Chapter 20

Analysis of Human Resource in India over Last Three Decades in the Perspective of Society, Inequality, and Poverty

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ABSTRACT

The ideological aspects relating to the social framework of the Indian society have a tremendous appeal for the majority of the people. Some modifications occasionally have been the cause of unequal and uneven distribution of social causes, natural resources, national scopes, benefits, and opportunities. The population demography has a mixed nature of composition consisting of weaker to stronger in respect of education, affluence, cast construct, political and social status, etc., and consequently, it created two groups of people in the society – a group under the umbrella of exploitation, poverty, and insecurity, and the other being the reverse. This weaker section lying under the envelope of poverty developed because of this inequality, and it has been a permanent cause of adversities in Human Resource prospects in India. Human Resource is not an ordinary resource like money or material, but a resource to make all other resources usefully usable. This Human Resource needs to come through suitable scopes and opportunities so that they can develop themselves as required in the process of Human Resource planning. This chapter is an attempt to identify the real-life situation in this respect in India during the last three decades.

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1. INTRODUCTION

Indian society is one of the oldest and most complex one. Opinions of the scholars and historians differ regarding its antiquity. Some scholars have even said that it is as old as 500 B.C. Any study of Indian society and its history and culture cannot help recognizing one supreme characteristic of the Indian people. It is their vitality as a distinct type, with a distinct civilization of their own and mind as active as ever in the past. This mind had its uniqueness and this unique identity is because of its sense of value, attitude, norms, behavioral pattern etc. which in turn are the constructs of culture. Indian society on its own had its own societal culture as well as culture of the people who belong to this society. Since the society had undergone several phases of changes it had been subjected to changes in its cultural constructs. As observed by S. C. Dube (1990), “in accordance with several popular estimates it has covered a span of five thousand years since the period of its first civilization. During this long period, several waves of immigrants representing different ethnic strains and linguistic families have merged into its population to contribute to its diversity, richness and vitality.” This merging has emerged a heterogeneous mixture of different demographics of people in the society. Consequently, it had multiple impact and consequences in the society in the unequal distribution of property, uneven share of natural generating consumables and non consumable resources and also a differentiation of living and societal status.

The result of such phenomena had been deprivation, exploitation, class and caste consciousness in the society. These disparities had generated inequality in the society and inequality had given the birth of a section of people in the society which, as happens to be significant in number in any society, had been subject to victimization, oppression, deprivation etc. These had been the reason behind the generation of a class which had not seen anything else than darkness of the society or mankind.

The role of this adverse situation had been very much instrumental in creating large section human beings which as human resource was far from generating a healthy economy in the country because of their inadequacy in education, desired skill and expertise. They had very little to contribute for a developmental economy as in India.

However, presently there appear to be a turn in the situation. Since spread of literacy and education are responsibility of state governments in India, state governments with financial aids from central governments are taking measures to come out the adverse societal effect upon human Resource.

2. INDIAN SOCIETY THROUGH THE AGES

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Study of the Indian society and its history and culture recognize one supreme characteristic of Indian people. It is their vitality as a distinct type, with distinct civilization of their own and a mind as active as ever in the past. As stated by Sir Jadunath Sarkar (1979), “The Indian people of today are no doubt as composite ethnic product; but whatever their different constituent elements may have been in origin, they have all acquired a common Indian stamp, and have all being contributing to a common culture and building up a common type of tradition, thought and literature.” Sir Herbert Risley, a British ethnographer who was very skeptical about India’s claim to be considered as one people, had also been forced to admit this commonness of Indian culture. He acknowledged it when he wrote, “Beneath the many fold diversities of physical and social type, language, custom and religion which strikes the observer in India, there can still be discerned a certain ‘underlying uniformity of life from Himalayas to Cape Camorin.’”
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