Role of HR Training in Agricultural Sectors in India: A Driving Force For Organizational Sustainability

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Abstract: The study deal with HR training in agricultural sectors in India. The main objective of this study is how training can enhance employee’s knowledge, skill, attitude and also goals & objectives in agricultural sector in India. It also included the current needs of training for each target group of the employees to get maximum output of human resources in agricultural sector in the country. The researcher has identified some of the workable hypotheses in this study. The most of all the hypotheses are positive relationship between each other factors. The study mainly deal with training programme on agricultural education system, agricultural human resource, agricultural skilled man power, empowerment of rural people, agricultural social mobilization, agricultural training at managerial level in agricultural sector in India. HR training plays an important role in planning and implementing of rural agricultural development programmes in developing countries like India. HR training is the one of the most contributors in accelerating economic growth in the country particularly in agricultural sector. The study also deal with the real challenge of the HR training is how to transform into global competition in agricultural sector in India. How well challenges are met in the context of HR training in changing economic & environment in agriculture sector in the country. HR training is a vital role to developing and analyzing the future scenario on employment and development of agricultural sectors. Thus the study deal with above all factors and also HR Department arranges to organize the various training programmes in various agricultural fields for the development of agricultural sectors in India.

Keywords: HR Training on Agricultural Education System-Skilled Man Power-Agricultural Training Programmes-Agricultural Social Mobilization-Empowerment of Rural People

I. INTRODUCTION

Organizations are considering their workforce as an important resource and a valuable soul of an organization. Therefore organizations are trying to develop human resources and utilizing their whole potential for the organization development. HR training is one of the important tools in development of Human Resources of the country. Therefore there is a great need to undertake HR training for the optimum utilization of country people which will result in whole development of country. If we will concentrate on development of rural area by applying suitable HR training parameters, it will anticipate in-depth research of the current rural scenario in India with the challenges poses and the approach of HR towards the rural environment. Agriculture being the backbone of Indian economy, the human resource needs to meet various activities
related to agricultural development which is critical to attain country’s goals towards rural development, employment generation and host of related activities leading to sustainable growth and development. Thus, the growth achieved in Indian agricultural sector has been attributed to the consorted efforts of available skilled human resource by providing effective training and development system in agricultural sector in the country.

II. REVIEW OF LITERATURE

The aim of this study is to examine the factors affecting HR training effectiveness and its implications. To examine the study a literature review has been done on different aspects of training. The findings of this study suggest many factors which affects HR training effectiveness like motivation, attitude, emotional intelligence, support from management and peers, training style and environment, open mindedness of trainer, job related factors, self efficacy and basic ability etc. The importance of training effectiveness is also discussed in the study which is revealed through literature review. Planning is the first and most crucial function of management which tells where we should begin and how things will be well-organized in a system. Human beings are the most privileged animals of the creation because they need not start every new thing from the beginning. The past experience is always helpful to them. They learn from the past and make the plan for the future. In this context, reviews are made in the existing relevant literature available on the study.

Burcley (2000), he examined that training and development plays a more long-term strategic role directly or indirectly. The direct role is pursued within the context of training and development. In this respect, training and development can move away from focusing on individual skills to a more strategic approach such as leadership, team, and an organizational strategic.

Chepkilot (2005), he indicates that the emphasis on training in recent years has led to many organizations investing substantially in employee training and development. He notes that the need for training has been necessitated by technological advancement and organizational change and the realization that organizational success is dependent on the skills, competencies, and abilities of employees.

Houger (2006), he explained that the training is the only way of developing organizational intellectual property through building employees competencies. In order to succeed, Organizations have to obtain and utilize human resources effectively. Organizations therefore, need to design its human resource management in ways that fit into the organization’s structure as this it will make the organizations achieve their goals and objectives.

Kodwani Amitabh (2004), he pointed out that, Training is a return on investment thereof focuses that constant up-gradation of new skill; knowledge and technology are essential weapons in the competitive struggle. New technology cannot be acquired and implemented successfully without training. The value-added by giving proper HR training and the losses incurred due to inadequate training are too high, which cannot be ignored. The net value of training increases with wider dissemination throughout the organization.

Lobanova (2009) he examined that, Training needs for supervisors need to be identified through careful observations, which indicate poor performance, low production, high cost, poor product quality, high scrap, spoilage, wastage, accidents, absenteeism, and turnover. While Building knowledge – based society and economy, particular importance in human Resources management fall on the value of human resources and management expertise.
Morkvenas (2008) he highlighted that, training is importance to any organization to strive for the development of its employees as esteemed members of the organizational management team. For the development of human asset, ‘training’ becomes the base. Training is a tool to attain individual, organizational needs related to the jobs undertaken and is also intended to improve the work culture of the group involved in a group task.

Rama & Vaishnavi (2012), they identified that to increase or maximize the effectiveness of training programme, an organization needs to use ongoing assessments to establish learning outcomes and link those outcomes to a performance plan. There should be running assessment of a training programme to get the best of it and also benefits of training and development for individuals and teams, organizations, and society.

OBJECTIVES

The proposed research study is centered on fulfilling the following objectives

- To find out the exact need of HR training in terms of knowledge, skills and attitude due to changing technology.

- To know up to what extent, HR training effort can help to industry in meeting their goals and objectives.

- To know the capability of the industries to cope-up with the current and increasing the needs of HR training in agricultural sectors

- To find out exact contents of HR training for each target group of the employees to get maximum advantage of the efforts.

- To study the accurately the characteristics of a particular individual and group of employees in agricultural sectors

III. METHODOLOGY

Research Methodology is a tool of systematically solving the research problem. It may be understood as a science of studying how research is done scientifically. This study is generally adopted by researcher in studying his research problem along with the logic behind them. It is necessary for the researcher to know not only the research methods, techniques but also the Methodology. The researcher tries to explore the present condition of HR training to find out the means to enhance HR training and systems under investigation. The methodology involves mostly quantitative and qualitative in nature with observable behaviors. The Data taken from the literature, annual reports and manuals, journals, internet, newspapers, articles, magazines published at national and international level are also referred for the purpose. The research design used by the researcher is in accordance with the empirical requirements. This research work is in the form of ‘ex-post-facto” study in which the researcher tried to study the existing perception of employees regarding the HR training, concept, philosophy, and measures etc. without manipulating in any way the scenario as it stands presently.

HYPOTHESES

In this study, the researcher has identified the following workable hypotheses:

1. There will be a positive relationship between employee’s achievement and organizational goals on HR training in agriculture sector

2. There will be a positive relationship between employee participation and higher performance on HR training in agriculture sector

3. There will be a positive relationship between employee efficiency and organizational development on HR training in agriculture sector
4. There will be a positive relationship between employee empowerment and employee engagement on HR training in agriculture sector

5. There will be a positive relationship between employee expectations and job satisfaction on HR training in agriculture sector

6. There will be a positive relationship between employee motivation and productivity on HR training in agriculture sector.

**HR TRAINING ON AGRICULTURAL EDUCATION SYSTEM**

Education system is perceived to be orbiting along a vicious circle of unemployment – quality reduction – loss of job opportunity. To break this nexus, the complexity of human resource supply and demand process needs to assess the impact of various contributing factors and policy options. The graduates coming out of the agricultural education system in the country constitute the supply where as the demand stems from various employment avenues. Agencies employing trained agriculture human resource is grouped under sectors namely Government, Private, Academic, Financial, Non-government organizations, Self-employment and others.

**HR TRAINING ON AGRICULTURAL SKILLED MANPOWER**

Development of any sector depends upon the knowledge and skill availability. The people skill is very important aspect of agro industry and its development. Like any other knowledge based industry, agro industry also needs highly skilled manpower at all levels to handle various operations. The skilled human resource in agro industry is required at all levels, like: Human Resources at Top management level at Middle management level to take of operations levels like production, processing, marketing training Research and new product development, agro/food laws, etc. HR training for operating level requirements like factory, fields, storage and transportation operations Shop floor level for manufacturing, maintenance, packaging and distribution level.

**HR TRAINING PROGRAMMES**

Training programmed to be organized at the existing leading institutions in the countries. These training programmes would be organized, in order to meet the needs of the Agricultural development of the country ministry of Agriculture, Government of India to help accelerate the pace of agricultural development in developing countries like India through the provision of specialized trainings to professionals engaged in the agriculture sectors in the country. The Goal, Vision, and Mission are not only to train in-service agronomist in various aspects of agriculture but also to bring together agricultural talents for a first hand understanding and appreciation of each other's problems and help evolve, by pooling of knowledge, new techniques in agricultural development in the country. In
view of the emerging needs of the country, the Human Resource Development (HRD) activities identify the needs based programmes in agricultural sectors. The programmes may be organized at training institutions like Indian Agricultural Research Institute (IARI), India, as follows

- Waste Management Planning and Infrastructure Development;
- Meat and Food Hygiene Practices in Tropical Conditions;
- Research and Data Management in Sanitation;
- E-governance in rural development programmes;
- Application of Bio-technology in Rural Areas;
- Application of Information Technology in Agriculture and Rural Development;
- Water Management and the Ideal Utilization of the Irrigation Water Projects;
- Rural Governance: Enhancing Rural Governance through Total Rural Management (under MTCP)
- Improve the Standard of the Employees Working in the Research and Development Centres;
- Field Training Programmes for Employment Creation, Improving the Information Technology
- Skills and Sale of Agricultural Products Cooperative Credit System;
- Bee Keeping and Honey Production; Seed Production Technology;
- Production of Cereals in Rain-fed Areas;
- Preparation of Project Proposals; Bio-control of Plant Epidemics;
- Protection of Hereditary Roots and Plants; Cooperative Agricultural Marketing Systems;
- Modern Irrigation System for Dry and Semi-dry Areas;
- Palm Tree Cultivation and Date Production Post-harvesting Process and Value Addition
- Development of agricultural production of seedling and planting material for horticulture crops

**HR TRAINING ON AGRICULTURAL SOCIAL MOBILIZATION**

HR training plays a very vital role for social mobilization. Human resource is required for field functionaries as well as beneficiaries involved in development. The field workers involved in rural development need to be exposed to management principles and leadership development skills. Such training should cover project preparation, identification of local needs through field surveys and participatory rural appraisals, availability of resources, selection of appropriate technologies, opportunities for processing and marketing the produce and economic analysis. They should also be trained in leadership development and development of local organizations.

**HR TRAINING ON AGRICULTURAL EMPOWERMENT OF RURAL PEOPLE**

The rural development programme in general has a long gestation period and the speed of implementation is slow in the initial stage. In such long term development programmes, it is also necessary to sustain their interest of the community. With this background, BAIF (Bharatiya Agro Industries Foundation) Pune, a leading voluntary agency has introduced activities such as formation of Self Help Groups for saving the income, establishment of grain bank to ensure the supply of food grain
during the critical monsoon season, establishment of consumers, cooperatives to avoid exploitation, cultivation of vegetable crops, raising of fruit and forestry plants, food processing, etc. which can supplement the income of the participating families.

HR TRAINING ON AGRICULTURE AT MANAGERIAL LEVEL
There should be a specific course designed to train the manpower at managerial level so that the managers are well aware of the technical aspects and commercial aspects of the business and how to match them without compromising the safety of the product. The managers should also be trained at agro/food industry level. The Government should utilize the Management institutions for developing manpower in this field. There are many institutes “offers education like Agri-Business management, likewise the government should develop new courses for operations management in agro/food sector and utilize management institutions for providing education to development of high positional human resource in agricultural sectors of India.

CHALLENGES AND PROBLEMS OF THE STUDY
The challenges and problems thwarting in the Agro-Business in India for a strong Agro-Business system, the effective HR training is necessary to go beyond the existing issues and benchmark against the best in the world. The HR training has not been conducive for continuity and long term planning in the agricultural sector. On the positive side, technological changes have had immense influence in the recent past. The time has come to follow approach of rehabilitation of weak HR training system to start a reconstruction mode in Agro-based business. The challenge for the Agro-business is not only to come on top of the competition in the country but also at internationally competitive business by effective HR training and system in agricultural sector in India.

DISCUSSION
The major challenge faced by HR training in the Agro-business is to protect the impact of competition. The real challenge of the HR training is how to transform into global competition in agricultural sector. The HR Department has to empower, engage and energies HR training and system to create effectiveness & efficiency of employees in Agro-based organization. The emergence of HR training and systems in many agricultural sectors has presented new challenges for HR managers. How well Challenges are met in the context of HR training in changing economic & environment in Agro-based business by effective HR training and system in Agriculture sector in India.

SUGGESTIONS
- Sufficient and regular HR training programme is to be conducted in Agro-industry so that all level of employees up to managerial level can improve their higher level of Human resource in agriculture sectors.
- Educational planners and administrators plan Agro-based higher Education System particularly need based new course and new curriculum should be launched to improve the employment opportunities in agriculture sectors.
- There must be Agricultural based advanced training programe for producing higher level skilled man power in agriculture sector.
- There must be Agricultural based training programme for empowerment of rural People.
- New HR policy is to be adopted and proper allocation of fund should be made to improve the quality of HR training in Agro-industries.
Non-government sector; private corporate sector and other agencies should emerge as major employer for development of agricultural human resource in the country.

CONCLUSION

HR training is a vital role to developing and analyzing the future scenario on employment and over all development of agricultural sectors in India. It is observed that non-government sector; private corporate sector in future will emerge as major employer for agricultural human resource in the country. The interpretation of education as a factor of production for well recognized by policy makers and human resource planners to effective implementation of training and development programmes in the agricultural sectors in India. The educational level and composition of the labor force is a determinant of the economic growth and hence it is important to understand the relation between the agricultural educational structure and training programmes in agricultural sectors in India for effective and efficient positional workforce and economic growth in agricultural sectors in India. Thus, the Educational planners and administrators plan on new courses, curriculum and implement more agricultural education system to improve the employment opportunities and development of agricultural sector through effective implementation of HR training and systems in India.

REFERENCES


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