

Human Resource Development in Satara District: A Geographical Analysis

Dr. T. P. SHINDE

Assistant Professor, Department of Geography
Mudhoji College, Phaltan, Dist.–Satara
Maharashtra, India

Abstract:

Human resources are more important for the economic development as well as sustainable development. The world 'Development also implies also of growth and change for the betterment as soon as improvement in regional level. Demographics the characteristics of a population/workforce, for example, age, gender or social class. The variation within the population / workplace. Changes in society now mean that a larger proportion of organizations are made up of "baby-boomers" or older employees in comparison to thirty years ago. Advocates of "workplace diversity" advocate an employee base that is a mirror reflection of the make-up of society insofar as race, gender, sexual orientation etc. Human resource has need the qualitative resource for the proper utilization and better Management of natural resources and also be affected the development. In the present paper an attempt has been made to bring out the Levels of human resource development and the study highlighted the human Resource in terms of quality and quantity in Satara district (2011). The study is based on primary and secondary data.

Key words: Human resource, Dynamic, Prospective & Problematic Region, Co-efficient Index, Tahsil, District.

Introduction:

"Manpower" redirects here. For other uses, see Manpower (disambiguation). For the 1999 film, see Human Resources. For

the "Doctor Who" episode, see Human Resources Human Resources. Human resources is the set of individuals who make up the workforce of an organization, business sector, or economy. 'Human Capital' is sometimes used synonymously with human resources, although human capital typically refers to a more narrow view (i.e., the knowledge the individuals embody and can contribute to an organization). Likewise, other terms sometimes used include "manpower", "talent", "lab our", or simply "people".

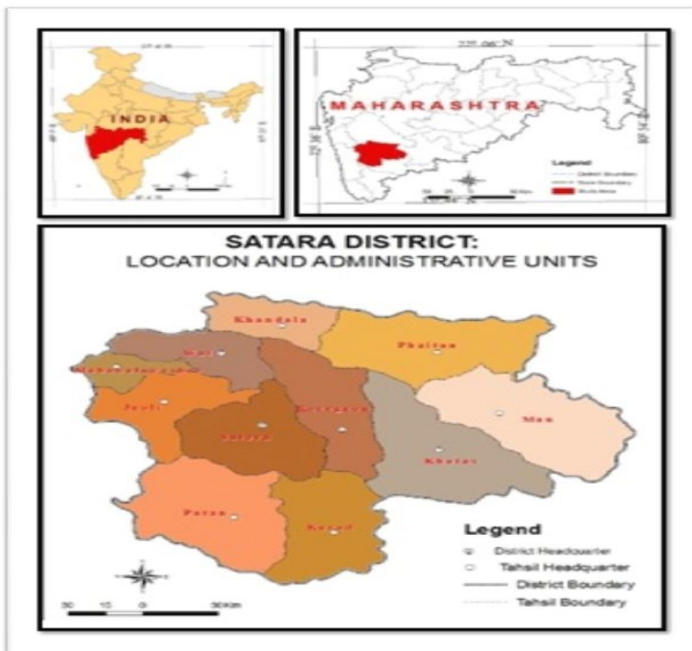
The professional discipline and business function that oversees an organization's human resources is called human resource management (HRM, or simply HR).

Demographic the characteristics of a population/workforce, for example, age, gender or social class. This type of trend may have an effect in relation to pension offerings, insurance packages etc.

Human resources is more important for the economic development as well as sustainable development. The world 'Development also implies also of growth and change for the betterment as soon as improvement in regional level. Demographics the characteristics of a population/workforce, for example, age, gender or social class. The variation within the population/workplace. Changes in society now mean that a larger proportion of organizations are made up of "baby-boomers" or older employees in comparison to thirty years ago. Advocates of "workplace diversity" advocate an employee base that is a mirror reflection of the make-up of society insofar as race, gender, sexual orientation etc. Human resource has need the qualitative resource for the proper utilization and better Management of natural resources and also be affected the development. In the present paper an attempt has been made to bring out the Levels of human resource development and the study highlighted the human Resource in terms of quality and quantity in Satara district (2011). The study is based on primary and secondary data

Study Regions:

Satara district is the western part of Maharashtra State. Its location lies between 17° 5' to 18° 11' North latitudes and 73° 33' to 74° 54' east longitudes occupying an area of 10,492 sq. kms. Administratively, it consists of eleven tahsils (fig.-1) and the region presents diversified physiographic with hilly region dominated by leeward slopes of Western Ghats in west and alternate valleys and ridges culminating gradually into plateau in the east. The soils vary from laterite patches in the west through deep medium block alluvial of the river in the center and poor gray soils in the east. The monsoon climate dominates the region with variation in heat and cold. The region receives rainfall from south west monsoon averaging between 200 mm to 5000 mm. The eastern part, which fairly falls in the rain shadow belt experiences frequent drought conditions.



Objectives:

The present paper has main objectives are follows:

- 1) To study the levels of human resource in the Satara district (2011).
- 2) To highlight the human resource in terms of quality and quantity in study region.

Data Base and Methodology:

The present study is based on the secondary data. The Secondary data obtained from the records of census of India (2011) and Socio-economic abstract of Satara District (2011). In This paper ranking co-efficient method is adopted for the analysis of levels of human resource development. The present Study show the human resource development in Satara District with demographic Variables such as population density, Working population ,sex ratio, Literacy, Urban population, Post office, Education facilities, Health facilities. For the processing and analysis of the data also adopted for all Variables to find out ranking on co-efficient Index Method. Formula of co-efficient Index as follows:

$$\text{Co-efficient Index} = \Sigma R / N$$

Where,

ΣR = Sum of Ranks

N = No Of Variables

The co-efficient Index values classified with the help of standard deviation Method, Four different zones. I.e. Very Dynamic Region (co-efficient Index below 3), Dynamic Region (co-efficient Index 3 to 6), Prospective Region (co-efficient Index 6 to 9), Problematic Region (co-efficient Index above 9)

Table-1: Human Resource Development in the Satara District.

Sr. No	Tahsils	Pop Den. R1	Work Pou R2	Sex ratio R3	Literacy R 4	Urban Popu R5	Post Offi R6	Edu. Faci R7	Health Faci R8	Σ R	Co-effi Index
1	M.Shwar	11	11	11	6	8	11	11	11	80	10
2	Wai	8	8	4	3	4	7	8	8	50	6.25
3	Khandala	9	5	10	4	7	8	9	10	62	7.75
4	Phaltan	3	3	9	8	3	6	2	5	39	4.87
5	Man	7	7	6	11	11	10	6	7	65	8.12
6	Khatav	5	4	3	9	6	4	5	4	40	5
7	Koregon	6	6	5	2	5	5	7	6	42	5.25
8	Satara	2	2	7	1	1	3	2	3	21	4.2
9	Jaoli	10	10	1	7	10	9	10	9	66	8.25
10	Patan	4	9	2	10	9	2	4	2	42	5.25
11	Karad	1	1	8	5	2	1	1	1	20	2.5

Source- Compiled by the Researcher.

The Levels of Human Resource in The Satara District (2011).

The co-efficient Index values classified with the help of standard deviation Method, Four different zones

Very Dynamic Region (co-efficient Index below 3):

Very Dynamic Human resource Region co-efficient Index (bellow 3) high level of performance is largely confined to Karad tahsil (table 1) this zone has been characterized by assured supply of water mainly from lift and canal irrigation, sugarcane dominance of cash crop so agriculture field is developed, advance of co-operative industrial sector the highest proportion of urban population, education and health status is Well. As a result of this zone Very Dynamic Human resource Region in Satara district.

Dynamic Region (co-efficient Index 3 to 6)

In this region included five tahsils Phaltan, Khatav, Koregaon Satara and Patan which have region. Dynamic Human resource Region (co-efficient Index 3 to 6) due to the High intensity of irrigation, deep black and alluvial soils, Moderate rainfall and dominance of sugar cane and Horticultural cultivation agriculture field is Moderate developed, advance of co-operative industrial sector the highest proportion of urban population,

education and health status is Well one together responsible for Dynamic Human resource Region in Satara district.

Prospective Region (co-efficient Index 6 to 9)

This zone includes Wai and Khandal tahsils which have co-efficient index 6 to 9. The physiographic limitation low use of improved seeds less area under cash crop have resulted the moderate Area under drip irrigation in these tahsils. Due to the Low intensity of irrigation, deep black and alluvial soils, assured rainfall and Low developed of co-operative industrial sector the low proportion of urban population, Moderate education and health status. As a result of this zone Prospective Human resource Region in the Study region.

Problematic Region (co-efficient Index above 9)

The tahsils of Jaoli, and Mahabaleshwar are in the west and Man in the East have Problematic Human resource Region (co-efficient Index above 9) The hilly region, in the Western part and acute scarcity of water in the eastern arid areas have set a bar in the development of irrigation and frequent drought conditions, meager water supply dependence on rainfall have resulted Low developed of co-operative industrial sector the low proportion of urban population, low education and health status. As a result of this zone Problematic Human resource Region in the Study region. Therefore, these are the weaker areas of the district where level of Human resource per unit of area per unit of time is low. Hence, these parts of the district are Problematic Human resource Region. This backward Region which need the special attention of the agricultural scientist, expert, planners and central and state government agencies to improve the Human resource development.

SUGESSTIONS:

For better development of human resource development in Satara District some suggestions as follows;

*Regional development Planning should be set up.

*Introduction the Awareness Program about natural resource and its utilization.

*Integrated area program should be provided for the improvement of political, Social status with educational and health condition also.

Conclusions:

Satara District also shows that, the human resource development variation Tasil to Tahsils. Due to inbalance in distribution of natural resource and its proper use. The co-efficient Index values classified with the help of Standard Deviation Method, Four different zones. Very Dynamic Human resource Region Co-Efficient Index (bellow 3) high level of performance is largely confined to Karad tahsil (Table-1 and fig 2) this zone has been characterized by assured supply of water mainly from lift and cannal irrigation, sugarcane dominance of cash crop so agriculture field is developed, advance of co-operative industrial sector the highest proportion of urban population, education and health status is Well. As a result of this zone Very Dynamic Human resource Region in Satara district.

Dynamic Human resource Region in Satara district. (Co-efficient Index 3 to 6). In this region included Five tahsils Phaltan, Khatav, Koregaon, Satara and Patan which have region Dynamic Human resource Region (co-efficient Index 3 to 6) due to the High intensity of irrigation, deep black and alluvial soils. Moderate rainfall and dominance of sugar cane and Horticultural cultivation agriculture field is Moderate developed, advance of co-operative industrial sector the highest proportion of urban population, education and health status is Well one together responsible for Dynamic Human resource Region in Satara district.

Prospective Region (co-efficient Index 6 to 9) This zone includes Wai and Khandala tahsils which have co-efficient Index 6 to 9. The physiographic limitation, low use of improved seeds, less area under cash crop have resulted in the moderate Area under drip irrigation in these tahsils. Due to the Low intensity of irrigation, deep black and alluvial soils, assured rainfall and Low developed of co-operative industrial sector, the low proportion of urban population, Moderate education and health status. As a result of this zone Prospective Human resource Region in the Study region.

Problematic Region (co-efficient Index above 9). The tahsils of Jaoli and Mahabaleshwar in western and Man in the East have Problematic Human resource Region (co-efficient Index above 9). The hilly terrain, in the Western part and acute scarcity of water in the eastern arid areas have set a bar in the development of irrigation and frequent drought conditions, meager water supply dependence on rainfall have resulted in Low developed of co-operative industrial sector, the low proportion of urban population, low education and health status. As a result of this zone Problematic Human resource Region in the Study region. Therefore, these are the weaker areas of the district where level of Human resource per unit of area per unit of time is low. Hence, these parts of the district are Problematic Human resource Region. This backward Region which need the special attention of the agricultural scientist, expert, planners and central and state government agencies to improve the Human resource development.

REFERENCES:

1. Arora, R.C. (1976): Development of Agriculture Applied Science and Publishing, New Delhi, pp.17-36.
2. Jagdale, Saptarshi (2012): Regional Disparities in Human Resource Development in the Junartahsil, Pune District,

- published in Maharashtra Bhugolshashtra sanshodhan Patrika, Vol.17 No 1, pp 68-79.
3. Mali K. A. (1999): Levels of Population resource development in Jalgaon District, published in Maharashtra Bhugolshashtra sanshodhan Patrika, Vol.8 No 2, pp.153-161.
 4. Negi B. S. (2000): Geography of resource, published by Kedarinath Ram Nath Publication, New Delhi.
 5. Randhawa M. S. (1975) - "Green Revolution "A case Study of Punjab, Vikas, Delhi.
 6. Shing, J and Dhillion S.S. (1994) Agricultural Geography, Tata, McGraw Hill Publishing, New Delhi.pp.127.
 7. Singh J. and Other (1990)-Dynamics of Agricultural Change:An Agricultral Atlas of India, New, Oxford and IBH, p. 292.
 8. Shinde T.P (2004) .Changing Agricultural Technology in Satara District: A Prespective Analysis in Geography, Ph. D. Thesis in Shivaji University, Kolhapur.
 9. Shinde T P (Jan 2015) Spatial Distribution of Drip Irrigation in Satara District (Maharashtra,India): AGeographical Analysis .European Academic Research Journal Vol.II, Issue 10 (Jan.13687-13697).
 10. Shinde S.D. and Jadhav M.J.(1978) Use of Energy in Agricultural in Sagali District: A Geographical Analysis ,Geographical Review of India, Vol 40 pp.101-107
 11. Socio-Economic Abstracts, Satara District, 2011.
 12. Ubale G.S. and other, (2014) Human Resource Development in Kolhapur District, published in proceeding of National Conference on Resource Management &Agricultural Development in India.