

Teachers' Commitment towards Human Resource Development

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Abstract

Resource is a golden goose from which benefit is bestowed upon the whole society. Actually resources are materials, energy, services, staff, knowledge, or other assets that are transformed to grant benefit. Resources can be categorised in many ways of which one way is based on their formation according to which we classify the resources under two heads- Natural resources, made by God and Artificial resources, made by man. Advantages of these resources may include increased wealth, meeting up the needs or wants, proper functioning of a system, or enhanced well being. Who empowered human beings to develop artificial resources? The answer to this would undoubtedly be the education provided to them. Education is an integral part of life; it facilitates learning and acquisition of knowledge plus transfer of the same from one generation to the other. The role of a teacher in the field of education is indispensable and thus here comes the roles a teacher plays in the development and empowerment of human beings and converting them from liability to assets for a nation. This paper deals with the role a teacher plays in the context of human resource development.

Key words- teachers, students, education, development, human resource etc.

INTRODUCTION

Resource is a golden goose from which benefit is bestowed upon the whole society. Actually resources are Materials, energy, services, staff, knowledge, or other assets that are transformed to grant benefit. Resources can be categorised in many ways, one of which is based on its formation, according to which we classify the resources under two heads- Natural resources, made by God, the almighty and Artificial resources, made by man. Advantages of these resources may include increased wealth, meeting up the needs or wants, proper functioning of a system, or enhanced well being. Who empowered human beings to develop artificial resources? The answer to this would undoubtedly be the education provided to them and thus here comes the role a teacher plays in the development and empowerment of human beings and converting them into assets for a nation. Education is an integral part of life; it facilitates learning and acquisition of knowledge plus transfer of the same from one generation to the other. The role of a teacher in the field of education is indispensable. They are the pillars on which the foundation of the whole education system rests.

RELATIONSHIP BETWEEN EDUCATION AND HUMAN DEVELOPMENT

Education helps to improve all aspects of human life and makes the person useful resource for the country and the world as a whole.

Relationship between literacy rate and human development

YEAR	HUMAN INDEX VALUE	POSITION OF INDIA IN HDI
2010	0.519	119
2011	0.547	134
2012	0.554	136
2013	0.586	135
2014	0.609	130
2015	0.624	131

Sources: UNDP REPORTS OF ALL YEAR

From the above table it is clear that as the literacy rate increases in our country, the position of India in HDI improves. Due to the dominant and indispensable role played by the education system and the teachers in the development of human resource, the Ministry of

Human Resource Development (MHRD) was created on September 26, 1985, through the 174th amendment to the Government of India (Allocation of Business) Rules, 1961. India is projected to be the world's most populous country by 2022, surpassing China, its population reaching 1.6 billion by 2050. At present the population of India is 1.342 billion (2017). Unfortunately in the present scenario this population is a liability on our country but if properly and professionally educated we can convert it into an asset for our nation. Development of highly competitive abilities and products has been made possible essentially by changing the orientation of the process of education to human resource development which focuses on increased productivity of human resources by linking it closely with technical progress at all levels of work. Process of education largely depends on the teachers' initiatives and capabilities.

HUMAN RESOURCE DEVELOPMENT OF TEACHERS

Teachers are the main elements in any form and stage of education. The quality of education is determined by the quality of teachers providing that education. As stated by NCTE (1998) "The teacher is the most important element in any educational programme. It is the teacher who is mainly responsible for implementation of the educational process at any stage". A good teacher with required skills and ability to disseminate education is an asset to the nation and nations who invest in education of teachers are the most secured nations. Teachers are required to have adequate knowledge, skills, interest and attitude towards the teaching profession. For improvement of HRD of teachers, there is a dire need of training programmes. The NPE 1986 has strongly recognised the need for improving quality of teaching and proposed to provide opportunities for professional and career development so that the teachers may fulfil their role and responsibilities within the system of education. The UGC proposed to enhance teacher's motivation, skills and knowledge through systematic orientation in specific subject, techniques and methodology. This initiative by UGC was executed by establishing ACS in various universities throughout the country. Similarly, appraisal programmes are also very important for the development of teachers. Rewards and initiatives are also an important part of HRD of teachers. The use of rewards increases the productivity and efficiency of teachers and this makes them a better resource for the country.

TEACHERS AND HUMAN RESOURCE DEVELOPMENT

Teaching is the mother of all professions, so the quality and the competitiveness of each and every profession ultimately depend on the education sector and finally on the teachers. Teachers are recognized as key to educational quality and its success. We need an understanding of the importance of qualified and efficient teachers and providing the proper working environment for sufficient numbers of teachers to ultimately meet the needs and expectations of quality education for all and to fulfil the country's need of human resource. Swanson and Holton (2001) define learning as "the process of acquiring new knowledge and expertise in people". Geo-JaJa and Mangum (2003) established that education, appropriately tailored to local and national need, is the essential input to human resource development. Studies by Haq and Kirdar (1986) reaffirmed the correlation between education and human resource development. Teachers create, share, and iterate to meet the needs of not only their country but of the whole world. Teachers recognize the needs and call of their nation and in turn create and share solutions. Teachers develop the inner strength of the students and arouse in them the competitiveness such that they seize every opportunity anytime and anywhere. Teachers strive to develop in their students the strength to fight, face and survive the critical and unfavourable situations of life.

The teachers are important especially for a nation as they teach skill and improve our ability making us useful to the nation. Teachers provide a foundation upon which stable nations are built. If a person is not educated enough then they will not be able to use the resources in future which will then spoil the future of the country. There is a famous saying, "if you give a man fish, you feed him for a day but if you teach the man to fish you feed him for a lifetime". Without education a country cannot be developed. The role of a teacher in students' life is very broad and not limited to the teaching of subject matters. As stated by Locke pupils are a blank slate (Tabula Rasa) on which the experiences and perceptions gained by them in their walk through life are imprinted. Aristotle also held a similar view when he writes in his treatise 'De Anima' meaning 'on the soul' of the "inscribed tablet". They both observed that a pupil is innocent, having capability of both, becoming good or bad, it depends on the environment in which they are brought up. The success and the environment of any school rest upon the quality of their teachers. School is like a 'home beyond home' for a student and a teacher is like 'second parent' to them. Initiatives taken by teachers opens new horizon of development for the pupils. It broadens their ideas and outlook. It opens up the possibilities of developing them into efficient human resources in future for their country. This in turn

brings economic growth and development for the country. In order to contribute towards human resource development a teacher helps the students in the following areas-

➤ **IMPROVEMENT OF PERSONAL SKILL AND COMPETENCE**

The goal of a teacher should be to assist the students to acquire knowledge and develop skills. A teacher through proper use of methodologies, teaching and interacting procedures broadens the horizon of knowledge and ideas of his students by familiarizing them with other people national/international world. This helps to develop confidence, communication skills along with specific skills and knowledge in the respective field of study.

➤ **DEVELOPMENT OF RESEARCH CAPACITY**

Research is exploring the facts time and again through new perspectives. It creates knowledge. It is an undisputed fact that research and economic development goes hand in hand. The primary mission of any teacher is to prepare mind of his students for research and creation of knowledge along with implementation of existing one. A teacher prepares the mind of his students as an entrepreneurial mind that will convert the innovation created by engineers and scientist into economic prosperity.

➤ **CREATIVITY AND INNOVATION**

A teacher develops in his students the capability of creativity and innovation. He develops the mind of his students which questions, reasons and think, not just accept the things as they are. A teacher develops analytical ability in his students, to judge, to analyze, to evaluate, to compares and to contrast. Practical ability is also developed by a teacher in his students to apply, to utilize, to implement and to activate, A teacher tries to inculcate in his students the ability of creativity in order to imagine, to explore, to connect, to synthesize, to discover, to invent and to adopt.

➤ **LEADERSHIP AND ENTREPRENEURSHIP**

Leadership is very important skill which gives any individual the capacity to execute any task and take the whole team forward on the path of success. Teachers equip their students with

desired knowledge, communication, confidence and other skills of leadership and entrepreneurship to lead the whole team towards the goal.

➤ **USE OF MODERN TECHNOLOGY**

Let's have a look on the global companies; Tata Group of Companies has more than 620,000 employees, Aditya Birla Group of Companies has more than 136,000 employees and TCS has nearly 276,196 employees versus Google with only 30,000 employees but far more successful, this difference is due to the fact that today's arena is utter technological where 5 person are accomplishing the work of 50 people. For a company to be successful it needs employees with vision, creative thinking, innovation, risk taking ability, fast execution, marketing and continuous inventions. Unfortunately in India our education system is not fit enough to empower our pupils to compete on global basis which as a result reveals itself in the fact that none of companies are in the list of topmost 5 companies of the world inspite of the fact that we have such a vast amount of human resource capital. It is said that technology is always young which implies the fast speed of its change and discarding process of old ones. The modern human resource is required to be totally updated with the recent development in technological field to compete in global arena. The innovative use of technology should surpass the classroom walls and allow our students to learn from and with the world, taking learning well beyond the textbook. Our modern day teacher should use online tools to create powerful learning opportunities for their global students. Today's teacher needs to be passionate about immersing technology into the classroom and eLearning. Modern teachers are Global Educators in a Global Classroom engaged in preparing global competitive human resource. Our teachers should strive to encourage their students to be creative, radical, passionate, mission-minded pursuit of the unconventional. It is important that our teachers should nurture curiosity, a love of learning, self-directed learning and a sense of calling in their students.

➤ **RISK TAKING CAPACITY**

The culture and environment over the west has always been suitable for the development of competitive and innovative oriented human resource development. Unfortunately there is a lack of risk taking appetite in the Indian culture in general. So a qualified individual from IIT or IIM prefers to work for a Google rather than himself taking an initiative to build from

square one. We need to bring a change in our approach to life and this can only be brought by our teachers, this is reason that they are called agents of change. Acting as an agent of change is not an easy job as people at large avoid big changes in their life due the feelings of insecurity and fear of the unknown land. Therefore, to fulfil this goal we need a strong education system and a compassionate teacher but unfortunately till now we don't have a world class university, a sad but a true fact to face. None of our universities are in top ten. Only IIT's, NIT's, BIT's at the engineering side can boast of good people. Even in them, the quality is not always the best in terms of practical education. A teacher is the initiator of the process and policies of education sector. As a teacher holds vital position in any education sector so human resource development can't be imagined without a committed and a dedicated teacher. Teachers are the main factor and play an important role in enhancing the quality of any education system. So our teachers need to upgrade themselves if we have to upgrade our education system. Our education system needs to make available all the resources and facilities a teacher need in order to develop themselves.

Human resource development by teachers is a continuous social process as well as a high quality management process. Our pupils are our future human resource and they are primarily in the hands of our efficient teachers. In order to impart his best a teacher needs to be self determined, innovative, and experimental, a risk taker, a lifelong learner, good manager, technologically well aware, regularly updated with happenings in his surroundings and above all he should be in love with his profession and his pupils

Teacher has a tremendous influence on the civilization which helps in a countries' development. Thus, we can say that a teacher plays a very significant role in the development of a country. Liu (1997) attests to the importance of the student-teacher relationship stating, "The close emotional bond between teachers and students led students to recognize the school as a home away from home". So it is clear that a teacher plays a major role in deciding the future of their pupils. A teacher should strive to impart quality education, necessary skills, talents and the ability to survive diverse condition in life to their students. A teacher as observed by Kochhar (1997) contributes significantly to the character of the students. No matter how much you have achieved in your life, if you don't have a positive attitude towards life and a positive character you just can't be an asset for your country, in inculcating these behaviour a teacher plays a major role.

➤ CONFUSION TO CERTAINTY

Sometimes students feel confused as they are unable to see the relation between what they study in the classroom and what they face in the actual world. Here the role of a teacher becomes onerous. A teacher should lay down proper opportunity for the pupils to experiment in real life, what they had been taught in the classroom. A teacher should see that proper curricular and extracurricular activities are being conducted in the school. A teacher should give adequate chance to each and every student for their proper exposure. To do this, newer methods of teaching and innovative practises becomes indispensable. Teachers should encourage the student for activities like NCC, NSS, sports etc. Teachers should conduct regular discussions in the class on recent developments in their nation and abroad. Study programmes should be conducted by the teachers to make their students aware of the changes and advancement in knowledge. Teachers should incorporate in their teaching the elements of problem solving, creativity, practicality and relevance. Teachers should try to develop positive attitude among his students. He should develop in students the ability to accept both, failure and success of life with equal zeal. He should counsel the students never to accept defeat and struggle till the end because only such students in future will have the ability to lead a country like ours on the path of development.

➤ INCULCATION OF MORAL VALUES

Here, how can we avoid the discussion of inculcation of values among the pupils by their teachers? Human Resource Development Minister Smriti Irani called for a greater role of teachers in inculcating values in children for the strengthening of the future generation of India. "The role of teachers and mentors has been very important in the development of the country. They are the ones responsible for inculcating values in children in building a society and a nation. They (teachers) need to contribute in a similar way for the betterment of the society," Irani said at a felicitation ceremony for Central Board of Secondary Education (CBSE) teachers and mentors for their contribution to the field of education. Thirty-three teachers from across the country and abroad were conferred the CBSE award for their innovation in classroom teaching. This highlights the endeavour and the steps taken by of our government towards this issue. This also brings into light the importance of this issue in developing our future competitive human resource among our pupils. "You (teachers) have gained a lot of experience from the struggles in your lives. If you impart these lessons to the

students, it will help them tremendously in succeeding in life," the minister said. Irani said a teacher "never retires" in his/her life. . "The true teacher is the one who can immediately come down to the level of the student, transfer his soul to the student's soul and see through and understand through his mind. Such a teacher can really teach and none else" -- Swami Vivekanand. "The teacher's place in society is of vital importance. "He acts as the pivot for the transmission of intellectual traditions and technical skills from generation to generation and helps to keep the lamp of civilization burning" -- Dr. S. Radhakrishnan. "The teacher is the maker of man" -- Sir John Adams. All these sayings highlight the importance of a teacher in the field of human resource development. Teachers need to work for imparting good quality education to transform the students into self reliance and self assured citizen of the nation. Value education has been introduced as a subject in schools. But if this subject will be taught in traditional way, through lectures and if the students will try to mug up the contents to secure good marks in exams then the aim with which this subject was introduced will not be fulfilled. Teachers should try to teach this subject in an innovative way, through practices, giving examples, conducting dramas etc. Teachers should try to embed these ideals among students and make them a responsible citizen and a great asset for our nation. Our nation at present is facing the problem of corruption, it seems like corruption has embedded itself in the soul of the people of our nation. It has become the greatest hurdle in the path of success of our nation. We need to inculcate within our students the qualities like honesty, hard work, dedication; faithfulness and so on since a very small age and in this apart from the family a teacher can play a very significant and an indispensable role.

CONCLUSION

As human resource development is "a process of development", the teachers are the acquirer of human capital (intellectual and experiential) that allows the implementation of methodologies that put learning into action within the human resource development framework as part of a country's national policy. Teacher factor is vital at all levels and in all kinds of education. When we look at the education system at the macro level we find that the quality of teaching at school level matters a great deal for the success of the educational enterprise as a whole. Hence, the role of teacher in schools becomes all the more important. In a world where knowledge is increasing exponentially and new technologies are being introduced in every field of human activity, role and responsibilities of teachers in making the

process of education continuously effective have increased manifold and have become multi-dimensional. Not only the nation but the whole world needs the contribution a dedicated teacher can make. Teachers continue to remain effective agents of human resource development, they have to be specifically prepared and regularly developed professionally. The more we trust teachers to create personalized learning environments the more they will actually create that are worth sharing with the world. A committed and dedicated teacher always establishes a unique, uncharted career path to best meet the needs of students, families and thus the whole nation.

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