Impact of Science and Technology for Strategic Human Resource Development

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Abstract: *Science and technology is important part of human social life in modern times. It provides human creativity, develops skills and enhances talents that are required for scientific investigations of things and realistic development of the societal structure. Hence, science and technology needs justifiable norms of bringing a balance between haves and have-nots class of human beings which needs adequate assessment of fact in terms of scientific calculations of things.*

The technological adjustments with the corporate policy making resolutions will rejuvenate the path of human work culture in coagulating developmental parameters. Hence, human skill building situations are to be made more systematic oriented in making social change through human resource development (HRD) initiatives. The strategic performance of tasks requires objective analysis of different issues concerning human resource (HR) plans, programs and policy resolutions in right direction. In nutshell, science and technology can change the world order by transformational leadership and reformative idea of human excellence building process. Here, HRD strategy requires correct analysis of the societal situations and accordingly, scientific policies are to be redrafted from time to time. Moreover, technological innovative process of dealing with the things requires HR initiatives in right dimensional order. All these tools and techniques are to be addressed in appropriate places of this research paper in vibrated and sparkling manner.

Keywords: *HRD, HR policy, Human Development Strategy, Organizational Goal, Science and Technology, Social Change, Technological Initiatives*

I. Introduction

Human resource development (HRD) requires an understanding regarding scientific investigations on various activities of human organizations. Organizations in India from the apex level of the Indian Parliament down to village panchayats, from society to family to the individual, from universities down to the schools, all make a vivid display of how much we have distanced ourselves from the true spirit of organization[1]. It is therefore essential to mention here that enormous growth rate of population and their living necessities can be balanced through adequate implementation of technological ideas. Thus, the technological field which has been strengthened in this century due to advancement of scientific inventions in the field of all types of human activities in societal pattern of living could be made more and more dynamic oriented. In this way, the philosophy of work is concerned to upgrade people in a new dimensional order for finding out goal of actual living in the midst of enormous opportunities and challenges. It is therefore necessary that human work behavior has to be made more and more dynamic oriented towards enlarging the path of social orientation in regard to global development. So, the strategies regarding HRD aspects are to be related to the process of dynamic nature of social change. Hence, technological inventions are to be made for creating human capability and increasing adequate level of development of people by means of human participation as well as enhanced empowerment in terms of social sustainability.

In nutshell, HRD strategies require drafting of plans at right time and program implementation in right manner with the road map of technological innovations and scientific investigations of modern organizational activities. Thus, technological issues pertaining organizational behavior for human resource (HR) competencies, credibility and capability building norms require sensitivity and creativity analysis which will empower social people towards the ultimate cause of salvation in life by way of doing tasks and activities for global level development. So, our plans must contain clearly articulated policies in respect of them and appropriate programs to implement the policies. In case of large countries, such as India, the national plan must be accompanied by regional plans for states and smaller areas[2]. This research paper takes into consideration all the factors of HR potential development in the context of scientific analysis of modern organizational activities as well as technological assumption of implementing things in realistic, proactive and judicious manner.

Application of Science and Technology for HRD Program

HRD is the core area of study in modern times, on which depends the living style of people of the world. With a view to develop human beings, understanding the concept of HRD is highly essential. It is therefore necessary that various phases of development of science and technology should be related to human living parameters. Accordingly, in economic planning special priority should be given for HRD with proper implementation of things in terms of scientific temper of thought as well as technological provisions for mitigating the needs of people. It will automatically solve the problems of unemployment and poverty. In Indian scenario, when such a thing did not happen the planners started listing some other objectives along with economic growth. The planners ignored the idea of increasing human competency level through technological reformative functions at the initial stage. Thus, alleviation of poverty from the society could not be made due to lack of technological use in all fields of human organizational activities. Moreover, in the world economy today, technology plays dominant role for strategic development of society. Hence, HRD plan requires some measures, of which (1) building up of a sound base for future economic growth; (2) a high priority to industrialization; and (3) emphasis on the development of capital goods industries[3] are necessary objectives of modern organizations. All these require latest technological innovations and scientific deployment of things for attaining the goal of HR potential development.

From the above point of view, it can be said that the societal condition of living of different people can be made healthy and peaceful by means of proper implementation of things with the technological version of productive functions as well as scientific service giving potentials. It changes the lot of people in new dimensional order. It can solve the problems of sufferings of people to restore civic living conditions required for healthy living in societal stage of survival. Some essential conditions of healthy living, like, sanitation program, infrastructural facilities, road transportation, railway connectivity, and communicational activities require technological creativity and scientific analysis of things for coping with the changing nature of time. Again, proper importance should be placed on science and technology for developing agricultural activities, innovating weather forecasting system, reforming service sectors, initiating research projects related to marketing management, financial activities, operation research techniques and so on. There should be special treatment of technology on the essential elements of human development parameters, like, healthcare services and educational activities, water supply packages and sewerage schemes, municipal services and administrative good governance measures, safety and security measures, peace and social tranquility, among others. These are all essential ingredients of HRD vision, organizational work mission and strategic social changing norms require applied philosophy of technological mechanism and scientific creativity for the purpose of well-nourishment as well as survival of adequate living norms in peaceful manner. Thus, the areas of HRD program are concerned with the survival needs of human beings, which require technological research and scientific interface between HR functional relationship and organizational coping behavioral prudence.

Role of Science and Technology for Strategic HRD Initiatives

Human development parameters causing for societal imbalance everywhere in regard to distribution function also needs to be reconciled in the process of managing with the matching of resource potentials. Underlining this fact, Dandekar and Rath write: "A plan of development, which accepts a national minimum and aims at assuring the same to all within the shortest possible time, cannot depend entirely on a high rate of economic growth. Without a deliberate policy to ensure an equitable distribution of the gains of development, the processes of development benefit the upper middle and richer sections of the population much more than they do the lower middle and the poorer sections. As a result, even a high rate of growth, probably beyond the range of feasibility, cannot lift the bottom of the society to the desirable minimum within the foreseeable future. This is not a plea for a lower rate of growth but a warning that a high rate of growth is not a substitute for deliberate policies to ensure equitable distribution of the gains of development[4]". Hence, a good picture of social structure can be reflected through scientific investigations of doing things in modern times. Again, technology should be the focal point of Indian system of agricultural societies. According to Charles Bettelheim, "Cooperative farming societies in India are essentially capitalist agricultural societies. The only advantage of forming such societies is that they can be of use in disseminating more advanced cultivation techniques[5]".

It is permeably to be noted that science and technology should be balanced with the means of development thought on the workings of the modern organizational counterpart which are to be made more and more prudence to uproot a social value system, standing on which humanity should be molded in a character assimilating factor for social sustainability. So, in modern organizations participative techniques in changing need of time are highly suggestive. Because, modern participative techniques like – empowerment of employees at lower levels, enabling them to take decisions can initiate the process of strategic HRD policy. Another way of looking is the modern self-managed teams. Technology plays the role model in team building approach of management of things in terms of enhancing employee satisfaction and commitment towards organization goals[6]. Technology further can change the society by means of sustainable concept in supplementing the real

growth parameters of human beings, optimizing their behavioral tendencies by means of specific delivery functions to advance social wheel in a new dimensional pattern of living. This is 'Win-Win' strategy of HRD model can be visualized through science and technology in a changing world order. In reinforcing the pattern of human activities, technology can also play the predominant role and can help to develop ideas of transformational leadership by developing sattva and reducing tamas[7]. So, the study has relevance to the field of organizational behavior in getting proper feedback to optimize organizational functional role of social development dimensions.

As and when, human resource development policy (HRDP) would be suggested through technological mission, organizational scientific work vision and strategic human capability building norms, the method of excellence building process will be enhanced to achieve the goal of optimum human development. Here, technology initiates the process of measure in delivering goods and services towards the advancement of people. So, technological interface is much needed for operational efficiency and good governance effectiveness[8]. In nutshell, technology provides free environment of human existential potentiality in enormous possibilities of the spurt of human personality development in terms of organizational changing capabilities for human up-gradation, for reducing social disparities[9] by appropriate delivery system.

Technological Innovations for HR Excellence Building Process

In interpreting ideas of human development, we have observed that there is the necessity of human cooperation needed in all spheres of organizational managing system, where tasks are performed for the purpose of delivery of goods and services to the maximum number of people for their peaceful and comfortable living requirements, so as to attain the goal of human up-gradation from the pathetic miserable condition to a living environment of harmonious interrelationships between human beings. It is thus very much necessary that human competencies have to be enhanced in organizational activities by way of adjusting with the skill building techniques[10], for which, there should be perfect strategies to be adopted in the planning process of organizations by taking appropriate measures through right kind of political will, which administers the governing agenda of leading those social institutions that are to be guided in spontaneity of solving social problems of human beings, with the application of varied nature of social developmental schemes as well as implementation of policy resolutions for human up-gradation in judicious, competent and sustainable manner. Consequently, human empowerment consisting of protective nature of growth in realities of living in nurturing organizational cooperative work culture should be infused in mind of the people, so that organizational activities are performed towards bringing people to realize in actualizing the self with the concept of value initiating, concerning growth potential elements of social rejuvenation, in rolling entire wheel of the world order of human living; in a conducive, peaceful and harmonious interrelationships between people. Technology disseminates functional role model in areas of human development activities through social transformation, organizational consistency of doing things and provides human dignity of living. Thus, social environment is changed for human excellence building purposes. In this way of reaching at the goal of optimum realization regarding meaning of life, it diversifies the nature of job, because sacrifice would lead to the goal of increasing human potential behavior in the midst of challenge of change.

Change is ubiquitous. It is universal for human development in rationalistic order. We have observed that the most important aspects of change are coming from people, technology, information processing and communication, competition, social trends, etc. Hence, the aspects of change[11] management concerned with the dynamicity of organizational journey in the discerning of availability of resources towards the path of optimum development of deprived people could be conjoined with behavioral proactive situation for the purposive nature of rational growth in all areas of HR programs.

Confidence Building Measures by Means of Science and Technology Interface

Human beings have infinite potentialities dormant inside inner-mind, which can be activated through proper psychological skills in working out the inner potentiality. It requires more and more human organizational interpersonal relationships through 'transactional basis. In this way, dynamics of behavioral conceptualities could be related to various productive functions of organizations. Looking from this angle, confidence can be allowed to grow in mind of people at the work environment by mutual as well as collaborative harmonious work relationships. Here, technology plays dominant role in initiating human capability, organizational consistency of doing things, cooperation and mutual trust among the people. All these would be stimulated for motivating groups in producing towards the goal of human development potentiality. Thus, there will be healthy relationships in all spheres of managing things for the attainment of the goal of organization. So, Gaurinath observes in the context of human life: "Surrender is thus the point of convergence of all the efforts displayed by the human disciple and the powerful current of love flowing from the divine source....."[12].

In industrial and commercial activities, games and sports, diplomatic relationships for increasing trusteeship principle in military organizations to combat against anti-social activities and its various elements compounding with the causes of social restlessness situations, and besides various issues pertaining to strengthening the base of human rights activities technological counterparts and scientific norms of providing social as well as organizational services require the spirit of human side of enterprising model. . From all these, it is clear that appropriate measures on building up confidence through various agencies and organizations of governance would result in increasing active cooperation between people living in different territories of the world, where technology takes the leading role in initiating human confidence building measures. Some of the measures which increase confidence level of human potential living are like.– (1) vaccination; (2) sanitation; (3) nutritional level to child; (4) level of health care and nutrition to mothers; (5) providing to families health education concerning prevention and treatment of disease; and (6) improvement of knowledge and access to effective family planning practices[13].

Thus, modern organizations are required to adopt technological policies on building confidence among the governing entities for the sake of mutual benefits of all the countries. Also, technology helps in matching resources in efficient manner for strengthening the base of organizational effectiveness. From the above facts, we must note that confidence has to be built-up on issues of guiding people for inter-activeness in relation to organizational missionary journey of dealing with human progress. By scientific forecasting mechanism and technological innovations of things, decisions of political will and people's development agenda could be interrelated for healthy human intercourse in social set-up[14]. In areas of space research related activities, weather forecasting and global environmental issues, creating social dynamic movements for worldwide regeneration of human understanding technological breakthrough is the fundamental grounds of human living condition. Besides, science and technology strengthens international cooperation by way of communication network activities to strengthen organizational consistency in healthy development in all areas of socio-economic programs. To pave the way for innovative creativity, in sensitizing people to the convergence of organizational dynamicity and streamlining human capital formation towards the social undertaking; technological policy should be made comprehensive as well as all-inclusive to keep pace with development, and therefore, it requires adequate industrial and economic policy. For establishment of peace, we are required that prosperity shall return to the entire human race, and therefore, Singh remarks: "Science, technology and development, gradually leading people to higher standards of life"[15].

II. Conclusion

Scientific investigations are to be implemented to solve grass-root problems of human sufferings. Technological implements are to be used for social dynamic growth in bringing abrupt changes in areas of supply-chain management towards fulfilling social gaps in upgrading people to the valuable path of civic living with all kinds of necessities. Holistic approach of HRD through intellectual acumen requires technological strategy and scientific model formulation in implementing things in right way. In this way, it may be predicted that involvement of people in organizational decision making process requires technological innovative path. This type of organizational policy would result in free-flow of an environment, by which hatred between people will be eliminated automatically. Peace will prevail in society and thus, human empowerment element of work will be initiated towards optimum level of development. In nutshell, it is worthwhile to note the lines for our existential freedom, which would be motivating people much: "Seek not that the things which happen should happen as you wish; but wish the things which happen to be as they are, and you will have a tranquil flow of life[16]".

From the above analysis, it is now worthwhile to note that the strategic idea of HRD is contained in the integrative aspect of organizational 'input-output' relationship. Proactive social change requires predominant technological role model in organizational structure. Hence, organizations as the core of social changing[17] instrument would relate their performance to that of human living practices. Here, science and technology is the major area needs special attention for bringing human creativity, organizational dynamicity and environmental sustainability. It is therefore true to mention that international peace, harmony, cooperation and fellow-feeling nature of dealing with organizational system requires technological healthy balance towards reducing human sufferings by way of adequate application of science in areas of educational fields, healthcare facilities, recreational and other human motivational facilities; besides being supplying of the basic amenities with the provisions of civic living from organizational active counterparts, interactive leadership ideals[18], benevolence of group cohesiveness for attaining human cooperation in path-goal adjustments of human justified living through organizational dynamicity, environmental integrity and worldwide harmony to rejuvenate the process of holistic change.

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