

Role of higher education in Human resource development

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Abstract— This paper will deal with role of higher education in Human Resource Development in India. The role of higher education in HRD is very important and demanding because human resource development is a necessity and should be worked out efficiently by all higher education institutions. The outcomes have to benefit both the development and welfare of the nation. The collaborative efforts among higher education institutions should be based on mutual benefits and interests.

Keywords— Higher Education, Human Resource Development, Universities

I. INTRODUCTION

Higher education as a subsystem of formal education will, in its mission, substantially prepare experts and professionals who are really needed to develop and transform all the available natural resources for the welfare of the people, especially in India. In preparing and determining a common strategy in human resource development in India, it is necessary to conduct a common study among higher educational institutions in this region to create both symbiotic-mutualistic relationships and research activities as well, so that each institution will participate based on their strengths and capabilities. This conceptual paper will deal with some ideas on higher education in India.

II. HIGHER EDUCATION ON HUMAN RESOURCE DEVELOPMENT AND RESEARCH ACTIVITIES

Higher education in India constitutes a formal institution that has the authority to conduct and develop higher education, teaching, research activities, and public services. These tasks have to be substantially accomplished to produce the desired results, which are highly-qualified human resources and competitive research. The outcomes have to benefit both the development and welfare of the nation. It now has the possibilities for distance learning activities via the Internet as well as further opportunities for cooperation and progress in sharing scientific and technological information. Each higher education institution has its own experts and research staff, research and educational infrastructures, and facilities. All of these assets should be well organized and targeted towards the achievement of common objectives, and of national development. The objectives of higher education and learning are to produce qualified experts and professionals, who are capable of participating in regional development, and to train and prepare other potential people to become new experts and professionals. The research activities are directed toward producing information on scientific achievements, development concepts, and studies on science, technology,

and arts. This should not be for the sake of science, technology, and arts only, but should also be for the benefits of regional development and the welfare of the people. Through these tasks, higher education has been and is still playing a substantial role in national development by securing human welfare, national stability, and world peace.

III. HIGHER EDUCATION CENTRES LOCATED IN INDIA

For India, the higher education institutions that will play a substantial role in the human resource development include all state or public universities and some private higher educational institutions. The faculties include medicine, engineering, agriculture, animal husbandry, fisheries and marine science, economics, law, social and political sciences, and letters. There are 34 study programmes which offer diploma programmes. The polytechnic offers diploma degrees for five different study programmes. The postgraduate school offers a master degree in eight fields of study, and a school for specialists in medical science in six fields of specialization. These universities located in the Eastern part of Indonesia, are as follows:

1.	University of Delhi	Delhi
2.	Jawaharlal Nehru University	Delhi
3.	Jamia Millia Islamia	Delhi
4.	Rajiv Gandhi University	Itanagar
5.	Aligarh Muslim University	Aligarh
6.	Banaras Hindu University	Varanasi
7.	Visva Bharati	Kolkata
8.	Hemwati Nandan Bahuguna Garwal University	Srinagar (Garhwal)

IV. THE ROLE OF HIGHER EDUCATION IN HUMAN RESOURCE DEVELOPMENT

The role of higher education in HRD is very important and demanding because human resource development is a necessity and should be worked out efficiently by all higher education institutions. It is important to note that each university in India offers its own unique advantages, and specific fields of study and strengths, which are open for collaborative activities. It is expected that the scheme of cooperation among higher education institutions should be based on symbiotic-mutualistic principles where the sharing of science and technology, expertise, skills, and research

results is the strategic component supporting the development of India. We would like to propose the following cooperative activity plan:

A. Cooperation in the field of education and teaching through:

1. teacher and student exchange programmes
2. graduate (MS, PhD) studies
3. post-graduate activities
4. field schools
5. curriculum development
6. teaching methodologies
7. university management
8. distance learning/teleconference
9. library network
10. laboratory development
11. language learning programmes
12. apprenticeship programmes
13. training seminars, symposia, and workshops
14. education information exchange

B. Cooperation in the field of research and development (R&D) through:

1. research management
2. exchange of information and communication of research results
3. improving research capabilities
4. publication and dissemination of research results

C. Cooperation in the field of public services through:

1. public service in the East-ASEAN area
2. training and updating field workers
3. community-oriented activities

V. CONCLUSION

Higher education in India, as a national asset based upon the three-pronged mission of education, research, and public service, is thoroughly involved in national development and working for the advancement of science and technology. Regarding the role of higher education in human resource development, it is important to consider that collaborative efforts among higher education institutions should be based on mutual benefits and interests. This may be attained through promotion of activities that will benefit the institutions concerned and the region as a whole. Education in India, and propose conceptual development should be by considering future cooperation among higher education institutions on human resource development and research and development activities in India.

References

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