1.1 Introduction:

Human beings are not considered now simply wage earning labour but an asset, a purposeful reason of the organization. Human resource management or HRM is the management of this purposeful resource. The speedy changes in technology and economy are undergoing. The recent scenario economic liberalization and process of globalization increased the importance of human resource management. The world over in general and India in particular is concerned with human resource development and human resource management as it gained an importance and is viewed as a fundamental aspect of management.

Human resource development (HRD) is one of the most widely discussed issuers in management today. Human resource being the most significant and activities factor of production becomes the key to optimizing the utilization of all other material resources. Developing the human resources, upgrading their skills and knowledge would lead to economic and organizations development.

The United Nations Development Programmes (UNDP) is historically a unique at international co-operation to impose comprehensively the economic, social and educational well being of nearly three forth of humanity living in developing countries with five Decades of experience in development cooperation with the international community. UNDP has emerged as the worlds largest multilateral grant development cooperation organization working from 113 field offices seating 113 countries and territories.
In May 1990, the United Nations Development Programme (UNDP) launched the first Human Development Report (HDR). It was pioneered by Mahbub-ul-Haq and Amartya Sen. These reports have stimulated discussion worldwide, reading to what is called the "Human development movement" which includes international and national government policy makers, planners, opinion leaders, parliamentarians, media, NGOs, and various members of the civil society.

In India, the preparation of Human Development Reports has been pioneered at the state level. The process has brought together a wide spectrum of development practitioners from government, private, NGO's and has helped states that have nagged in the preparation of state. Human development reports (SHDR's) in enhancing allocations to human development priority sectors.

Human development reports purpose composite indices that go beyond income-based members. The Human Development Index (HDI), Gender Development Index (GDI), Gender Empowerment Measure (GEM), and Poverty Index (HPI) have been introduced in various HDR's since 1990.

Conceptually, human development is the combination of people's entitlements and actual attainments in the crucial aspect of their levels of education, health, and livelihoods. Taken together, these three elements form the everyday experience of and even an unremitting struggle of development.

Human resource development and management is one of the most widely discussed issues in management today. Human resource being the most significant and active factor of privation becomes the key to optimize the utilization of all other material resources like land, labour, capital, and machines. Developing the human resource, upgrading their skill and knowledge would lead to economic and organizational as well as regional and national development.
1.2 Choice of Subject

1. Reasons adapting human resource management are:
   - It place emphasis on the attitudinal and behavioral characteristics of employee.
   - Better organizational climate and culture may merge as result of good HRM.
   - Employees would be able to gain a great sense of accomplishment through their work.
   - To develop a coherent set of personnel and employment policies which jointly reinforce the organizations strategies for matching resources to business needs and improving performance.
   - To integrate human resource polices with business plans and reinforce on appropriate culture on an unnecessary reshape and inappropriate culture.

2. Reasons adapting Human Resource Development
   - To develop the potentialities of people for the next level job it prevent employee obsolesce.
   - Organizational complexity- with the merge a increased mechanizations and automation manufacturing of multiple products rendering of serous organizations became complex. Management of organizational complexity is possible in rough HRD.
   - To prepare the employee to next the present and changing future job requirement.
   - Human relations- most of the organization today tend to adopt human relations approach. This in turn needs HRD.
   - Technological Advance - Organization in order to survive and develop should adopt the latest technology adoption of latest technology will not
be complete until they are manned by developed employees. Employee development is possible direction through human resource development. These are the days of information technology and high level production and services technology. Therefore HRD is essential in the new millennium.

3. Selection and Background of Topic

Marathwada the region is the state of Maharashtra comprises eight district viz. Aurangabad, Jalna, Parabhan, Hingoli, Nanded, Beed, Latur and Osmanabad. The entire region formed a part of the princely state of the Nizam, then known as Hyderabad state which was merged into the India union in 1948. In 1956 with the reorganization of states the Marathwada region was joined to the bilingual Bombay state which comprised the parts of present Maharashtra on Gujrat state. Hyderabad was a multilingual state, Marathi, Kannada, Telugu and Urdu were the major languages spoke in the state. The Marathi speaking area was known as Marathwada.

Economically this region was very backward it was predominantly agricultural and there was very little industrialization in the region limited banking facilities, scarce transport facilities, utterly neglected irrigation and lack of electricity supply can be cities as indicators of very low level of economic progress.

For economic development there is not only need to expand in invest in various projects but also there is need to expand on fundamental needs such as education, health, widening of choices like UNDP's indicators of measuring HDI there should be study of development in Marathwada taking into consideration its historical background geographical condition, social structure and social backwardness. Even today society as girl are not allowed to take
education they are also forced to marry in there early ages. it shows that socio economic condition in society is quite had even in the 21st century.

To get rid of from regional imbalance in Marathwada region we have to firstly out the shortfall in HDI and according to that appropriate remedies, will be suggested.

HDI value of 12 districts of Maharashtra state is very low including 5 districts of Marathwada region so to increase HDI value of these 12 district Maharashtra state government establishment Maharashtra human development mission.

Thus this research is expected to promote deeper understanding of the challenges and opportunities for human development action and sustainability of the challenge that have been met since the formation of the state of Maharashtra and Marathwada region.

1.3 Objectives

The main objectives of this research is to study (HRD) human resource development and its management for the development of Marathwada region. However following are the specific objectives.

1. To study human resource of development of Marathwada region.
2. To study human resource management in Marathwada Region.
3. To determine human development index for Marathwada region.
4. To identify weakness and strength of Human resource Development in the industries in Marathwada region.
5. To give suggestion for improvement on human resource development and Human resource Management in Marathwada region.
1.4 Hypotheses

Flowing are the hypotheses of the present study.

1: There is improper use of available human resource in Marathwada.

2: There is lack of management and development of human resource in Marathwada region.

3: Human development index of Marathwada region is low as compared to other regions in Maharashtra.

1.5 Research Methodology

Research in social science is concerned both the knowledge for its own sake and with knowledge for what it can contribute to practical concern. This double emphasis is perhaps especially appropriate in the case of social science. On the one hand its responsibility as a science to develop a body of principles that make possible the understanding and prediction of the whole range of human interaction on the other hand because of its social orientation it is increasingly being look for recital guidance in solving immediate problems of human relation.

Various aspects of the research methodology are discussed below

A. Scope of the study

The study is limited to Marathwada region. The study restricted to determine (HRI) human development index of Marathwada region, . The study also analyses the human resource development and human resource management of selected industries at Aurangabad.

Thus the human resource management and human resource development can also be studied across other districts of Marathwada, however due to vast
geographical distance resources constraints and largely scattered industrial areas and functional strategic restrictions Aurangabad district have been concentrated upon in greater detail with actual primary data collection and survey of various industrial organization in Aurangabad city only.

B. Period of Study

The study analyzes the HRD practices in the Industries of Marathwada at present.

The Study analyzes the Changes of Human Development Index of the Marathwada Region for the period of 2001-2012

C. Nature of Data and Data Collection

Primary as well as Secondary data collection in any research is most important and practical activity hence needs right planning. Data to be collected by any research activity can be divided in two sub groups.

a) Secondary Data

b) Primary Data

a) Secondary Data

Secondary data for its research in collected form following source.

a. Reports on human development in collected form following source.

b. Statistical abstract of Maharashtra state.

c. Website such as www.mahades.ogov.in., www.Maharashtra.gov.in

d. Report District wise skill gap study for the state of Maharashtra

e. Different reports of UNDP

f. Economic Surveys of Maharashtra
b) Primary Data

It is that data which is collected from the field by using suitable tools like questionnaire, interview and schedule.

For this study questionnaire is used for collecting the primary data.

The questionnaire is design to analyze the human resource development practices at the industries in Marathwada region. The questionnaire consists of 50 open ended questions.

The scale used for the questionnaire is as follows

<table>
<thead>
<tr>
<th>5</th>
<th>4</th>
<th>3</th>
<th>2</th>
<th>1</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Strongly disagree</td>
</tr>
</tbody>
</table>

Questions are designed for analyzing the following HRD practices:

- HRD Climate of the Organization
- Performance Appraisal System
- Training and Development
- Career Development and Counseling
- Employee Motivation and learning

D. Sampling Strategy

Sampling is a technique by which an investigator selects few elements from predicated universe to represent the same in its all respects. To select the
representative sample is one of the important step in conducting the research. Stratified random sampling technique is adopted of organizing sample survey in the present study.

Geographical Area: Marathwada Region of the Maharashtra State.

Sample size: The data is collected from 280 respondents. The sample included the employees and managers of the organizations.

Sampling Design: The respondents are selected from following sectors:

1. Pharmaceutical
2. Engineering industries
3. Manufacturer of plastics and rubber,
4. Manufacturers of Machinery and Equipment,
5. Food and Beverage Industries.

Around 10% of units from each sector are selected randomly from the universe; Table 1.1 depicts the universe size.

One HR manager/ HR executive/ Training Manager and ten employees are randomly selected from each organization.

The Table 1.2 depicts the details of the sample design of the study.

Table 1.1 : Universe Size: Major product-wise large enterprises in Dist.Aurangabad (From March 2011 to March 2014)

<table>
<thead>
<tr>
<th>Year</th>
<th>Engineering</th>
<th>Food Products &amp; Beverages</th>
<th>Mfg. of Machinery &amp; Equipments</th>
<th>Mfg. of Rubber &amp; Plastic</th>
<th>Mfg. of Pharma/ Chemical</th>
</tr>
</thead>
<tbody>
<tr>
<td>M-11</td>
<td>48</td>
<td>11</td>
<td>46</td>
<td>17</td>
<td>36</td>
</tr>
<tr>
<td>M-12</td>
<td>51</td>
<td>13</td>
<td>46</td>
<td>18</td>
<td>37</td>
</tr>
<tr>
<td>M-13</td>
<td>53</td>
<td>11</td>
<td>51</td>
<td>18</td>
<td>39</td>
</tr>
<tr>
<td>M-14</td>
<td>55</td>
<td>13</td>
<td>54</td>
<td>20</td>
<td>41</td>
</tr>
</tbody>
</table>

source: Government of Maharashtra, Directorate of Industries year 2014
Table 1.2 Sample Design

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Category</th>
<th>No. of Units</th>
<th>No. of respondents-one HR/Training Managers from each Unit</th>
<th>No Respondents-ten employee from each unit Selected randomly</th>
<th>Total respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Pharmaceutical industry</td>
<td>5</td>
<td>5</td>
<td>50</td>
<td>55</td>
</tr>
<tr>
<td>2</td>
<td>Manufacturers of Machinery and Equipments</td>
<td>6</td>
<td>6</td>
<td>60</td>
<td>66</td>
</tr>
<tr>
<td>3</td>
<td>Engineering industry</td>
<td>6</td>
<td>6</td>
<td>60</td>
<td>66</td>
</tr>
<tr>
<td>4</td>
<td>Manufactures of Food and Beverage</td>
<td>2</td>
<td>2</td>
<td>20</td>
<td>22</td>
</tr>
<tr>
<td>5</td>
<td>Manufactures of Rubber and plastics</td>
<td>2</td>
<td>2</td>
<td>20</td>
<td>22</td>
</tr>
<tr>
<td>6</td>
<td>other organizations</td>
<td>5</td>
<td>5</td>
<td>50</td>
<td>55</td>
</tr>
<tr>
<td></td>
<td></td>
<td><strong>26</strong></td>
<td><strong>26</strong></td>
<td><strong>260</strong></td>
<td><strong>286</strong></td>
</tr>
</tbody>
</table>

**E. Data Analysis**

The collected data is processed and analyzed for drawing inference and making suggestion on the basis of it. In present study simple statistical tools viz. average, frequencies, percentage, Standard Deviation etc. are used for analysis and comparison of data.

The Z-test has been used for hypothesis testing

The collected data are processed and presented in the form of tables, graphs, figures, diagrams and maps for analysis and interpretation purpose.
F. Techniques for Calculation of HDI

Formula for General Human Development Index (IHDR 2011):

Dimension of each Index = (Actual value – Minimum value) / (Maximum value – Minimum value)

Health Index = Life expectancy at birth – Minimum [Life expectancy at birth]

Range of Life expectancy at birth

Education Index = 1/3 * (Literacy index) + 2/3 * (adjusted mean years of schooling index)

Where Literacy index = Literacy rate 7+ population

Adjusted Mean years of schooling index = Average number of years of schooling education for 7+ population,

adjusted for out of school children in the school going age group 6-17 years

Income Index = MPCE(1-G) – MPCEmin(1-G)

MPCEmax(1-G) – MPCEmin(1-G)

Where MPCE = Monthly Per Capita Expenditure

G is the Gini coefficient of inequality of MPCE

HDI = Simple average of Health index, education index and Income index.

1.6 Limitation of the study:

- As the study is conducted as partial fulfillment of the Ph.D. degree in management of the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad it has its inherent limitation of duration and of financial resources.
- Due to the limited time and financial resources it was not possible for researcher to visit all the human resource management and human
resource development units and organization scattered all over Marathwada. Thus the industries from the Aurangabad district are selected for study.

- The present study is a sample study therefore 100% accuracy cannot be expected. However care has been taken to reduce sampling error by way of selecting a representative sample.
- 26 industrial units are selected for the study, which may not cover all types of the industries.
- The small scale industrial sector and service sector are not considered for the study.

1.7. Chapter Scheme

The present research work is distributed in the following seven chapters.

**Chapter - I : Introduction and research methodology**

In this chapter introduction of the subject, concept of human resource development (HRD), human resource management, (HRM) importance of HRD, HRM, importance and choice of subject objectives and research methodology is given.

**Chapter - II : Human Resource Development and management**

In this chapter concepts on Human resource development, Human resource management are given along with its application in Industries are illustrated.

**Chapter - III : Review of literature**

In this chapter review of earlier research work on human resource development, and management at global, national and state level is done.
Chapter - IV : Human resource potential in Marathwada Region

In this chapter human resource and demographic factor for Marathwada region are analyzed.

Chapter - V : Human development index for Marathwada region

In this chapter (HRI) Human resource index of Marathwada region is calculated by methods given by UNDP report.

Chapter - VI : Human Resource development and management in Marathwada Region

In this chapter human resource development and management of Marathwada region with respect to industrial sector in Aurangabad city is analyzed.

Chapter - VII : Conclusion and Suggestion

In this last chapter important findings and there on suggestion are given which are helpful to policy makers and researcher in this field.