

Perception of the Respondents Regarding Imperative HRD Activities in Balochistan, Pakistan

Economics

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Abstract

Human resource is the precious asset and has crucial role in economic development of the province; the quality of human resource is the key to progress. Present study was examined to the respondent perceptions about HRD (Human resources development) activities. For this purposed 375 respondents were selected through the simple random sampling of diverse professionals. A comprehensive and detailed interview schedule was designed. Finding of the research study revealed that less than half (49.1%) of the respondents were between the age of 36 to 45 years and most (34.7%) of the respondents did not receive any in-service professional training; while the overwhelming majority (82.9%) of the respondents was living within joint family system. Significant differences were observed among the groups perception related to the imperatives areas of HRD by using One-way ANOVA, Post Hoc Duncun (mean for group in homogeneous subset). Further the finding of the study showed that the highly statistical significant at $p < 0.05$ were observed between the perceptions of the respondents.

Key words: Balochistan, HRD (Human resources development), Perception

Introduction

Human resources development as a theory is a framework for the expansion of human capital within an organization through the development of both organizations and individuals to achieve performance improvement in

their knowledge, skill and attribution. Human resource development always pinpoint the integrated use of training, organization, and career development efforts to improve the collective efforts for individual, group and organizational. It develops the key competencies that enable individuals within organizations to perform current and future jobs through planned learning ways so as to accelerate the educational capacity of individual with the term of organization missions, visions, norms and values. The thematic definitions of human resource development exclusively focused on specific learn objectives and interventions. The HRD framework views employees as an asset to enterprise whose value will be enhanced by development education in future. A successful human resources development program will prepare the individual to undertake a higher level of work (Wikipedia, 2011).

Human resources development is the framework that focuses on the organizations competencies at the first stage, training, and then developing the employee, through education, process to satisfy the organizations long-term needs and the individuals' career goals and employee value to their present and future prospects. Recent innovative studies and development shows that it is possible to encompass human resources development as a concept of business economics. When used as a concept in human resources development to emphasized the intelligence has the task to collect, structure, provide, promote, pull and document information/data with regard to the different target groups, within or outside the control of the company, which all have the characteristics to have an influence on the success of the strategies of the business, and hereby support better business decision-making.

Human Resource Development in Balochistan prospect

Balochistan has great potential for economic development. Its physical and geo-strategic characteristics make its position highly conducive for the economic development but the socio-cultural profile of the province is somewhat worrying. The strategy must be devised to remove such differences and to produce a scientific society where every individual in the society must be contributing according to his skills and competence and in the coordination with the efforts of others to achieve the objectives of economic development. The dispersed population of Balochistan which is predominantly rural has not induced the private sector to play its role as the risk is high and the profit margins are low. The Government. can play the role of catalytic agent in developing infrastructure by bringing the vast majority of population into a mainstream and removing disparities among the different sections of society by their mutual interaction and creating harmony to pave way for an ideal development friendly society which can work whole

heartedly in a unified manner to produce positive results on the economic development of Balochistan.

Problem statement

Balochistan is the backward province of the country. The province regards to worse human index, fragile infrastructure, poor sanitation, poorer human resource development and dreadful poverty. The deficiency in professional's particularly in Balochistan province mainly due to lack of investment and interest in human resources skill/development of different stakeholders which create the negative impact on manpower productivity, educational capacity and economically development of the province. There are huge gap between existing potential and actual potential with the term of human resource development. There is dire need to develop the appropriate strategies design new modules and tact's to reduce the gape within system regarding HRD process. Therefore, keeping in view above facts and accuracy present research was developed to promote the upward movement towards development at community level regarding HRD activities.

Objectives of the Study

There are following specific objects of the study are:

1. To find out the demographic profile of the respondents.
2. To compared the respondent's perception bout HRD activities such as soft human skills and imperative areas of human resource development.
3. To develop the HRD model based on the recommendations.

Methodology

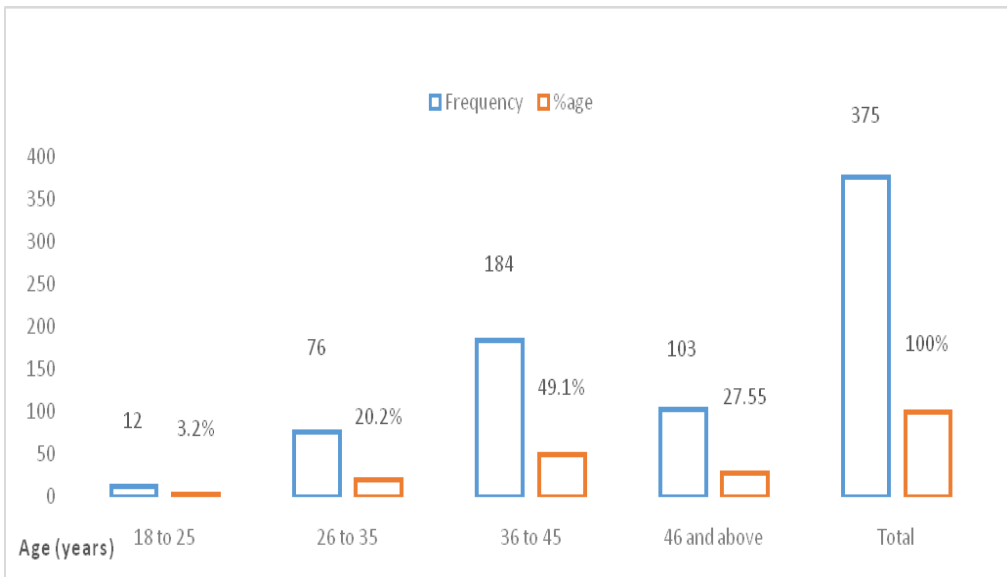
Survey is considered the best method to carry out researches in the field of social sciences. Meier (1958) refers to methodology as "the logic of scientific procedures". It is a procedure where the successful trials are repeated and errors are avoided in the final questionnaire (Good and Hatt, 1952). The study was conducted in the Balochistan a province. Present research paper was designed to obtain the respondents perception regarding HRD practices in Balochistan province. The empirical study largely based on primary data. The data were collected by survey method by using simple random sampling technique through Fitzggibbon table (Fitzggibbon, 1987). The perceptions of the respondents were measured on five point Likert-scales. Total 375 professionals from were personally interviewed for collection of primary data during the years of 2010-11. Personal visits were

frequently paid and each respondent was personally interviewed through the detailed questionnaire prepared for this purpose. The data, thus gathered were analyzed by using computer software SPSS (Statistical Package for Social Sciences) and interpreted.

Result and discussion

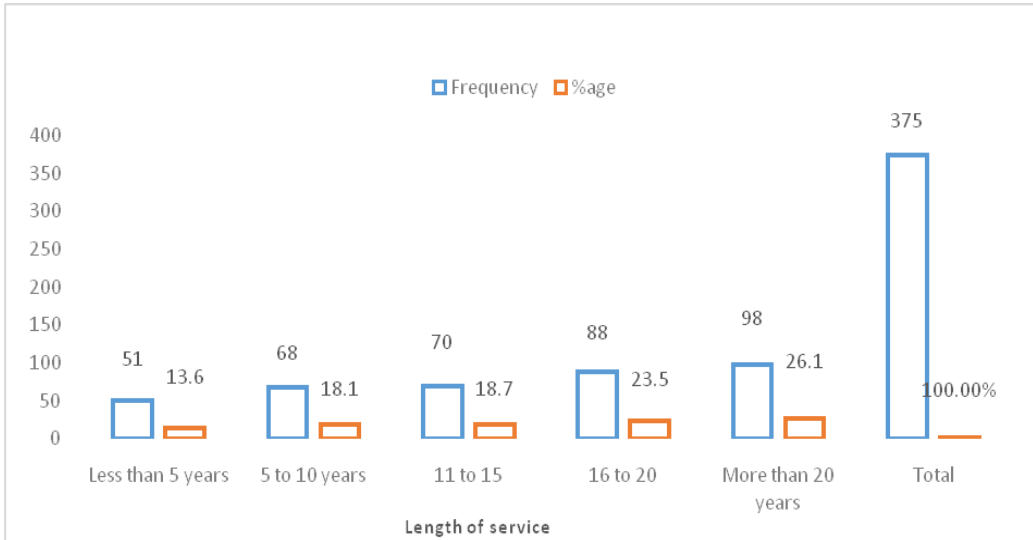
Age is the important demographic characteristic of the respondents the data regarding this aspect presents in **Fig-1**.

Fig-1: Distribution of respondents regarding their age (N=375).



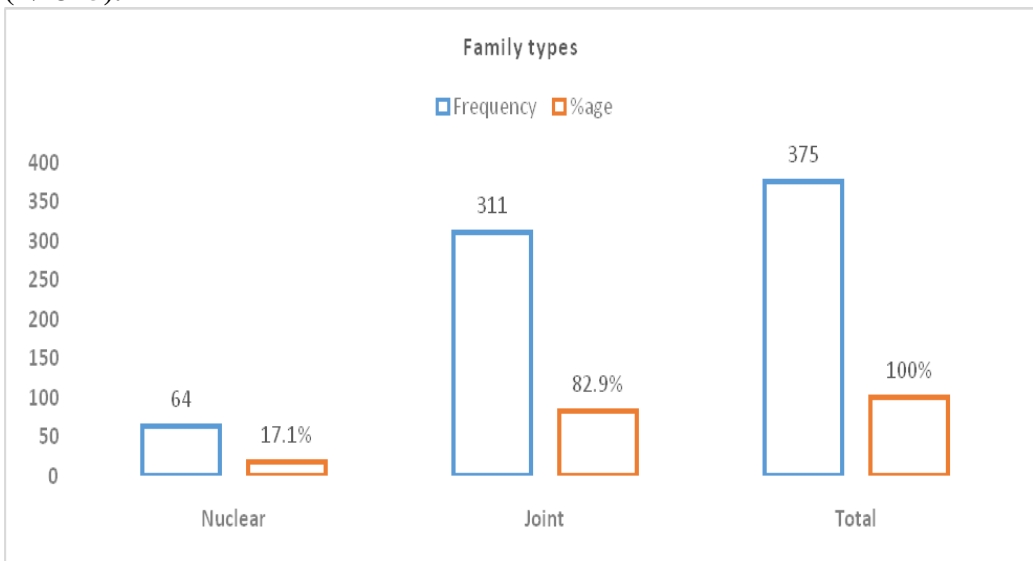
Most (49.1%) of the respondents were between the age of 36 to 45 years. Whereas (27.5-20.3%) of the respondents were above 46 years, and 26 to 35 years of age respectively.

Fig-2: Distribution of respondents regarding length of service (N=375).



The present study explores the length of services of respondents. The data of this aspect depicts in **Fig-2**. One third (23.5-26.1%) of the respondents were 16 to 20 and more than 20 years of service length. Whereas 18.1-18.7% of the respondents between the range of 5 to 10 years and 11 to 15 years length of services respectively.

Fig-3: Distribution of respondents regarding types of family system (N=375).



Mostly the Balochistan people preferred joint and combine family system due to its same culture, tradition and society mores. **Fig-3** shows the relevant data. The overwhelming majority (82.9%) of the respondents was lived within joint family system while most (17.1%) of the respondent’s preferred nuclear family system.

Table-1: Departmental comparison among the respondents perception regarding soft human skills (N=375).

Items (soft human skills)	Ranking value										Mean square	Sig*	
	Agriculture		Education		Forestry		NGOs		Livestock				
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD			
Managerial / administrative skill	1.732	.445	1.883	.464	1.953	.695	1.481	.578	1.813	.456	.288	8.51	.000*
Effective communication skill	1.732	.445	1.852	.392	1.892	.481	1.471	.577	1.852	.456	.225	10.16	.000*
Team building	1.732	.445	1.883	.464	2.013	.668	1.471	.577	1.853	.456	.280	11.36	.000*
Enhancing productivity	1.772	.421	1.913	.339	2.013	.647	1.521	.578	2.003	.537	.257	12.16	.000*
Strategic planning	1.22	.412	2.033	.569	2.083	.712	1.551	.599	1.953	.364	2.98	11.67	.000*
Time management	1.962	.667	2.072	.528	2.132	.741	1.521	.578	2.112	.665	.395	12.18	.000*
Career planning	2.683	1.03	2.332	.844	2.322	.903	1.521	.578	2.192	.888	.647	21.39	.000*

Scale: 1= ineffective, 2= effective, 3= moderate, 4= high effective, 5=most effective **SD**
 = Standard deviation
 * Significant ** Highly Significant $p < 0.05$

Respondents were asked to rate their perceptions regarding the soft human skills, in this regard the respondents perception were checked on 5 point Likert-type scale (1=ineffective, 2= effective, 3= moderate, 4= high effective, 5=most effective) as shown in **Table-1**. The result of One-way ANOVA carried out among the variables regarding soft human skill. The significant at $p < 0.05$ were observed between the variables. Highly significant differences found between the perceptions of the respondents were: managerial /administrative skill ($f = 8.51$), effective communication skill ($f = 10.16$), team building ($f = 11.36$), enhancing productivity ($f = 12.16$), strategic planning ($f = 11.67$), time management ($f = 12.18$) and career planning ($f = 21.39$). As compared to group one the 2nd group i.e. (Education, Livestock and Forestry Departments) respondents were considered that the managerial /administrative skill were high effective and soft human skill in their respective Departments. Similar, Education, Livestock and Forestry

Departments professionals (respondents) were of the view that the team building as regards the major and effective human skill in this regard the discrepancy was observed among the respondent perceptions. Whereas Agriculture Department respondents perceived that the career planning was the most effective human skill. Significant differences were observed among the perceptions of the respondents related to the soft human skill.

Table-2: Departmental comparison among respondents perception regarding imperative areas of HRD (N=375).

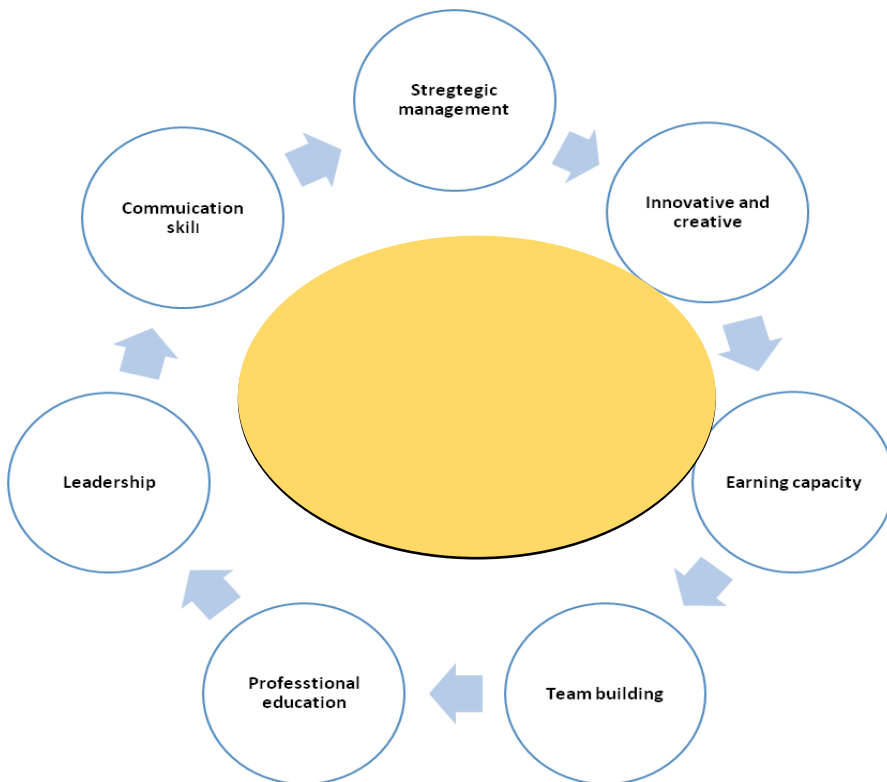
Imperative areas of HRD	Ranking value										Mean square	f-value	Sig*
	Agriculture		Education		Forestry		NGOs		Livestock				
	Mean	SD	Mean	SD	Mean	SD	Mean	SD	Mean	SD			
Strategic management	3.673	1.00	3.292	1.04	3.072	1.70	2.531	1.39	3.132	1.057	12.55	10.08	.000*
Competency level	3.634	1.14	3.073	1.04	2.873	1.07	1.731	.777	2.712	1.024	1.035	34.50	.000*
Knowledge management	2.843	1.14	2.954	1.08	3.244	1.07	2.271	1.23	2.562	.948	1.207	8.61	.000*
Communication skill	3.354	1.13	3.093	1.09	3.474	.977	1.671	.741	2.882	1.078	1.029	37.89	.000*
Performance management	3.912	.470	3.792	.643	3.772	.781	2.721	1.40	3.732	.741	.756	23.54	.000*
Leadership development	4.002	.717	3.912	.574	3.792	.793	1.691	.788	3.912	.738	.528	139.2	.000*

Scale: 1= more important, 2= important, 3= less important **SD** = Standard deviation
 * Significant ** Highly Significant $p < 0.05$

The respondents further were inquired to provide their ideas and perceptions regarding the imperative areas of HRD. Three (3) point Likert-scale whereas 1 stands for more important, 2 stands for important and 3 stands for less important were used. The data are presented in **Table 2**. Significant differences were observed among the groups related to the imperatives areas of HRD by using One-way ANOVA, Post Hoc Duncun (mean for group in homogeneous subset). The highly significant differences were recorded on the statements i.e. strategic management (f= 10.08), competency level (f= 34.50), knowledge management (f= 8.61), communication skill (f= 37.89), performance management (f= 23.54) and leadership development (f= 139.2) at $p < 0.05$. However, respondents of the Agriculture, Education and Forestry Departments perceived that strategic management considered as the important and imperative areas of HRD. Whereas, Agriculture department's staff rated that competency level were

more important areas of human resource management. While, group three and four obtained the highest means score as compared to group 1 and 2 about the knowledge management statement. However, as compared to group 3 and 4, the group 1 and 2 were obtained the lowest means score regarding the communication skill pertaining to the HRD areas. The significant discrepancy was observed in 6 statements.

Fig-4: Human Resource Development Model



Each and every study whether explicit or implicit base on a model, in social and behavioral sciences depend of the variable of interest and their expected co-relation among them as shown in **Fig-4**. Balochistan province faced some sort of chronic problems related to the Human Resource Development such as disperse population, fragile infrastructure, worse communication/ transportation, subdue human indicators, low human indexes, uncertainty, poorer educational structure at rural as well as urban areas, lack of political, social and economic arrangements. In order to remove and obviate issues and problems pertaining to the HRD at province level

were elaborate the following model. Based upon the present model the economically viable, socially acceptable, technologically sound and appropriate were the central role to scale up the HRD themes and vision at province level.

Recommendation and suggestion

The notion of human resource development takes as its focus the development of knowledge, skills and capabilities. Moreover, there is an interventionism implicit in HRD; it 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. Keeping in view following suggestion were recommended. Strengthen the capacity building of the respondents. It is therefore suggested to promote the dynamic lifelong learning policies with the term of professional education, institutional development and economically capacity pertaining to HRD activities. Promote entrepreneurial skills, and raise awareness among educators and trainers of the important role of enterprises. It is therefore suggested that vocational and career information skill should be enhances through the trainings.

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