

Outcome of Human Resource Development on Livestock Fabrication: (A Case Study of Balochistan Province of Pakistan)

Business and Commerce

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Abstract

Human resource development was the supreme and pivotal portion of any organizations. Without HRD dimension the organization work is invalid. Keeping in view the importance of the HRD the present study was stirred up in a progressive way. Three districts namely districts Quetta, Killasaifullah and Kalat were selected randomly. One hundred respondents from each district were selected simple random sampling methods. The frequency distribution, percentage and averages by using SPSS statistical software. The results show that most (41%) of the respondents fell into the 36 to 50 years of age categories. Most (38%) of the respondents having the degree of graduation followed by most (28%) of the respondents were holding the F.Sc. The results further show that the formation of dairy was the most important human resources theme in dairy production as 4.09 mean along with .860 Std. Deviation as higher perceptions. Livestock fabrication in climatic condition was the imperative HRD direction with the term of livestock promotion was acquired the mean score 4.18 and Std. deviation .712. Meat production a high proportion as well as high mean score (mean=4.18; Std. deviation .712). Animal and agriculture were achieved the highest mean score 3.88 along with Std. deviation .600. Based on results following recommendations were developed. Value chain and value addition are an important feature of productivity, it is therefore suggested that farmers should be given widespread training in the area of marketing and supply chain. State-of-the-art sanitation measures with technology application are prerequisite to be familiarized. The provincial government should initiate the technology-oriented and need-based trainings of human resource working in the dairy business.

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Introduction

Notwithstanding livestock sector as an important sector of Pakistan's economy, which contributes more than 11% of the Gross Domestic Product and sharing the more than 55% of the agriculture value addition, in this regard as this sub-sector was highly labor demanding. Beside that almost the livestock sector has provided the prime source of income of the rural masses. Livestock has logged a growing of 3.7% against the growing of 3.9% in the last decade. The mandate for livestock has grown-up at a remarkable leap. Livestock comprises domestic and farm animals such as bullocks, buffalos, lambs, goat, camel, horses, asses, mules, poultry and their products. The position of this subdivision may perhaps advance and speculation be documented by the fact that the mainstream of individuals existing in rural areas be contingents wervingly or circuitously on the livestock and dairy subdivision. The making of milk, poultry foodstuffs and other livestock substances has enlarged at the degree of 3.2%, 7.3% and 1.1% respectively. Livestock has verified a development of 3.7% as compared to growth of 3.9% in the last decade (GoP, 2012-13).

The livestock subdivision dwells in an exclusive location in the National Agenda of pecuniary growth the sector makes available remaining foundation of foreign earnings. Archaeologically livestock has been subjugated by minor holders to come across their requirements of milk, food safety and cash revenue on everyday basis. The livestock populaces for the last 3 years are specified in table-1.

Table-1: Livestock Population.

				(Million Nos.)
S.No	Species	2010-11 ¹	2011-12 ¹	2012-13 ¹
1	Cattle	35.6	36.9	38.3
2	Buffalo	31.7	32.7	33.7
3	Sheep	28.1	28.4	28.8
4	Goat	61.5	63.1	64.9
5	Camels	1.0	1.0	1.0
6	Horse	0.4	0.4	0.4
7	Asses	4.7	4.8	4.9
8	Mules	0.2	0.2	0.2

Source: Ministry of National Food Security and Research

1 Estimated figure based on the inter census growth rate of the Livestock Census 1996 & 2006.

Furthermore, livestock is measured a foundation of service generation at rural level, serving to decrease revenue inconsistency. It is dominant to the income of the rustic poor in the country and can play a significant role in poverty mitigation and retain in inspiring the socioeconomic situation of our rural multitudes. The gross value addition of the livestock subdivision at the continuous price influence has bigger from Rs.735 billion (2011-12) to Rs.756 billion (2012-13); presentation an upsurge of 2.9% against to last year (GoP, 2014-15). There is a prodigious possible for endorsing the production of extraordinary value initiatives such as fruits, livestock products and vegetable (Tajet *al.*, 2005).

The Human Resource Development

The human resource development (HRD), predominantly connecting to numerous kinds of experts, in the livestock subdivision, are necessities of the period. Starved of making a critical figure of skilled and trained human resource, the vision of L&DD as livestock advantage manager of the province will be a lonely expectation. Meanwhile, private sector is a companion in the sector expansion, a severe superiority assurance apparatus with suitable level of certifying and registering of the human resource with provision of information and communication technology grounded confirmation will be put in place for safeguarding improved quality of amenities to the sector.

As a human resources development facet, the government of Pakistan will appoint services of two hundred fifty-five veterinarians wholly for capacity building trainings of growers so as to increase the fabrication of the livestock sub - sector. These veterinarians as trainers will communicate training to 10,000 growers together with women in contemporary livestock fabrication practices. The quantity of veterinary doctors will be appropriately augmented each year.

HRD was the incessant procedure and multi-faceted perception. It obliges compassion to altering needs so as to set significances in view of that. It grips the importance for economic expansion through permitting people to develop more creative. An economic expansion also is contingent the level of industrial effort, a consequently asset in emerging science and technology has develop critical. Selections requirement to be made amongst target groups (Rao, 1990).

Need for The Project

The livestock sub - sector was one of the foremost and important sectors of the Baluchistan's economy. The majority of rural people income generation

and livelihood directly or indirectly dependent in the livestock sector. Livestock sub-sector not only important sector with the term of income generation, but also provide the bulky revenue to GDP of the province. Due to the inconsistent spell drought, lack of human resource development, untrained manpower is affecting the livestock sub-sector at the greatest extent. However, there is a dire need to scale up the livestock department efficiency at the straightforward path. Therefore, the present research was we have to seek the outcome of human resource development on livestock fabrication, as a case of districts Quetta, Killasaifullah and Kalat Balochistan province, Pakistan.

Specific Objective

Following were the specific objectives of the present research.

- I. To study the personal profile
- II. To investigate the HRD dimension in the livestock sector
- III. To observe the promotion of the livestock sector
- IV. To develop suitable recommendations

Materials and Methods

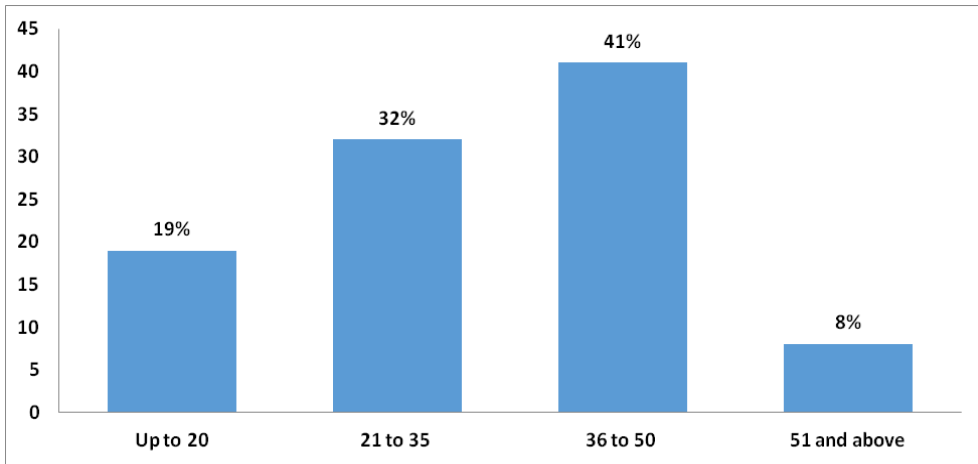
Balochistan province was considered as the largest province of the Pakistan. Three districts namely districts Quetta, Killasaifullah and Kalat were selected randomly. One hundred respondents from each district were selected simple random sampling methods. The views of the respondents were caught through the semi-structured questionnaire. Data was composed by the face-to-face communication. The frequency distribution, percentage and averages by using SPSS statistical software.

Results and Discussion

Age

The age of the respondents plays important role in the decision-making process. Age of the respondents was depicted figure-2.

Figure-1: Age of respondents.

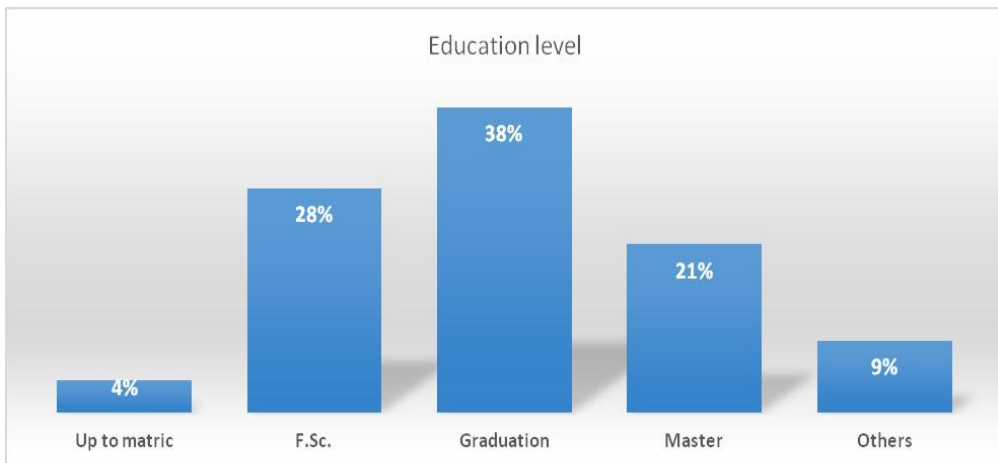


Most (41%) of the respondents were fall into the 36 to 50 years of age categories. However, most (32-19%) of the respondents were fall into the age category 21 to 35 and up to 20 years respectively. Only 8% of the respondents were fall into the 51 and above.

Education level

Education one of the most important factor to influence the decision making process. These aspects of the data were shown in figure-2.

Figure-1: Age of respondents.



Most (38%) of the respondents having the degree of graduation followed by most (28%) of the respondents was holding the F.Sc. certificate. However, most (21%) of the respondents have holding the master degree. Only (9-4%) of the respondents acquired the metrication and other discipline degree. In

this tendency shown that most of the respondents holding the graduation degree.

Table-2: HRD themes about dairy production.

S. No	Items	Mean	Std. Deviation
1.	Dairy making	4.09	.860
2.	Milk lactation	2.50	1.931
3.	Welfare of domestic animals	2.69	.499
4.	Potential of milk	1.07	.350

Human resource developments in the livestock subsector plays as essential role. The data collected in the field level through the questionnaire. The results show that the dairy making was the most human resources theme in dairy production as 4.09 mean along with .860 Std. deviation as higher perceptions (table 2). The data further elucidate that there was significant means score of dairy making as compared to other items. However, welfare of domestic animals and milk lactation received the (mean score 2.69 & 2.50), and along with Std. deviation .499 and 1.931 respectively. While potential of milk was received the mean score 1.07 and .350 respectively. It was concluded that the dairy making was the important HRD theme about dairy production.

Table-3: HRD themes about livestock promotion.

S. No	Items	Mean	Std. Deviation
1.	Livestock industry acceleration	2.50	1.071
2.	Range livestock enhancement	1.01	.082
3.	Livestock fabrication in climate condition	4.18	.712

HRD themes about livestock promotion the opinions of the respondents were recorded as exposed in table-3. Livestock fabrication in climate condition was the imperative HRD direction with the term of livestock promotion was acquired the mean score 4.18 and Std. deviation .712. The item who gained the lowest mean score was range livestock enhancement (mean=1.01 and Std. deviation .82). However, the item “livestock industry acceleration” found the mean score 2.50 and Std. deviation 1.071. In this regard, the tendency shows that the livestock fabrication in climate

condition was the most important theme in the livestock promotion. Access to credit is extremely obliging factor for farmers in livestock production (IFAD, 2004).

Information accessible in table 4 in relation to meat production a high proportion as well as high mean score about improves meat production (mean=4.18; Std. deviation .712).

Table-4: HRD themes about meat production.

S.No	Items	Mean	Std. Deviation
1.	improve meat productions	4.18	.712
2.	marketing of meat	2.62	.760
3.	meat consumption	3.09	.857

However, marketing of milk and meat consumption received mean score 2.62 and 3.09 along with (Std. deviation.760 and .857) respectively. The developed perceptions were indicated improve meat productions getting highest mean score.

Table-5: HRD themes about livestock management.

S. No	Items	Mean	Std. Deviation
1.	cutting-edge sheep & goat production	3.60	.722
2.	Progressive wool production	3.52	.799
3.	draught animal management	3.60	.749
4.	range improvement	2.66	.895
5.	animal health	2.53	.855
6.	animal and agriculture	3.88	.600

Livestock farming at country level was carried out below numerous structures like agro-pastoralist, commercial stall-feeding, transhumant, pastoralists and peri-urban intensive system. In this regard the data was depicted that the animal and agriculture was achieved the highest mean score 3.88 along with Std. deviation .600. Followed by cutting-edge sheep & goat production and draught animal management found the mean score 3.60 and 3.60 along with Std. deviation .722 and .749 respectively. Further,

progressive wool production item was got the average mean score 3.52 along with Std. deviation.799. However, animal health and range improvement caught lowest mean score 2.53 and 2.66 along with Std. deviation .855 and .895 respectively. The determinations of upholding the livestock was diverse in different cultures such as revenue generation, draught tenacity and food safety (Heffernan *et al.*, 2001: and McCorkle, 1987).

Conclusion

Increase efficiency of prevailing livestock, dairy and poultry through development process was the core value of the government of Balochistan. In the reference, the provincial government has taken the effort to how the increases the livestock production based on efficient initiatives like introducing new technologies, improved management practices, the heroic act, export potential of livestock, promotion of substitution of milk products and improve livestock marketing infrastructure. The results show that most (41%) of the respondents fell into the 36 to 50 years of age categories. Most (38%) of the respondents having the degree of graduation followed by most (28%) of the respondents were holding the F.Sc. The results further show that the dairy making was the most human resources theme in dairy production as 4.09 mean along with .860 Std. deviation as higher perceptions. While the potential of milk was received the mean score 1.07 and.350 respectively. It was concluded that the dairy making was the important HRD theme about dairy production. Livestock fabrication in climatic condition was the imperative HRD direction with the term of livestock promotion was acquired the mean score 4.18 and Std. deviation .712. The item who gained the lowest mean score was range livestock enhancement (mean=1.01 and Std. deviation .82). Meat product a high proportion as well as high mean score (mean=4.18; Std. deviation .712). Animal and agriculture were achieved the highest mean score 3.88 along with Std. deviation .600. Followed by cutting-edge sheep & goat production and draught animal management found the mean score 3.60 and 3.60 along with Std. deviation .722 and .749 respectively.

Recommendations

Based on the results following recommendations were developed. Value chain and value addition, as an important feature of productivity, it is therefore suggested that farmers given widespread training in the area of marketing and supply chain. State-of-the-art sanitation measures with technology application prerequisite to be familiarized. Fresh kinds and genetic amalgamations need to be familiarized to have extra improved and productive animals. Provincial government credit schemes should be accessible for the structure of sheds, acquisition of conveyance and new

milking animals. Further the recommendation reveals that the initiate and sustenance interventions crosswise the dairy significance chain to increase sector affordability over and done with innovations and research. The provincial government should be initiated the technology-oriented and need-based trainings of human resource working in the dairy business.

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