Education

Analytical view of human resource management in agriculture sector

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Abstract

Agriculture is the first and foremost primary sector which contribute about 14% of GDP and higher percentage of food security in India. Around one quarter of India's national income originate from agricultural sector. Agriculture Being a state subject, human resource is lacking behind to maximizing actual profit. So, this paper is designed to show the two aspects of HRM first is to discuss the need and second is the role of HRM in agriculture with respect to educational institution that nourishes the overall sector to become more globalized as compare to earlier. A report generated through different article indicate that to meet the demand of the globalized market we need more prospective individuals how are well off to handle the technical and social issues with a better market outcome.

Effective communication, training of modern &scientific farming practices, educational awareness about national culture and social collaboration between public & private sector, policies introduced by the government for uplifting the agriculture in rural and urban region for a balanced development also seen to be key success in developing HRM in agricultural sector.

Keywords: HRM, globalized, educational institution, nourishes, collaboration

Introduction

Agriculture which plays a vital role is the backbone of Indian economy where more than 75% of population is directly or indirectly engaged in agriculture sector. Agriculture not only contributes to overall growth of the economy but also reduce poverty by providing employment and food security to the majority of the population in the country and thus it is the most inclusive growth sector of Indian economy.

India has made impressive strides on the agricultural front during the past three decades. Much of the credit for this success should go to the several million small farming families that form the backbone of Indian agriculture and Indian economy. Policy support, production strategies, public investment in infrastructure, research and extension for crop, livestock and fisheries have significantly helped in increasing the agricultural productivity, food production and its availability. Not with standing these achievements, producing additional food with limited land, and providing economic access to food at the household level for ensuring food security would continue to be a major challenge for the nation.

Agriculture is the main stay of rural population of our State. The agricultural economy of Jharkhand is characterized by dependence on nature, low investment and productivity, mono-cropping with paddy as dominant crop, inadequate irrigation facilities and small land holdings. The dependence of agriculture on the vagaries of climate can be gauged from the fact that as much as 92 per cent of the total cultivated area is un-irrigated. Groundwater depletion and periodic drought compound the state's difficulties and low agricultural productivity, especially as a changing climate threatens to make the situation worse. With poor access to resources, inputs and capacity to use modern farm production technologies and practices, the sustainability of farming sector is a major challenge for researchers, development workers and the policy makers.

It started in India in the early 1960s and led to an increase in food grain production, especially in Punjab, Haryana and Uttar Pradesh during the early phase. The main development was higher-yielding varieties (HYV) of wheat, which were developed by many scientists, including Indian geneticist M. S. Swaminathan, American agronomist Dr. Norman Borlaug, and others.

Green revolution was initially implemented to the area where there was already good production of food grains, especially wheat, like Haryana, Punjab, and west Uttar Pradesh. These lands were comparatively more fertile and use of fertilizers and high yield varieties exploited the land. These days it is now said that these lands are losing the water table and fertility. Therefore, it can be said that there was less consideration of sustainable development.

Literature Review

According to a 2008 report, India's population is growing faster than it can produce rice and wheat. Other recent studies, if India can reduce main food corruption, waste, improve infrastructure and increase agricultural productivity like other developing countries such as Brazil and China. Claims to easily feed the growing population and produce wheat and rice for export to the world.

During the normal monsoon season of June 2011, India's agriculture achieved record highs of 85.9 million tons of wheat production, up 6.4% from the previous year. India's rice production reached a record high of 95.3 million tons, up 7% year-on-year. Production of lentils and many other staple foods

has also increased year by year. For example, in 2011, Indian farmers produced about 71 kilograms of wheat and 80 kilograms of rice for all members of the Indian population. Currently, the annual per capita supply of rice in India exceeds the annual per capita consumption of Japanese rice.

In India, mass production of some agricultural products per hectare has steadily increased on a national average over the last 60 years. These benefits are primarily due to knowledge of India's Green Revolution, road and power infrastructure improvements, benefits and reforms. Despite these recent advances, India's yields are only 30% to 60% of the highest sustainable yields achievable on farms in developed and other developing countries. Agriculture has the potential to significantly increase productivity and overall production. In addition, due to poor infrastructure and post-harvest losses due to disorganized retail, India experienced some of the highest food losses in the world**.**

Human resource management in agriculture

Human resource management is a key factor in building the overall efficiency and enhancing the farming technique. HR training for the optimum utilization of country people which will result in whole development of rural area by applying suitable HR training parameters which will anticipate in-depth research of the current rural scenario in India with challenges poses and the approach of HR toward the rural environment. various government and non-government organization are involved in the function for the best utilization of the resources available to upgrade skill associated with the process of agriculture development such as KVK (Krishi vegan Kendra), ATMA (agricultural technology management agency), District agriculture office are some of registered and responsible agency to centralized day to day management in agriculture field. HRM is the most people joining process which has to be in continuity to improve the quality of their farming and to fill the gap of unproductively. For this we have to go through with three major levels:

- **Training program at a ground level**: It covers a broad range of formal and informal activities that build capacity within the agriculture sector for wider rural development. It involves direct interaction and reorientation of farmer such as selection of crops and cropping system, climate study, soil etc.
- **Pre-service education training:** Good pre service training enables them to enter into the service with confident and leading to save time, energy and cost therefore as a output there is increase in flexibility, mobilize internal resources both human and financial to sustain their program.
- **In service training:** It has been seen that education delivered in a structured mannered enables one to become more professional and realistic approach toward the problem and also provide extension field staff with opportunities for leaning about new ideas, advancement in technology and address current environmental issues, modern cultural practice in agriculture sector.

Challenges and problem of the study

Study have shown that awareness and proper utilization of resource is the major gap that has to be fulfill by agricultural based camp, training and door to door communication. The real challenges of HRM are how to transform into competitive market.

Suggestion

- Sufficient and regular training program to be conducted for the kisan.
- New scheme, policy or Yojna should be introduced to the ground level farmers so that they can take advantage of it.
- Practical based experiment should be demonstrate to the kisan so to implement it for doubling their productivity
- Non-government sector, private corporate and other agencies should emerge for the better development in agriculture field.
- Water management and ideal utilization of irrigation water project should be put into focus.
- Bio- technology handling technique should be enrolled in training period.

Conclusion

HRM training plays a significant role in development and analyzing the future aspect on generating employment in agriculture sector. The interpretation of education as a factor of production for better result police maker should go side by side to enhance more effective output. The education level composition of labor determines the overall economic growth and hence it is needed to understand the relation between the agriculture education sector and training project in India for effective and efficient; positional workforce and economic growth in agriculture sector.

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