

TECHNICAL EDUCATION: THE PROMOTER OF HUMAN RESOURCE DEVELOPMENT IN BALOCHISTAN

Economics

Noor Ahmed** & Dr. Jan Mohammad*

ABSTRACT

Balochistan is the least developed province of Pakistan. One of the main reasons for backwardness of the province is the dearth of professional expertise in various sectors to harness the economic potential of the province for the welfare of masses. The professional literacy ratio in the province is the lowest as compare to the professional literacy ratio in Pakistan. The aim of the present research is to highlight the importance of professional education for human resource development in Balochistan. On the basis of the findings it was concluded that strengthening the capacity development of the institutions providing professional education and training institutions can trigger up professional education in the province. It is also suggested that further investment in professional education, institutional development and economic development capacity pertaining to HRD activities need to be focused.

Keywords: Professional Education, Human Resource Development, Technical Education, Economic Development,

INTRODUCTION

Human resource is the precious asset and has crucial role in economic development of a country. The quality of human resource is the key to progress. Human resource quality is associated with knowledge and can be enhanced through systematic and proper education. Education adds new dimensions in the outlook of human resource. Through education human resource acquires skill, knowledge and competencies to excel in professional

*Assistant Professor Pakistan Study Center University of Balochistan-Quetta

*Director Institute of Management Sciences, University of Balochistan- Quetta

life. Technical education is a specialized area where the human resources are trained in different professions to cater the needs of society. The society needs doctors, engineers, agriculturists, managers, lawyers to overcome its various needs.

Professional education is highly important for the human resource development in Balochistan. The lack of professionals in various areas of expertise is the main hurdle in the economic development of the province. Professional education enables the human resource to receive high paying jobs and therefore reduce poverty. The dearth of professional education hinders progress and prosperity of the society.

Balochistan has a vast area with scattered population. The majority of population in Balochistan is less educated and backward in education. The vast area of the province needs technical, professional expertise in management, engineering law agriculture and medical specialization so that through their help and assistance, the professional and technical infrastructure is built and all the areas are developed simultaneously. Technical education can raise the capacity building of people to become more efficiency and productive.

Keeping in view the importance of professional education in the development process it suggested that the basic education needs to be strengthening to pave the way for professional education. The initial stage for fostering professional education is to increase the literacy ratio in primary and secondary education. Even the general education ratio is very low in Balochistan and is the lowest as compared to other part of Pakistan. The lower literacy is an obstacle for economic development of Balochistan. The professional education is lower than general education in the province.

MATERIALS AND METHODS

The present study is a descriptive analysis of the status of the professional education in Balochistan. For the purpose of study, a survey was conducted through a questionnaire and interview. A detailed and comprehensive questionnaire was designed containing both closed as well as open-ended questions regarding the information and impact of professional education on institutional capacity and their productivity. The data was collected through primary and secondary sources. Total 360 professional respondents from different categories were interviewed. Selection of the universe is basic to all kinds of research. The present study aimed to find out the role of education in human resource development. The universe of present study was the different universities & colleges of Balochistan. A sample was selected to represent the

universe. Physical limitation and money are usually limiting factors in social research. It is economical to base studies on samples rather than to study the entire universe. The material for the present research work comprises data collected representing the respondents' views regarding HRD practices and their impact on overall productivity. For the purpose Quetta district in Balochistan province was selected. The descriptive research designed was used. Survey is considered to be the best method to carry out research in the field of social sciences. The empirical study based on the primary as well as secondary data, collected through the field survey through questionnaire is organized and presented in tabular form. A preliminary survey was conducted in Quetta District of Balochistan by using simple random sampling technique. Total 360 professional respondents from different categories were personally interviewed for collection of primary data. A 1-5 and 1-3 Likert type of scaling was used in the present study in order to denote the respondent's perception and record the responses on each statement. The reliability of the instrument for the research was conducted. The preliminary interviews were conducted before data collection process in the field for pre-testing the instruments of 25 respondents in agriculture and co-operative department Quetta. The Statistical Package for Social Sciences (SPSS) computer software's was used for data analysis. The content reliability of the instrument used for present study was determined by using the Cronbach's Alpha program.

RESULTS AND DISCUSSIONS

The results regarding the significant areas of human resource development is shown in Table 1 below. Half, that is almost (50.7%) of the respondents are of the opinion that performance management was the more important areas of HRD and rank order were placed at 1st with mean and SD of 1.69 and .784 respectively. Whereas less than half i.e. 47.7% of the respondents agreed that the competency level was the important areas of human resource development and rank order were placed at 2nd.

Table 1: Distribution of the sample according to their response regarding imperative areas of IIR

Imperative areas of HRD	MI (1)		I (2)		LI (3)		Mean	S.D*	Rank Order
	N	%	N	%	N	%			
Performance management	190	50.7	110	29.3	75	20.0	1.69	.784	01

Competency level	159	42.4	179	47.7	37	9.9	1.67	.646	02
Strategic management	200	53.3	100	26.7	75	20.0	1.67	.790	03
Effective communication skill	208	55.5	86	22.9	81	21.6	1.66	.811	04
Leadership development	235	62.7	88	23.5	52	13.9	1.51	.727	05

SD* = Standard Deviation

Scale: 1= More important, 2=Important, 3= Less important

The data in table 2 depicts that the majority i.e. (58.1%) of the respondent have agreed that to develop individual skill and knowledge was the soft human skill. Whereas (33.3%) of the respondent strongly agreed that formal learning is the soft human skill. While, one third (21.1%) of the respondent were strongly agreed that increasing the competency level of individual the main soft human skill. The results are in line with those of Shami (2005) who found that performance management was the important areas of HRD.

Table 2: Frequency distribution of the simple according to their response regarding soft human skills

HRD function purpose	Ranking Value										Mean	S.D*	Rank Order
	SD (1)		D (2)		U (3)		A (4)		SA (5)				
	N	%	N	%	N	%	N	%	N	%			
Develop individual skill and knowledge	30	8.0	12	3.2	59	15.7	218	58.1	56	14.9	3.69	1.030	02
Enhance the organizational development effectively and productively	54	14.4	43	11.5	31	8.3	153	40.8	94	25.1	3.51	1.360	03
Facilitate learning capacity of individual	53	14.1	56	14.9	41	10.9	164	43.7	61	16.3	3.33	1.303	05

Based on formal learning	09	2.4	17	4.5	67	17.9	157	41.9	125	33.3	3.99	.955	01
Increase the competency level of individual	79	21.1	41	10.9	64	17.1	145	38.7	46	12.3	3.10	1.351	06
Based on need assessment	42	11.2	70	18.7	19	5.1	173	46.1	71	18.9	3.43	1.294	04

SD* = Standard Deviation

Human resources play a key role in many aspects of life processes including organizational adaptation to requirements for development process of a nation, primarily through the anticipated outputs. The application of a contemporary concept of management of human resources is based on theoretical and practical cognizance of successful organizations that contributes to a successful execution of these and other assignments. In order to develop such a concept it is necessary to provide, in addition to the relevant basics, a whole chain of professional and managerial activities (Camilovic, 2009; Abrudan *et al.* 2007).

CONCLUSION AND RECOMMENDATION

The notion of human resource development takes its focus on the development of knowledge, capacities, skills, and capabilities (Hussain, 2000). Moreover there is an interventionism implicit in HRD that is an activity or series of activities initiated and supported by one constituency in order to improve others. Almost always acknowledgment of the importance of human capital is an unstated assumption in any form of HRD. Strengthening the capacity building of the human resource is one of the prime determinants of social development in the province. It is suggested that the government must initiate at massive scale activities to promote the dynamic lifelong learning policies with respect to professional education, institutional development and economic capacity development pertaining to HRD activities. Promote the development of impartial training series in order to increase and trigger up to professional value and competency level of the masses. It is therefore suggested that pre and in-services professional training should be arranged at least at a district level so that to enhance the competency level of clientele groups

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