

Human Resource Management in Agricultural Sector

AISHWARYA SHINDE

AIMS Institute of Management Studies

Abstract- The purpose of studying human resources in the agricultural sector is needed and HR sources of educational development of farmers.

Literature study has been conducted as a method where selected articles and reports have been used as a platform to discuss human resource management as related to education and development.

The result of the study indicates that to prepare the agricultural workforce to meet the new challenges we need a more educational, technical skills, soft skills, and proper knowledge of different method to carry out while training communication, openness, various kind of policy at global level and national level, collaboration both public and private sectors and motivating their entrepreneurial spirit seems to be success in developing human resource management in agricultural sector.

I. INTRODUCTION

Due to increasing pollution, population and continuous change in climate and the effect of global circumstances it became very important to improve the skill level of the agricultural workforce, work on innovation, thinking, applying and supporting competitiveness within the agriculture industry. Human Resource system is the form HR software that combines a number of systems and processes to ensure the easy management of human resources, business processes and data. HR software is used by business to combine a number of necessary HR functions such as storing employee data managing payroll, recruitment processes, benefits administration and keeping track of attendance records. In order to improve and sustain organizational performance, organizational needs to work towards strategic human resource management.

II. ELABORATIVE APPROACH

Education is an important input for the growth of an individual. It plays a major role in human capital

formation that adds to the productive power of the country. It helps a person realise his potential and the ability to do a particular work educated people get a higher income. Society also gains in other indirect ways because the population spreads to those who themselves are not directly educated. The growth of the organizations is contingent upon the development of human capital and human resource the development of productive skill is necessary for expanding institutional and social capital. A systematic acquisition and implementation of knowledge therefore plays a crucial role for HR development (Rivera and Alex 2008: 375,377). In this context it is important to recognize that human resource development as much as it is dependent on school systems(the formal education and training system) and workforce organization, it is also dependent on “the entrepreneurial spirit that emerges often enough outside formal and informal educational institutions”(Rivera and Alex 2008. 377)so the development of entrepreneurial attitudes is supposed to make it possible for the farmers to engage with existing challenging commercial agriculture systems(ibid:378). In achieving positive agricultural productivity, public and private institutions need to work towards innovation doing thinking smart. Here it become significant to acquire knowledge about the role of 3 people, the importance of environmentally sensitive and development programs now knowledge and skills. (Rivera and Alex 2008:384).

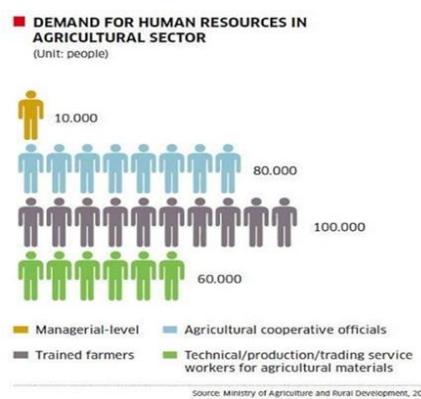


Table 1.1

HR training is very important and it plays a vital role in developing and analyzing the future scenario of employment and ores all development of the agricultural sector in India. Due to HR development the educational level and composition of the labor force is a determinant of economic growth and hence it is important to understand the relation in agricultural educational structure and training programs in the agricultural sector in India for effective and efficient positional workforce and economic growth in the agricultural sector in India.

Thus, educational planners and administrator plan on new courses, curriculum and implement more agricultural education systems to improve the employment opportunities and development of an agricultural sector through effective implementation of HR training and system in India

APPENDIX

Table 1.1

REFERENCES

- [1] Becker, B. and Gerhart, B. (1996), .The Impact of Human Resource Management on Organizational Performance: Progress and Prospects., Academy of Management Journal, Vol.39, No.4, pp.779-801.
- [2] Lado, A.A., Wilson, M.C., 1994. Human resource systems and sustained competitive advantage: a competency-based perspective. Academy of Management Journal 19 (4), 699727.
- [3] Jayaram J.; Droke C.; Vickery S.K. (1999) the impact of human resource management practices on manufacturing performances. Journal of Operations Management. Volume 18, Number 1, December, pp. 1-20(20)
- [4] Rivera, W. M. and Alex, G. E. 2008. Human Resource Development for Modernizing Agricultural Workforce. Hum. Resource Dev. Rev., 7(4): 374-386.
- [5] Česynienė, R. Globalization and Human resource management ISSN 1392-1258. Ekonomika 2008:82
- [6] Michael G. Hasler, Monica D. Thompson and Maria National Human Resource Development in

Transitioning Societies in the Developing World: Brazil. Advances in Developing Human Resources 2006 8: 99

- [7] Ministry of agricultural and rural development 2019 Google for Images of HR software

ACKNOWLEDGMENT

I would like to show my grateful feeling to Prof. Prathamesh Nadkarni Sir, who encouraged me to write this paper with whose supervision I accomplish this task in time. He is always patient to help me out with questions in terms of administration and rules. Thank you very much Sir!