

CHAPTER I

INTRODUCTION AND RESEARCH DESIGN

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1.1 INTRODUCTION:

Human beings are both producers and consumers of goods and services. All economic activities are primarily directed towards well being of the people. All people, of course, do not participate in economic activities. Some people are only consumers without being producers, e.g., elderly persons, children, physically handicapped and mentally retarded persons may not carry on any economic activity. The people who engage in the economic activities are known as 'manpower' or 'labourforce', or economically active persons. The manpower of any country has to play very important role in its economy. Of all the economic resources, human resource is very crucial in the process of economic development. India is endowed with many natural resources. It is also largest in its population only next to China in the world. The population is generally misconceived as a liability of the country. It is rather an overlooked fact that the population contains the most important source of economy, viz., human resource, the development of which will turn the liability of the population is the most valuable asset of economy. As a matter fact, the importance of Human Resource Development (HRD) needs no more emphasis. Another important fact is, recently the Government of India has also recognised the importance of Human Resource Development and have established a separate Ministry in the Central Government. The malady of the present-day thinking is that in this age of computer technology, the contribution of human labour is rated rather low. There is an apprehension that the computers and the so-called Robots would belittle the importance of

human labour and also would perhaps come out as a substitute for human labour. It is true that all the developments in the computer technology attempt to put human labour to its most economical use. It is, however, equally true that the human brain has always been the mainspring in all these technological developments and innovations. The rapid spread of computers need not undermine the uniqueness of human labour.

The present study is directed towards analysis of changes in the manpower utilisation in rural area. The majority of the Indian population live in villages, which constitutes the rural economy of India. The manpower is essentially a part of population. The rural manpower in India is quite large. The utilisation of rural manpower both efficiently and productively is one of the important challenges before our country. The labour which constitutes productive segments of the population is a prime source of manpower. The study presumes that labourforce participation rate is a good measure of the rate of manpower generation from the population. The percentage distribution of the manpower among the various economic sectors and industrial categories speaks a lot about the utilisation of manpower in the economy.

In the context of the Indian economy, although the rural manpower is quite large in quantitative terms, majority of the working population is either illiterate or less educated. The manpower does not possess specific occupational skills, except the physical ability to work on field. The assessment of the rural manpower and its appropriate utilisation, therefore is an important issue. The concept of development of manpower planning is required to be adopted right from the lowest level of human settlement i.e., village. The structure of rural workforce consists of a wide variety of skilled, semi-skilled

and un-skilled workers, such as farm workers (including cultivators and landless agricultural workers), rural artisans, workers engaged in agro-industries, manufacturing and servicing establishments, other industrial establishments, trade and commerce, transport and communication and other service establishments. The abundant manpower available in rural area is required to be assessed in both quantitative and qualitative aspects, so as to see the scope of its absorption in the rural economy. As a matter of fact, it is said that there is a surplus manpower in agriculture in India and such surplus manpower is required to be siphoned off from agricultural activities to non-agricultural activities. The utilisation of rural manpower thus, assumes, crucial place in the overall attempts of manpower development and planning in our country.

1.2 STATEMENT OF THE PROBLEM:

The growth of the manpower is measured by using the technique of the **MANPOWER GENERATION RATES (MGR's)**. The Manpower Generation Rates is influenced by the growth of population on the one hand and several socio-economic factors on the other. The determinants of the dynamics of the manpower are examined by exposing the MGR's to the critical and analytical frame work, which involves division of manpower into males and females segments. The study further extends towards the similar analysis for examining the **MANPOWER UTILISATION RATIO (MUR)** by classifying the labourers into relevant categories of main industrial activities like cultivators, agricultural labourers, workers engaged in forestry, fishing, hunting, plantation, orchards, mining, quarrying, manufacturing, processing, servicing, repairs, construction, trade & commerce, transport, storage, communication, other services, etc. In short with the

suitable techniques of Manpower Generation Rate's (MGR) and manpower utilisation ratio (MUR), it is seen how the manpower is being generated and utilised in over the period of last twenty five years, i.e., from 1971 to 1996. The data of census 1971, 1981 and 1991 is used and for the year 1996 data is collected by way of field survey of the village. The study attempts to undertake the analysis of changing pattern of rural manpower generation and utilisation with reference to Khanapur village, Dist: Belgaum.

1.3 OBJECTIVES OF THE STUDY:

The present study is the study of rural manpower of village Khanapur. The study attempts to assess the manpower of village in the light of the following objectives:

- 1) To study the concept of manpower - its evolution, definition, scope and techniques to the measurement of the manpower.
- 2) To understand the quantitative and qualitative dimensions of manpower of the village.
- 3) To measure the growth of manpower over a period of time i.e., from 1971 to 1996.
- 4) To understand the existing position of manpower in the village.
- 5) To understand existing utilisation of the manpower of village into different sectors of economic activities i.e., primary sector, secondary sector, tertiary sector or agriculture sector, non- agriculture sector, etc.
- 6) To understand the extent of unutilised manpower in the village.

- 7) To examine the direction of changes in the manpower.
- 8) To suggest measures for effective utilisation of manpower in the village.

1.4 SCOPE AND SIGNIFICANCE OF THE STUDY:

The present study is an investigation into the changing pattern of rural manpower in Khanapur village of Belgaum District. The researcher himself is the native of the said village and it is possible to collect the required data. The study has covered the period of last twenty-five years, i.e., from 1971 to 1996. It involves two important aspects, first is the theoretical explanation and the second is the applied part of the exploration of the data. In the first aspect, the concept of manpower is examined at a length. In the second aspect, the growth and utilisation of manpower is assessed.

The study further undertakes the critical analysis of the data drawn from the last three censuses, i.e., 1971, 1981 and 1991. These censuses cover the period of two decades. The latest position i.e., 1996, regarding the manpower of village is assessed by conducting survey of the village.

The problem which is generally faced not only at national or state level but also at village levels is how to cope up with the increasing manpower. The rate of population growth is phenomenally high, as a result of which, the volume of manpower in our country is growing very fast in quantitative terms. We are facing the problems like scarcity of high - level manpower in technical and professional fields and at the same time, there is a surplus of unskilled manpower. The problem of unemployment and under-employment has remained as a serious challenge before the Government of India. The issues like brain-

drain is also gathering momentum. In order to encompass all the existing and emerging problems, a fair review of the stock and the flows of manpower is necessary. There is need for a fresh look towards our manpower planning. The present study is expected to furnish at least some of the broad guidelines for manpower utilisation and planning. Because manpower is a basic economic resource it is an indispensable for activating other resources. The proper development & utilisation of human resources should, therefore, form a part of any modern development strategy.

1.5 METHODOLOGY AND RESEARCH DESIGN:

The data base of the study is both primary and secondary. Secondary data is taken from Census Reports of 1971, 1981 and 1991 while the latest data for the year 1996 is collected by researcher himself by way of field survey of the village. The census data are a comprehensive source of manpower statistics of any country. In India the census provide a separate series of tables for economic activities of the people. These tables are known as "Economic Tables." These tables are very rich in their content and the data are abundantly available to undertake the research work like the present one. The present study is of exploratory nature, seeking the precise results by subjecting the data to the well designed frame of analysis.

The data base of the present study is provided by the census volume published by Government of India. In order to complete the study the following procedure is adopted.

- 1) Collection of secondary data from the census record and from official record of the Government.

- 2) Collection of primary data of existing position of manpower in the village by way of conducting suitable field survey of the village.
- 3) The data collected is exposed to the analysis and interpretation.
- 4) The standard classification of economic and industrial sectors i.e., primary, secondary, tertiary etc., and relevant categories are to be used to understand utilisation of manpower in village.

Thus, the formulation of research design is a very crucial problem and a pivotal point for the success of the research programme. It is a plan of activities that in the final analysis, would constitute a research study. It is a logical and systematic planning of research study.

During the research process researcher has planned the 'research design' and methodology in the following manner.

1. Selection of the problem.
2. Statement of the problem.
3. Selection of the unit.
4. Scope of the research study.
5. Data collection.
6. Processing the collected data.
7. Report writing.

1.5.1. LIMITATION OF THE PRESENT STUDY:

The limitations of the present study are as under:

1. The main limitation of this study is that, it is confined and restricted to only one unit of rural area i.e., Khanapur village, District: Belgaum.
2. Since most of the respondents (Heads of families) are illiterate, there is possibility of the data collected not being as precise and accurate in absolute terms.
3. The industrial categories have undergone some changes from the censuses of 1971 to 1991. The necessary adjustments are made to present the figures in a comparable way in the tables of the present study.
4. The term labourforce under Indian Census is confined to workers and the term manpower for the present study also refers to workers. The present study primarily deals with growth and utilisation of manpower in terms of workers as defined in the census from 1971 to 1991 of the Khanapur village.

1.5.2. WRITING OF RESEARCH REPORT:

Report writing is the final stage of a research study. The purpose of report is to present the problem investigated, the results of the investigation and the conclusions drawn from the results. A research work remains incomplete if, it is not given the shape of a report and presented to the public lay renders as well as specialists. Keeping in mind the importance of report writing researcher proposes to present his dissertation under the following format.

1.5.3. CHAPTER SCHEME:

The present study is divided into five chapters, the brief outline of each of the chapter is as follows:

CHAPTER I deals with the introduction of the subject. The introduction points out the general background on which the research problem is formulated. Again this chapter defines all the relevant aspects of research design, such as objectives, scope, significance, methodology and limitation of the study.

CHAPTER II is devoted to an extensive review of the theoretical literature and explanation of the important terms and concepts like 'population', 'manpower,' etc. The operational definitions have been developed for all these terms.

CHAPTER III deals with background and profile of village Khanapur.

CHAPTER IV is divided into two parts: A and B which contains presentation, analysis, tabulation and interpretation of collected data. Part 'A' deals with manpower generation rates (MGR's) and Part 'B' deals with manpower utilisation ratio (MUR) of different economic and industrial sectors i.e., primary, secondary, tertiary, and agriculture, non-agriculture etc. These two well-known techniques i.e., MGR & MUR, are helpful to measure the changing growth and utilisation of manpower in the village.

CHAPTER V summarizes all the important findings of the study. The conclusions and suggestions are drawn by the data analysed and interpreted critically. A few suggestions for the manpower planning and manpower utilisation in Khanapur village have been made at the end.