

Human Resource in Higher Education

The word "resource" refers to the productive power of natural goods. Human resource is therefore the productive power in human beings. The productive power in addition to physical ability includes knowledge, skill, creative abilities, experience and attitude. The purpose of the study is to assess the human resources of Andhra Pradesh, identify the problem areas and suggest possible development strategies to transform quantitatively large number of population of Andhra Pradesh to high quality human resource that would help to build a prosperous state

Higher education is a powerful tool to build an information-based society. Higher education institutions have to play a multiple role to produce new knowledge, acquire capability, adapt knowledge produced elsewhere, and create an intelligent human power, at all levels, through challenging teaching and research activities, which would balance, both, need (quality) and demand (quantity).

We are all aware that higher education, as it has emerged over the years, needs to be remodeled to suit the needs of our fast growing nation, aiming to become a developed country in the shortest possible time. Higher education plays a dominant role and is an integral part of development in every sphere of life. Whether it is in the field of agriculture, industry or services, higher education has an important role to play. Not only does it play a catalytic role in ensuring faster economic and social development, but it also plays a vital role in building our national character.

The National Policy on Education (1986) emphasized "Higher education provides people with an opportunity to reflect on the critical social, economic, cultural, moral and spiritual issues facing humanity. It contributes to national development through dissemination of specialized knowledge skills". Being at the apex of the educational pyramid, higher education also plays a key

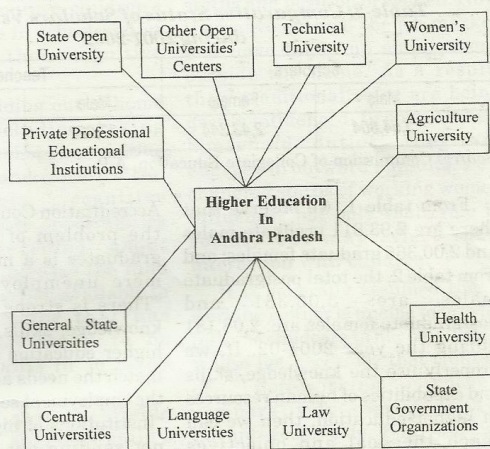
role in producing teachers for the growing education system in addition to sharpening their skills. Thus, higher education is most essential for superior growth and development especially in the context of shaping India as a super knowledge power.

In this context the State government prepared 'an agenda for education' as a part of Vision 2020. By 2020 Andhra Pradesh will be not just a literate but also a knowledge society capable of meeting the challenges posed by the 21st century.

Significance of the Study

In consonance with the goal and objectives envisaged in Vision 2020, Andhra Pradesh will meet the challenges of the 21st century providing knowledge-based and skilled manpower with reference to emerging areas of manpower requirement in higher education. The present study has been undertaken to know how best the State government is utilizing the human resources in higher education to meet these challenges.

Structure of Higher Education in Andhra Pradesh



Objectives of the Study

The present study has the following objectives.

- To assess the human resources of Andhra Pradesh
- To identify the problem areas in higher education
- To suggest possible development strategies in higher education

To realize the above objectives the following steps are undertaken

Sample

For this study the investigator selected human resources of general State universities in Andhra Pradesh.

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RESEARCH

Table-1: No. of Scholars Course-wise at Undergraduate Level during 2001-2002

B.A.		B.Sc.		B.Com.		B.C.A.		Total	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
48,988	37,711	1,36,486	85,077	93,866	69,089	14,471	8,488	2,93,811	2,00,365

Source: Commission of Collegiate Education, A.P.

Table-2: No. of Scholars Course-wise at Postgraduate Level during 2001-2002

M.A.		M.Sc.		M.Com.		Total		Grand Total	
Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1450	896	5,157	3,503	1,145	614	12,540	7,816	3,06,351	2,08,181

Source: Commission of Collegiate Education, A.P.

Table-3: Comparative Status of Scholars Vs. Teachers during 2001-2002

Scholars		Teachers	
Male	Female	Male	Female
3,54,804	2,43,344	17,922	6,992

Source: Commission of Collegiate Education, A.P.

From table 1, we observe that there are 2,93,811 graduate males and 2,00,365 graduate females; and from table 2, the total postgraduate males are: 3,06,351 and postgraduate females are: 2,08,181 during the year 2001-02. If, we properly use the knowledge, skills and capabilities of human resources in higher education, then we can reach the goal and objectives envisaged in Vision 2020.

From table 3, we observe that the ratio of scholars and teachers is 5,98,148:24,914.

Issues in Higher Education

There are many issues in higher education. The investigator confined the study to issues related to human resource.

Andhra Pradesh was the first State in country to have established a Council of Higher Education at State level (1988) through an Act of the State Legislature to advise the government on matters relating to higher education in the State and to oversee its development with perspective planning for matters connected therewith.

Prof. V.S.Prasad, the Director of NAAC (National Assessment and

Accreditation Council) reported that the problem of "unemployable" graduates is a more serious than mere unemployment. He said, "There is strong feeling that the knowledge, skills, and attitudes of higher education graduates do not match the needs and expectations of the employment sector". He also said, "Institutions of higher learning are not sending out young men and women who are educated in the real sense of the term and equipped with knowledge, skills and human values for participation in nation-building".

The Punnayya committee looked into the possibilities of resource mobilization in higher education. The Swaminathan Committee recommended the streamlining of teaching and other faculties. The suggestions also implied subsidies in higher education by diversifying the sources of funding either to the beneficiaries (students) or to their users (employers).

Strategy for Development of Higher Education

Apart from providing facilities for primary education for all, the government should take necessary steps for consolidation and effective utilization of institutions of higher

education in the government sector. In this endeavor investments should be encouraged for setting up institutions in all parts of the State especially in the educationally backward areas.

The chief concern of the government is to make higher education more relevant and purposeful and also to see that higher educational institutions impart skills and knowledge, which are relevant to the emerging job market with a strong emphasis on technical and professional courses.

Conclusion

Today the economic development of nations depends on human resource and the quality of higher education. Every institution of higher education in the State must commit itself to provide its students with in-depth knowledge and understanding in their chosen field of studies. With proper utilization of human resources in higher education, Andhra Pradesh will meet the challenges of the 21st century and provide knowledge-based and skilled manpower with reference to emerging areas of manpower requirement in higher education.

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