

## HUMAN RESOURCE DEVELOPMENT IN JALGAON DISTRICT



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“According to Zimmerman E.W., Resources means features of the environment which are considered to be capable of serving man’s needs, they are given utility by the capabilities & wants of man”. “Funk & Wagnall’s, explain the Resources are a) The available natural means or advantages, b) Means with capacity or power of achievement, c) Means giving fertility in skill in meeting any situation.”

**TYPES OF RESOURCES** – There are mainly two types of resources. They are a) Natural Resources b) Human Resources “Human Resources Development is concerned with creating a climate of work culture productive efficiency and integration by a) Building the capabilities of people, b) Preparing them for change, c) Improving productivity with quality development and achieving organizational goals in a dynamic and competitive business environment.” “According to Udai Pareek, Human Resource Development is a new Systematic. approach to proactively deal with issues, related to individual employees and teams and organizations and a movement to develop organizational capability to manage change and challenge.”

### **IMPORTANT OF HUMAN RESOURCE**

The population of a country is both an asset and a liability depending upon its resources. The population as a means to economic development supplies labor. This is in the form of either physical or metal labour. It helps to provide workers in the farms fields, mines, hunting, forestry etc. The skilled labour is necessary for exploitation of the resources available in a country. It supplies entrepreneurs, technicians, scientists, educationists, industrialists, traders etc. The human resources in collaboration with natural resources.

### **HUMAN RESOURCES & NATIONS DEVELOPMENT**

It study of man, is pursued under a variety of disciplines, all lumped together in what is currently known as humanities an agglomeration of disciplines. But the disciplines studying man directly included

anthropology archaeology, history and others. For long we have been more concerned with the number of people and their demographic characteristics their distribution, density, birth, death, and growth rate. The quality of human resource never seems to have figured prominently in the scheme of planners and administration. It must be emphasized that the number and the quality of people are equally important. A large number without some skill and quality acquired through education and training, could prove quite burden some, while a moderately large popu. With requisite education, skill & training is unquestionably an asset, an excellent human resource.

### **THE STUDY AREA**

Jalgaon district lies in the between Northern part of Maharashtra between 20<sup>o</sup> to 21<sup>o</sup> N latitude and 74 55’ to 76<sup>o</sup>28’ E longitude. Jalgaon District has occupied 10858.12 sq km area which is drained by Tapi & Vaghur and their tributaries. Physiographically Jalgaon district is divided into three major divisions i) Tapi river basin at center ii) Forest area of Satpuda ranges to the North and iii) Ajanta ranges to the south part of the district. Jalgaon district has 15 Tahasils with 36.83 lakh population recorded as per 2001 census. Density of population is 313 per sq km. Annual average rainfall received is 793.6 mm and maximum temperature 42.2 °C in summer and minimum 10.8 °C in winter.

### **OBJECTIVES**

c) To appraise the human resources in terms of quality & quantity. d) To analyse and find out the levels of human resource development.

### **METHODOLOGY**

i.) Tahsil wise secondary data of demographic variables are used for present study on collected from district socio-economic abstract 2001. ii.) Ranking Co-efficient method is used for the study of levels of human resource development. iii.) Choropleth and isopleth methods have been adopted for the representation of co-efficient index.

**II.) DISCUSSION** - For the present study of human resource development in Jalgaon district in

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terms of quality & quantity, demographic variables are used which are shown in table. It shows that the ranks for each tahsil for all variables. This method has been adopted for all variables to find out ranking co efficient index formula,

$$\text{Co-efficient Index} = \frac{\sum R}{N}$$

Where,

$\sum R$  = Sum of Rank's

N = No of variables.

The ranking co-efficient index results show that Jalgaon district has low index is 3.25 chalisgaon in higher levels of human resource development and the higher index indicates which is 12 Bodvad shows lower levels of human resource development. Educational Facilities & Health facilities play an important role in human resource development. Jalgaon district can be classified into three distinct type of regions.

i.) Dynamic region (Index below 6) ii.) Prospective region (Index 6 to 7) iii.) Problem region (Index above 7)

**I DYNAMIC REGION** The dynamic region is one which support advanced industrial & predominating urban population with higher health and education facilities. In this region four tahsils covering 30.17 % (3276.44 sq km ) of the district area and 40.69% (1498582) population are included. Jalgaon is a district head quarters. It is a significant industrial and educational centre. It is first rank population density, urban population, education & health facilities. Chalisgaon and Jalgaon Tahsil is highly dynamic and economically developed region. Amalner and Bhusawal Tahsil are urban centres with small scale industries and sufficient educational and health facilities. In the dynamic region of human resource development Chalisgaon tahasil get first rank and Jalgaon , Amalner

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Sr. No.	Tahsils	Population Density R1	Non Agri Workers Below Poverty Line R2	Sex Ratio R3	Literacy R4	Urban Population R5	Post Offices R6	Educational Facilities R7	Health Facilities R8	SR	Co Efficient Index
1	Chopada	5	3	6	15	5	6	7	3	50	6.25
2	Yawal	4	10	9	3	6	9	9	6	56	7
3	Raver	3	9	5	7	8	8	5	4	49	6.12
4	Muktanagar	12	4	14	11.5	Nil	13	13	9	76.5	10.92
5	Bodvad	15	2	15	9	Nil	15	15	15	84	12
6	Bhusawal	1	14	3	1	2	3	8	13	45	5.62
7	Jalgaon	2	12	1	2	1	7	1	1	27	3.37
8	Arondol	8	7	12	14	11	11	14	14	91	11.37
9	Dharangaon	11	8	11	10	10	12	11	12	85	10.62
10	Amalner	6	6	7	5	3	2	3	8	40	5
11	Parola	14	11	10	11.5	9	10	10	10	85.5	10.68
12	Bhadgaon	9	15	13	6	Nil	14	12	11	80	11.42
13	Chalisgaon	10	1	2	4	4	1	2	2	26	3.25
14	Pachora	7	13	8	8	7	4	6	7	60	7.5
15	Janner	13	5	4	13	Nil	5	4	5	49	7

Fig-2  
HUMAN RESOURCE DEVELOPMENT IN  
JALGAON DISTRICT



density, small scale education and health facilities. But urbanization, literacy, industrialization are not well developed. Increasing education and health facilities essential for planning of human resource development in prospective region of Jalgaon district.

**III. PROBLEM REGION**—Lack of infrastructural facilities, lack of educational & health facilities, less contact with developed region are the main problems of some areas of Jalgaon district. Seven tahsils face these problems. Muktainagar, Bodvad, Erondol, Dharangaon, Parola, Bhadgaon, Pachora these region of human resource development is very low. This

and Bhusawal tahsils gets second, third & fourth rank.

### II. PROSPECTIVE REGION

Prospective region means the region which denotes vast resource potential but is less developed due to technical and socio-economic levels of utilization and transformation of resources. In the region there are four tahsils like Chopda, Yawal, Raver and Jamner. Prospective region covers an area of (3447.44 sq km) 31.74% and the (1094499) 29.72% population of the district. Chopda tahsil is the first rank on non-agri works below poverty line, urban population, post offices, educational and health facilities. Raver, Yawal, Jamner has second, third, fourth ranks in population

problematic region occupies (4134.24 sq km) 38.07% of total area with (1089609) 29.58% of population. Pachora tahsil face the problem of less infrastructural facilities, nil urbanization and industrialization. Therefore it is most problematic region where balanced regional development is most needed. Development planning should be taken as an important objective for this region because balanced regional planning is not only an economic issue but also a political and social necessity more educational and health facilities more infrastructural facilities should be provided integrated area development planning should be taken earlier in the region.

## REFERENCE

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