:

1. Formal education
2. Health facilities and services
3. Adult Education
4. Migration of individuals and families and
5. Training on the job.

One of the barriers to spread development in the developing countries are poverty, population explosion, mass illiteracy and illhealth. Henceforth, unless the quality of Human Resource is improved by means of population control, mass education and improvement of physical efficiency etc. The developing countries should aim at planning for Human Resource Development.

Human Resource Development planning can be undertaken in different basis short-term, medium-term and long-term. Human Resources Development planning
as an important part of the overall policy of economic development. Human Resources planning is like any other planning must be gained with the methods of the following requirements:

1. Forecasting of the Human Resource Development.
2. Analysis of the existing situation, and
3. Balancing and shortages and surplus.

Eventhough India is industrially developing country, the majority of the population is involved in agriculture. As a result its economic growth depends upon both improvements in agricultural and industrial development along with modern grounds.

Phelps Brown (1962) opined that the Second Five Year Plan was prepared under the framework of a more formal model of development (The Mahalonobis model) which again stressed on creation of modern industrial sector and production of heavy and capital goods. Industries which would inturn accelerate the rate of capital formation in the economy available of wage goods was considered necessary in the process of transition. Initially these wage goods (Food and Clothing) could come from traditional sector, i.e., agriculture and village industries. Thus strategy of agriculture and community development for retained
preference was given to irrigation among the programmes such as spreading the use of fertilizers, improved seeds, land reclamation, flood control and land reforms are included. During the First Plan itself foundation of agricultural research was laid through Indian Council of Agricultural Research and a number of specialized institutions under the Council, likewise thrust was continued (Phelps Brown E.H. The Economic of Labour, p.10).

Young, F. (1956) states that Human Resources refer to available means offered by mind and a personnel capabilities for socio-economic well-being of the nation as a whole and the individual in particular. The Human Resources Development is in the process of increasing the skills, knowledge and the capacities of all the people in the society. In the economic terms, it can be described as "The accumulation of human capital".

(Human Resource Development planning is high and complex and its success depends upon the co-operation and active participation of all organisations, Government and non-government agencies.)

According to Frederick Harbison and Charles A. Myers (1960:3) usefulness of Human Resources is one
of the critical part of planning for economic growth as manpower is also the most costly of all available resources. The maximum amount of physical resources of utilization depends mainly on the ability, capacity, willingness talent and motivation of the people. Therefore the employment objective of Human Resources utilization should be creation of jobs for all available manpower.

The Community Development Programmes and programmes of Panchayati Raj have undergone several changes. It could hardly enrich people's participation or public cooperation inspite of the panchayati raj institutions, the mahila mandals and the youth clubs which were created by the officials.

In 1967, the participation of public cooperation was created, in the Planning Commission to make the people's participation in the plan scheme was changed to the Ministry of Community Development. Later, Rural Development and a few schemes strengthening and promotion of associate organisation like mahila mandals and clubs were encouraged in Rural Development have separated by the incentives available from government and their primary consent for rural poverty exploitation etc. Some people who belong to upper middle class families decided to be activises by taking the
support from the educated and qualified young men and foreign training. For their programmes and projects which are their own innovative gained financial support from the government.

Similarly in the sector of National Adult Education, Family Welfare, Child Development, educated young men and women, apart from making their precious contribution made a strong influence on the Government policies and programmes.

To implement Government policies undertaking programmes of training, research, monitoring etc., the Government has created different agencies under their ministries. There are also national institutions and their sub branches are observed and emphasised on development of the Human Resources.

HUMAN RESOURCES DEVELOPMENT AND VOLUNTARY ACTION:

Giving importance to voluntary action, the Rural Development functionaries got close contacts with voluntary agencies and vice versa. The Ministry of Human Resource Development has liberalised its policy to finance the voluntary organisation with open arms to get their contribution as well as co-operation in the practice of the Rural Development programmes. It also made them to utilise the funds available with the
Further to encourage industrial and business houses to give some funds for their projects in Rural Development by giving 100 per cent concession in income tax.

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 of the voluntary organisation at all levels from village levels to the national level.

Voluntary organisations are closer to the people than the public administrative system because the voluntary organisation reflects the culture, values and sensitivity of the people. The process of development through voluntary organisation can be enriched by the partnership of voluntary organisation with people. The success of such partnership is clearly dependent on mutual support and better understanding of the problems, dissemination of information and promotion, efficiency and effectiveness in action.

For the reduction of rural poverty, considerable scope for extension of voluntary action is
needed from voluntary workers. It can help greatly for organising programmes for removal of rural poverty in many ways, such as identifying the deserving poor, finding out their choices and attitudes, identifying specific occupations pattern for them and arranging for marketing of their produce. They can also help in organising women's economic activities in new dimension. These voluntary organisations also help the rural poor to improve the skills to provide some basic services to meet the health, education and social welfare needs of the poor, which badly needed by the deprived sections of the society.

In India, welfare state looks after welfare with development. For development of these things immediate efforts will give them the training, the production and employment would go a longer way. In helping them, especially to secure peace and happiness. The Government programmes with various activities of social welfare, education, health and industry role by voluntary organisations is recognised. A considerable importance to the handicrafts and handlooms sector which can help voluntary organisations in enriching better assistance to those who need and distress. One should make use of them since it will be mutually enriching.
The Human Resources available in the training infrastructure of voluntary agencies should be mobilised and practice the more effectively at the village level during the Seventh Plan period. Non-formal and informal skill methods and approaches of creating confidence among the rural poor to undertake responsibilities of planning and enforcing programmes on their own. The training institutions in the voluntary sector have developed to consider for replication on a longer scale.

In countries which are in under-developed stage, there are instances of over population, high level of disguised unemployment and poor utilization of available manpower. Economists have started considering about the available potential human resources and their utilization. Infact, it is a source of successful development. A strategy of excess labour in the irrigation sector has to be siphoned-off and it should be engaged in agro-based, khadi and village industries or else, household and small industries are to be taken to the villagers are semi-urban areas and to the door-steps of the people seasonally who are disguised in unemployment. This would increase the marginal productivity of every worker who is engaged in new industries as well as in agricultural sector.
Robinson, Joan, (1947) mentions that the population growth was fast enough in India to retard the development efforts without logical solutions. It would be an intensive programme of birth control without waiting for the process of social, economic development to bring about a normal fall in population growth. But one should mind that the potentials of development have been greater than the potentials of growth of population. To realise these potentials in early stage we have to find out the benefits of taking fertility rate and taking into the inclusion of birth control as a complementary policy to economic development. Rapid population growth is a cause as well as a result of poverty. A fall in population growth rate is correlated with a reduction in unemployment, better health care, more education, progressive income and improvement in the status of women.

Harbinson F. and Myers (1964) argues that in the context of India, it would be rather odd and difficult to try to quantify the disguise unemployed persons in agricultural sector. Lewis and Nurkse have opted for the utilization of man-power. This surplus manpower in the modern sector especially in capital construction works. But such kind of works involve large investment to be made by Government, like construction of dams, roads, digging of canals and their
maintenance can solve the problem of unemployed and under employed persons, but not all of them. It has been suggested that the villages should be induced to undertake new occupations (both part-time and full-time) by the incentives, subsidies and grants given by the Government depending upon the availability of local resources, raw materials and marketing facilities. The agro-based industries can be started preferably in villages. So the people show interest in engaging themselves into the new occupations that can be suitable to the village atmosphere.

Raj K.N. (1959) pointed out that the introduction of human capital as a significant element in the growth process holds true only if the education of the labour force changes to a certain pattern. These ideas are closely related to the development of Human Resources in agricultural agro-based industries, Khadi and Village Industries in India.

OBJECTIVES OF THE STUDY:

As the present study is concerned with the Human Resource Development through voluntary action the following objectives have been setforth:

1. To study the role of Village Reconstruction Organisation in Rural Development;
2. to know the Human Resource Development activities through HRD Village Reconstruction Organisation in Guntur District;

3. to study the impact of Human Resource Development activities in creation of employment; and

4. to study the socio-economic impact of the respondents.

METHODOLOGY:

In view of the said objectives the study has to be carried on the programmes of Human Resource Development in rural areas. For this purpose, Village Reconstruction Organisation, a voluntary organisation has been selected. This organisation was selected particularly on account of its long standing involvement in Rural Development. The recognition of the organisation gained on account of its successful programme and its role in the development of Phirangi-puram taluk in total. Thus it is an ideal voluntary organisation and a study of this organisation will not only be useful in advancing the theoretical knowledge on voluntary action but also be useful to the voluntary agencies with less experience and for those which are likely to come up in future.
Village Reconstruction Organisation has a wide area under its fold and has been implementing rural development programmes in 104 villages in the Guntur District. In order to measure the impact of the programmes launched by Village Reconstruction Organisation (V.R.O.) at grass-root level. A village namely "113 Thalluru" has been selected for intensive study. All the beneficiaries in this village have been covered in the study to know the impact of the programmes started by the voluntary organisation. Thus the study has two dimensions viz., the macro-level and the micro-level.

The macro level study is conducted applying techniques of case study method. All the 60 households in the village have been surveyed with the help of general schedules. Intensive interviews were conducted with all the beneficiaries in the village scheduled with all the beneficiaries and interviews formed the basis for collection of primary data. The secondary source like project proposals, periodicals and annual reports and evaluation reports of Village Reconstruction Organisation and the records available with the social workers incharge of the village are also used.
The analysis was done by classification and tabulation of the data. Separately for the programmes of Village Reconstruction Organisation in total and programmes launched in "113 Thalluru" (village), Phirangipuram (mandal). Human Resource Development, irrigation, agricultural, animal husbandry, artisan development, education, health and infrastructural development have been taken as programmes. Analysis was done with the help of percentages and variations in applicable cases with the background of age, sex, education, land, income, occupation, and caste have been considered as variables behind beneficiaries.

In the second stage the activities that have been undertaken by the Village Reconstruction Organisation have been chosen for the present study. This voluntary organisation has taken up several programmes like survey and research personnel and training, agricultural and social forestry, industrial sector, education, health and sanitation, constructive activities, resource development, cultural and communicative programmes and leadership development activities of the training.

NEED FOR THE STUDY:

One of the most important activities of the Village Reconstruction Organisation (V.R.O.) is to equip
the people with necessary skills for creating, organising and utilizing opportunities for their social, economic upliftment in the present study. Those who were given training were taken into consideration to estimate the participants of voluntary organisation for Human Resource Development.

Since 6th October, 1971, Village Reconstruction Organisation has undertaken training programmes to the people to observe the impact of Human Resource Development. The beneficiaries who were trained by the Village Reconstruction Organisation from 6th October, 1971 to 1992 can be considered. The Village Reconstruction Organisation has provided training in Guntur area covering a total of 512 beneficiaries for 50 households.

The areas such as tailoring, basket making, mat weaving, garland making, carpentry, masonry etc. However the present study is limited to the following activities like carpentry, masonry, weaving covering a total of 50 villages of each one village name "113 Thalluru" is taken for sample village for the present study.

UNIVERSE AND SAMPLE:

The present study of this village namely "113 Thalluru" in Phirangipuram (Mandal) of Guntur
District contains 117 households. Therefore, in view of paucity of funds and 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. Activity-wise respondents viz., carpentry 16, weaving 24, masonry 20, in the village of 113 Thalluru.

**SOURCES OF DATA COLLECTION :**

The primary as well as the secondary data were collected for the study. The primary data were collected by administering a schedule. The secondary data were obtained from the official records in offices of the District Rural Development Agency, Guntur, records of Village Reconstruction Organisation, and the National Institute of Rural Development, Hyderabad, besides other published and unpublished reports.

**TOOLS OF ANALYSIS :**

Tools such as averages, percentages etc., are used for the purpose of analysing the data.
LIMITATIONS OF THE STUDY:

The study has its own limitations. Our enquiries with the Village Reconstruction Organisation were not so fruitful in obtaining all the information necessary for this kind of study. It was partly an account of the busy schedule of work of the project officials. In fact only handful of officials at project level are dealing with development programmes in all dimension in a village. In the absence of any one, the socio-economic conditions of the people in the project area. It is difficult to measure the impact of these programmes on the people. As such the study could only take into account the overall benefits of the programme in different fields and to what extent the programmes reached the intensified beneficiaries.

SIGNIFICANCE OF THE STUDY:

Keeping the above discussions in view, Human Resource Development plays a significant role in bringing prosperity to rural areas and to develop the rural economy. Though the Government of India has several programmes for the development of Human Resources in the rural area, it did not achieve the desired results. It is because of the vastness of the rural
areas and limitations of the implementing agencies. Therefore in this context the voluntary organisations can play a meaningful and significant role.

The voluntary organisations have made notable contribution in reducing poverty in rural areas in past few decades. The voluntary social service has been integral part of Indian culture since the time imme­morial. In recent times the voluntary organisations have gained considerable importance and significant. The Government administrative missionary has notable concern to develop the people skillfully and redress their problems mainly the poor who are living in slum village. In the Seventh Five Year Plan, considerable importance was given to the voluntary organisations to support the efforts of the Government for the rural development mainly in the implementation of several programmes for poverty eradication. One of the guidelines to the voluntary organisations in this respect is to use indigenous resources i.e., Human Resources, rural skills and local knowledge, grassly underutilized at present it can be used for their own development.

The study of voluntary organisations in promoting Human Resource Development reveals that none of these studies have focussed Human Resource Development in various levels such as grass-root level, the village
poor. Moreover studies and voluntary organisations also reveal that the majority of the studies have mainly focussed on the functions of voluntary organisations but not Human Resource Development programmes and it's socio-economic impacts of the respondents.

In this regard the research shows much interest and test in studying Human Resource Development through voluntary action. But to serve this purpose a humble attempt is made to study the Human Resources Development through one of the voluntary organisations, Guntur District of Andhra Pradesh. The desire of the present study is examine the development of Human Resources through voluntary action. For the purpose of study Village Reconstruction Organisation (V.R.O.) in Guntur District has been chosen by formulating the necessary objectives.

CHAPTERIZATION:

The introductory part of Human Resource Development through Voluntary Action and the Methodology is dealt with Chapter I. Chapter II deals with voluntary organisation and development.

Chapter III covers the profile of the study area: Guntur District and the profile of the selected
village 113 Thalluru. Chapter IV deals with the Voluntary Organisation, "Village Reconstruction Organisation" (V.R.O.).

Chapter V interprets the analysis of the data collected to know the Human Resource Development through voluntary action.

Chapter VI evaluates the study and presents the suggestions for Human Resource Development through Voluntary Organisations.