

# Influence of Science and Technology for Considered Human Resource Development

Smt, Heena Khowser

*Assistant Professor, Department Of Commerce, Govt First Grade College, Pandavapura, Mandya-571434*

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**ABSTRACT:** Science and technology is important part of human social life in modern times. It provides human creativity, develops skills and enhances talents that are required for scientific investigations of things and realistic development of the societal structure. Hence, science and technology needs justifiable norms of bringing a balance between haves and have-nots class of human beings which needs adequate assessment of fact in terms of scientific calculations of things. The technological adjustments with the corporate policy making resolutions will rejuvenate the path of human work culture in coagulating developmental parameters. Hence, human skill building situations are to be made more systematic oriented in making social change through human resource development initiatives.

## I. INTRODUCTION

Human resource development requires an understanding regarding scientific investigations on various activities of human organizations. Organizations in India from the apex level of the Indian Parliament down to village panchayats, from society to family to the individual, from universities down to the schools, all make a vivid display of how much we have distanced ourselves from the true spirit of organization. It is therefore essential to mention here that enormous growth rate of population and their living necessities can be balanced through adequate implementation of technological ideas. Thus, the technological field which has been strengthened in this century due to advancement of scientific inventions in the field of all types of human activities in societal pattern of living could be made more and more dynamic oriented. In this way, the philosophy of work is concerned to upgrade people in a new dimensional order for finding out goal of actual living in the midst of enormous opportunities and challenges. It is therefore necessary that human work behavior has to be made more and more dynamic oriented towards enlarging the path of social orientation in regard to global development. So, the strategies

regarding HRD aspects are to be related to the process of dynamic nature of social change. Hence, technological inventions are to be made for creating human capability and increasing adequate level of development of people by means of human participation as well as enhanced empowerment in terms of social sustainability.

The strategic performance of tasks requires objective analysis of different issues concerning human resource plans, programs and policy resolutions in right direction. In nutshell, science and technology can change the world order by transformational leadership and reformative idea of human excellence building process. Here, strategy requires correct analysis of the societal situations and accordingly, scientific policies are to be redrafted from time to time. Moreover, technological innovative process of dealing with the things requires HR initiatives in right dimensional order. All these tools and techniques are to be addressed in appropriate places of this research paper in vibrated and sparkling manner.

## Application of Science and Technology for HRD Program

HRD is the core area of study in modern times, on which depends the living style of people of the world. With a view to develop human beings, understanding the concept of HRD is highly essential. It is therefore necessary that various phases of development of science and technology should be related to human living parameters. Accordingly, in economic planning special priority should be given for HRD with proper implementation of things in terms of scientific temper of thought as well as technological provisions for mitigating the needs of people. It will automatically solve the problems of unemployment and poverty. In Indian scenario, when such a thing did not happen the planners started listing some other objectives along with economic growth. The planners ignored the idea of increasing human competency level through technological reformative functions at the initial

stage. Thus, alleviation of poverty from the society could not be made due to lack of technological use in all fields of human organizational activities. Moreover, in the world economy today, technology plays dominant role for strategic development of society. Hence, HRD plan requires some measures, of which

- (1) Building up of a sound base for future economic growth;
- (2) A high priority to industrialization; and
- (3) Emphasis on the development of capital goods industries are necessary objectives of modern organizations. All these require latest technological innovations and scientific deployment of things for attaining the goal of

HR potential development.

#### Role of Science and Technology for Strategic HRD Initiatives

Human development parameters causing for societal imbalance everywhere in regard to distribution function also needs to be reconciled in the process of managing with the matching of resource potentials. Underlining this fact, Dandekar and Rath write: "A plan of development, which accepts a national minimum and aims at assuring the same to all within the shortest possible time, cannot depend entirely on a high rate of economic growth. Without a deliberate policy to ensure an equitable distribution of the gains of development, the processes of development benefit the upper middle and richer sections of the population much more than they do the lower middle and the poorer sections. As a result, even a high rate of growth, probably beyond the range of feasibility, cannot lift the bottom of the society to the desirable minimum within the foreseeable future.

This is not a plea for a lower rate of growth but a warning that a high rate of growth is not a substitute for deliberate policies to ensure equitable distribution of the gains of development". Hence, a good picture of social structure can be reflected through scientific investigations of doing things in modern times. Again, technology should be the focal point of Indian system of agricultural societies. According to Charles Bettelheim, "Cooperative farming societies in India are essentially capitalist agricultural societies. The only advantage of forming such societies is that they can be of use in disseminating more advanced cultivation techniques".

It is permeably to be noted that science and technology should be balanced with the means of development thought on the workings of the modern organizational counterpart which are to be made more and more prudence to uproot a social

value system, standing on which humanity should be molded in a character assimilating factor for social sustainability. So, in modern organizations participative techniques in changing need of time are highly suggestive. Because, modern participative techniques like – empowerment of employees at lower levels, enabling them to take decisions can initiate the process of strategic HRD policy.

#### Technological Innovations for HR Excellence Building Process

In interpreting ideas of human development, we have observed that there is the necessity of human cooperation needed in all spheres of organizational managing system, where tasks are performed for the purpose of delivery of goods and services to the maximum number of people for their peaceful and comfortable living requirements, so as to attain the goal of human up-gradation from the pathetic miserable condition to a living environment of harmonious interrelationships between human beings. It is thus very much necessary that human competencies have to be enhanced in organizational activities by way of adjusting with the skill building techniques, for which, there should be perfect strategies to be adopted in the planning process of organizations by taking appropriate measures through right kind of political will, which administers the governing agenda of leading those social institutions that are to be guided in spontaneity of solving social problems of human beings, with the application of varied nature of social developmental schemes as well as implementation of policy resolutions for human up-gradation in judicious, competent and sustainable manner.

Consequently, human empowerment consisting of protective nature of growth in realities of living in nurturing organizational cooperative work culture should be infused in mind of the people, so that organizational activities are performed towards bringing people to realize in actualizing the self with the concept of value initiating, concerning growth potential elements of social rejuvenation, in rolling entire wheel of the world order of human living; in a conducive, peaceful and harmonious interrelationships between people. Technology disseminates functional role model in areas of human development activities through social transformation, organizational consistency of doing things and provides human dignity of living. Thus, social environment is changed for human excellence building purposes. In this way of reaching at the goal of optimum realization

regarding meaning of life, it diversifies the nature of job, because sacrifice would lead to the goal of increasing human potential behavior in the midst of challenge of change.

Change is ubiquitous. It is universal for human development in rationalistic order. We have observed that the most important aspects of change are coming from people, technology, information processing and communication, competition, social trends, etc. Hence, the aspects of change management concerned with the dynamicity of organizational journey in the discerning of availability of resources towards the path of optimum development of deprived people could be conjoined with behavioral proactive situation for the purposive nature of rational growth in all areas of HR programs.

## II. CONCLUSION

Scientific investigations are to be implemented to solve grass-root problems of human sufferings. Technological implements are to be used for social dynamic growth in bringing abrupt changes in areas of supply-chain management towards fulfilling social gaps in upgrading people to the valuable path of civic living with all kinds of necessities. Holistic approach of HRD through intellectual acumen requires technological strategy and scientific model formulation in implementing things in right way. In this way, it may be predicted that involvement of people in organizational decision making process requires technological innovative path. This type of organizational policy would result in free-flow of an environment, by which hatred between people will be eliminated automatically. Peace will prevail in society and thus, human empowerment element of work will be initiated towards optimum level of development. In nutshell, it is worthwhile to note the lines for our existential freedom, which would be motivating people much: "Seek not that the things which happen should happen as you wish; but wish the things which happen to be as they are, and you will have a tranquil flow of life

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