

ROLE OF RURAL WOMEN IN HUMAN RESOURCE GENERATION IN NORTH-EAST INDIA WITH SPECIAL REFERENCE TO DHEMAJI SUB-DIVISION OF DHEMAJI DISTRICT OF ASSAM

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Introduction :

The resource that resides in the knowledge, skills and motivation of people is the human resource which improves with age and experience. Human resource is regarded as the scarcest and most crucial productive resource that creates the largest and longest lasting benefits for an organization. It is the capacity of human being to create employment opportunities, strategies for development and increasing productivity. It is also the organizational function that deals with the people and issues related to people such as compensation, hiring, performance management and training. Development of persons to their maximum potential and the conservation of talent is the gist of the concept of human resource development through education-both formal and informal. Capital and natural resources are passive factors of production, human beings are the active agents who accumulate capital, exploit natural resources, build economic, social and political organizations to contribute the national development. It brings the best work ethic of the employees and therefore making a move to a better working environment. Indian economy is a rural based economy where about 68% of people lives in rural area. Rural development is the process of improving the quality of life and economic prosperity of people living in rural areas. It was originally concentrated on the exploitation of natural resources such as agriculture and forestry. The urban economy had changed in the global production networks which changed the character of rural areas. So, the rural economy has to approach development from a wider goals rather than merely creating incentive for agricultural or resource based business. Urban economies have some similarities, but rural areas are characterized by the regional disparities and highly different from one another. Rural development focuses on action for the development of areas outside the mainstream urban economic system. It aims at finding ways to improve rural lives with participation of rural people themselves, so as to meet the required need of rural people. For better development people resides in the area should concentrate in developmental activities because only they know about their resources than the people resides outside. The challenges of Globalization, urbanization and de-organization of rural space, the growing diversity of rural environments and the special problems of low potential areas such as smallest farming face the heavy pressures. India is one of the fastest growing economy in the world, but in rural areas problems of

poverty and social exclusion remain deep rooted in such a way that it is very difficult to bring up the rural economy to the reasonable step. So, rural development aims at finding ways to improve rural lives with participation of rural people. Now a days in India, different rural development programmes and schemes are running under the ministry of rural development. No doubt, these schemes and programmes achieves success, but there is a need to make a cost benefit analysis to know whether they achieves their success in substantial level or not. The concept of rural development implies both economic prosperity of people as well as greater social transformation. The accelerated development can be provided only if governmental efforts are adequately supplemented by direct and indirect involvement of people at the grassroots level perhaps through decentralized planning mechanism. Increased participation of people in the rural development programmes, decentralization of planning, well enforcement of land reform measures, high access to credit are envisaged for providing the rural people with better prospects.

In the present day context, It has been observed that role of women in socio-economic development in rural area is considered as a most demanding issue in India. It is obvious because in India, according to census 2011 about 69.09% female lives in rural areas and out of which 38.68% women are illiterate. On the other hand in Assam about 32.73% women are illiterate which is become high in rural areas. In urban areas, almost 80% of women are working in the unorganised sectors like household industries, petty trades and services, building and construction “the home was the principal site for expressing the spiritual quality of the national culture, and women must take the main responsibility of protecting and nurturing this quality” (Chatterjee, 1989:243). Unfortunately, the working of rural women do not count as their income. They often involved in allied activities which have immense potentiality of income generation which is neglected by them or their family members. According to Banerjee (Banerjee, 1998), women can be seen as a ‘flexible resource’ of the household, the implication being not that they are confined to private spaces or to any rigid roles, but rather that they lack of autonomy to take decisions about work. However, in rural economy, women are actively participate in household activities. The infrastructure facilities like supply of input, marketing institutional credit and extension services are inadequate limiting women to go for greener pastures.

Objective:

- (i) To examine the educational status of women between the age group 35-50 in the selected area.
- (ii) To evaluate the achievement of different rural development and human resource development programme.
- (iii) To examine the prospects of human resource development in rural Dhemaji district.

Human resource development and rural development has a great importance in India as well as NE region because firstly, about three fourth of India’s population live in rural areas. Secondly, nearly half of the country’s national income is derived from agriculture or primary sector. There are certain hindrances in the rural human resource development such as -

- (i) Traditional way of thinking of the people.
- (ii) Poor understanding of the development efforts and new techniques.
- (iii) Shortage of awareness and skill.
- (iv) Poor marketing facility.
- (v) Lack of capital to bear high cost of Technology.

Literature Review:

However, during the planning era various efforts have been made by the govt. of India to develop rural economy as well as human resource development. Keeping aside the earlier part, from the time of introducing new economic policy some literature has been developed towards the development of human resource. Rao conducted a survey in 1991 for knowing performance appraisal of human resource development function in Indian organisation. This study shows that in monitoring the human resource development implementation in public sector organisations scored slightly better than the private sector. Iswar (1991)²³ stated that for HRD, 3 things are important namely - (i) Way to better adjust the individual to his / her job and the environment, (ii) the greatest involvement of the employee in various aspects of his work, (iii) the greatest concern for enhancing the capabilities of the individual. Economic Survey (1994)²⁹ state that human development is the ultimate goal of our development programmes and is also crucial for development of social sectors, such as education and health, is crucial for sustaining higher rates of overall economic growth in an increasingly integrated world economy. Jitendra and Baun (2000)³⁶ studied human resource development and sustainability in Indian tourism and observed that only “On the job “training is practiced by Indian tourism industry. Ranjan Gupta (1990) in his book entitled ‘Implementing human resource development’ dealt with the implementation part of HRD. The work gives an insight to improve the implementation process and development theoretical understanding about HRD implementation. In this book attention is given to different aspects and issues involved in HRD like manpower planning, education and training, impact of liberalization and globalisation, total quality management and human resource accounting and HRD dimensions of the new economic policy. Venkateswaran conducted a study entitled ‘A note on HRD Climate’ revealed that the early identification of human resource development and potentiality of their skill are the main tasks of the HRD department. The result of the study revealed that the HRD dimensions increases the employees interest in the workplace thereby eliciting a higher level of performance. Study made by Udai Pareek & T.V. Rao (1999) in ‘Designing & Managing Human Resource System’ depicts the fluctuating trends in designing and managing human resource system. This work includes some new additions namely career planning & development, induction training, socialization etc. Bains (2007)⁵⁵ studied private sector organizations and trace that there is need to create a desirable organizational culture. He conclude that integrated human resource system developed by the private sector in a better way as compared to the public sector companies. In another study Srimannarayana (2008)⁵⁹ showed that more favourable human resource development climate was prevailing in the manufacturing sector than the service and information technology sector. Vankat (2013)⁷⁴ in his study tried to find out impact of globalization on HR practices. The main aim of the

study is to study challenges in front of the managers to adopt different skills and practices for survival and growth of the organization in the global village. This study tells that globalisation brings sufficient changes not only in operating boundaries but also incorporate HR functions and strategies. Viday A. Solakhe (2002) conducted a study on HRD, observes that HRD signifies an effort to quality aimed at qualitative improvement of human beings in their specific role as assets of an organisation. It emphasised that dynamic people can build dynamic organisation, only competent and motivates people enable an organisation achieve its goals. Maitin, T.P. (2003) in his article "Dynamic Human Resources" stated that, out of wide variety of resources which participated in the process of organisational growth, human resources are the most dynamic element of efficiency and productivity./ G.V. Challan and L. Srinivas (2005) in his paper made an attempt to explore the basic gender of SBI at Andhra Pradesh. Findings of the study showed that women employees have much more concern on HRD climate than men. Female employees had higher degree of pleasure toward HRD climate. Triparthy (2008) observed that an organisation can have competitive advantage by utilizing its human resources. It was resulted that good HRD practices can influence financial and other performance indicators in the organisation. Anupam Gupta (2010) described the challenges faced by Human resource manager in context of new economic scenario. It was suggested that HR manager should be ready to handle the challenges, but the role of other stakeholders should also be included in order to ensure healthy survival of the organisation.

However, though numerous literature has been developed towards human resource, very limited literature come into notice regarding human resource and rural development. As Indian economy is predominated by rural economy it is a high time to conduct research on developing human resource in rural economy. Therefore, through this research a small attempt is tried to be made to examine and evaluate the role of the rural woman to build up human resource.

Scope and Methodology:

The study is made in Dhemaji Sub-Division of Dhemaji district of Assam. In 2011, Dhemaji district had 686,133 populations out of which male and female were 351,249 and 334,884 respectively. About 91% people of the district lives in rural areas. There is no any industry in Dhemaji district for which most of the people engaged in agriculture and other allied activities. The data were collected from 120 women respondents between the age group 35-50 from six villages of Dhemaji Sub-division of Dhemaji district, Assam namely Deogharia, No.-2, Jamuguri, No. 2 Tangapur, Botuamukh Miri and No. 2 Adikalia using simple random technique through structured questionnaire. This age group of women is taken for investigation keeping the view that this age group women have youth children and their working pattern, thinking nature and awareness can build a nation.

(i) Educational Status of Women:

Literacy and economic development are closely correlated issue. Skill based value education help to increase productivity and economic well being. The table-I depicts the educational status of rural women in the selected area of investigation. The table shows that about 10% women in the respective age group remain illiterate 44.2 are undermetric, 25.8% are HSLC, 14.2% are H.S., 4.2%

are graduate and 1.7% are post graduate. As experience shows, the educational status of rural women is not congenient for the human resource development.

TABLE – I

SI No.	Status	Number of Women	% of Women
1	Illiterate	12	10.01%
2	UM	53	44.2%
3	HSLC	31	25.8%
4	HS	17	14.2%
5	Graduate	5	4.1%
6	PG	2	1.7%
Total		120	

Source : Primary data collected from selected on 12/2017

2. Status of awareness about Govt. Rural & Human Development Schemes.

Govt. of India has been introducing different rural and human development schemes such as PMGSY, MNGREGA, TRYSEM, NRLM, DDUGKY etc. However, success and failure of any schemes depend upon the awarness of such programmes, So, it is very important to know about the benefits of the schemes, requisites to involve in such programme.

TABLE – II

Sl. No	Status	SGSY		MGNREGA		TRYSEN			NRLM		DDUGKY	
1	Not Aware	24	202	12	101%	63	52.5	52.5%	37	30.83%	54	45%
2	Not Interested	59	492	20	16.7%	25	20.8	20.8%	24	20%	30	25%
3	Aware & Benefited	17	14.2	68	56.7%	12	10%	10%	43	35.8%	8	6.67%
4	Aware but left out	20	16.7	20	16.7	20	16.7	16.7	16	13.3	28	23.3
		120	100	100	100	120	100	100%	120	100	120	100

Source : Primary date collected from selected area on 12/2017

Table-II depicts that the women in rural area have the problem of awarness about different schemes introduced by Govt. of India. The table shows that only the scheme MGNREGA has some short of popularity. But as the women employed with this schemes concerned told though they were

employed in MGNREGA, their participation is very negligible as they do not directly involved with it. The scheme NRLM also have some short of popularly among women. The scheme that recently introduced particularly in developing the skillness of rural youth has got popularity and the rural women which have to go a long way to achieve their success.

3. Status of Women involving different activities.

As noted earlier the women in Dhemaji district basically involved in house hold activities and other allied activities such as agriculture, animal husbandry, weaving, sericulture activities etc. One attempt has been made to examine their status.

TABLE – III

Sl. No.	Type of Activities	No. of Women		No. of women taking training		Taking as livelihood	
		No.	%	No.	%	No.	%
1	Household work	120	100%	0	0	-	-
2	Agriculture	108	90%	0	0	25	20.9%
3	Animal Husbandary	112	93%	5	4.2%	3	2.5%
4	Weaving Sericulture	101	84.2%	26	21.7	4	3.3%
5	Other	15	12.5%	7	5.8%	3	2.5%
6	MGNREGA	6	5%	2	1.7%	-	-
Total		68	56.7	-	-	-	-

Source : Primary data collected from selected area on 12/2017

Table III depicts that the rural women in Dhemaji District often engaged in different activities. But they donot take it as their livelihood for which they dependable to others. That means the dependable ratio of women in rural Dhemaji District is very high. Women has very small interest for skill development programmes.

Findings:

1. The study revealed that the literary level of women between the selected age group in Dhemaji Sub-Division is not very negligible. But a very high percentage of women become under metric.
2. Due to difficulty of defining literary it cannot be judge the level of this major portion of women regarding education.
3. The study also revealed that the interest of the women towards govt. development activities is not promising which have to develop by using need base technique.

4. Though the rural woman working day and night for their activities they do not work systematically and skillfully. Rather self dependent they often depend on others for which they unable to take decision about their children's vocation which creates problem for human resource development of the youth in rural areas.

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