

HUMAN
CAPITAL
DEVELOPMENT

UNIT-- NO-4

Education & Human capital development

4.1 Education & Human capital development

शिक्षण व मानवी भांडवल विकास

4.2 Education & Human development Index.

शिक्षण आणि मानवी विकास निर्देशांक/अनुक्रमांक

4.3 Place of India in Human Development Index

मानवी विकास निर्देशांकात/अनुक्रमांक भारताचे स्थान.



HUMAN CAPITAL

According to Michael Parkin,

☐ Human capital refers to the skill and knowledge of human beings.

- ✦ Human capital is the attributes of a person that are productive in some economic context.
- ✦ Human capital is the stock of competencies, knowledge, social and personality attributes, including creativity, embodied in the ability to perform labor so as to produce economic value.



HUMAN CAPITAL DEVELOPMENT

In the words of Prof. Harbinson:


The process of acquiring and increasing the number of person who have the skills, education and experience which are critical for the economic and political development of a country.

- ✓ Human capital development is the act of increasing the productive qualities of labor force by providing more education and by increasing skill, health and nutrition level.
- ✓ If the people of a country are well educated, well nourished, skilled and healthy that will be said to have more human capital.



Human Capital is a well employed human resource that is actively engaged in meaningful, worthwhile work and delivering some level of desired productivity. Human Capital is a question of factoring knowledge and application to physicality






If you want staff to give
great service, give great
service to staff.

Ari Weinzweig

4.1 Education & Human Capital Development



Human
Capital
Develop
ment

Education Management committee

Headmaster/principal

Primary & Secondary Teacher

University Professor

Non Teaching Class e.g. Clerk, Peon

Officers related to Education System

Politician related to Education system

4.1.2 Human Capital Development – Nature

1. Human Capital Development –Develop the qualities of person & change in attitude मानवी भांडवल विकास - व्यक्तीचे गुण व दृष्टीकोन बदलणे

a) Develop communication skill संप्रेषण कौशल्य विकसित करा

b) Person should have deep knowledge in his field व्यक्तीस त्याच्या क्षेत्रात सखोल ज्ञान असणे आवश्यक आहे

c) Create good environment without any misconduct कोणत्याही गैरवर्तन न करता चांगले वातावरण तयार करा

d) Develop special skill विशेष कौशल्य विकसित करा



e) Develop cooperative quality सहकारी गुणवत्ता विकसित करा

f) Develop knowledge & teaching methods ज्ञान आणि अध्यापन पद्धती विकसित करा

g) Clerical staff adopt new system for Student details & about Account details.

लिपिक कर्मचारी विद्यार्थ्यांच्या तपशिलासाठी आणि खात्याच्या तपशीलांसाठी नवीन प्रणाली अंगीकारतात.



2.Human capital development – Importance मानवी भांडवल विकास - महत्त्व

1. Development of the Education system. शिक्षण प्रणालीचा विकास.
2. Nation development through Education. शिक्षणाद्वारे देशाचा विकास
3. Change in Education System . शिक्षण तंत्रात आधुनिक तंत्रज्ञानाचा वापर
4. Use of Modern technology in Education system Human. Education. शिक्षण तंत्रात आधुनिक तंत्रज्ञानाचा वापर
5. Human interrelation/interaction मानवी संबंध / परस्परसंवाद



Human capital Development –ways

- ❖ In-service Training is compulsory सेवा-प्रशिक्षण देणे अनिवार्य आहे
- ❖ Human Development & financial provision मानवी विकास आणि अंतिम तरतूद
- ❖ Development through literature(Reading & writing) साहित्याद्वारे विकास (वाचन आणि लेखन)
- ❖ Development through co- curricular activities or programs पाठ्यक्रम उपक्रम किंवा कार्यक्रमांद्वारे विकास
- ❖ Development through to arrange Experts lecture & visiting Trained committee तज्ञांची व्याख्याने व प्रशिक्षण समिती भेट देऊन व्यवस्था करणे



Education & Human Capital Development Index

Primary Education ---- प्राथमिक शिक्षण ----

- 1. Training प्रशिक्षण देणे
- 2. Foreign investment विदेशी गुंतवणूक
- 3. Development of Fields which are related to primary Education . प्राथमिक शिक्षणाशी संबंधित क्षेत्राचा विकास



Secondary Education --

1. Job opportunities in secondary section
माध्यमिक विभागात नोकरीच्या संधी
2. Including new fields secondary
Education नवीन क्षेत्रासह माध्यमिक शिक्षण
3. Motivation for Research संशोधनासाठी प्रेरणा



Higher Education -----

1. Motivation for Research to prof.
प्रोफेसरयांना संशोधन प्रेरणा

2. Motivation Research paper, paper writing ,
प्रेरणा --संशोधन- पेपर, लेख

3. upgradation सुधारणा

4. Lectures , seminar व्याख्यान, परिसंवाद



