



# The Rural Development of West Bengal and Impact of Human Resource Management

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## Abstract

Present condition of rural development that needed immediate attention to the Human Resource Management (HRM) system at native self-determination establishments for effective and desired rural development in West Bengal. thanks to absence of forward planning, lack of responsibility, lack of morality, lack of higher cognitive process in the slightest degree levels, apply of recent methods, ineffective leadership, faulty staffing procedure and lack of motivation and co-ordination parallel and desired development had not been fulfilled. And here arose the necessity to train, to update and inspire the government functionaries through human resource management for higher results. A form was developed to gather information on operational a part of HRM and workers development. One district and eight local self- government establishments were selected for this study. The analysis study took a glance at HRM, vital} tool for institutional impassiveness. a lot of over, the results of the study disclosed that the HRM practices had an excellent impact and significant effect on institutional effectiveness and employee's performance. Therefore, the research study suggested and ended that the HRM practices were a vital tool to attain expected rural development in West Bengal.

## Keywords

Human Resource Management, local self-help group, rural development, socio-economic transformation

## I. Introduction

Development is a wide concept than economic growth. Rural development has been a major issue in India and also in West Bengal. After independence, the institutions of the Panchayati Raj were involved and were to play a significant role in India's rural development. The commissions and planning committees set up by the Government of

India gave special attention and importance to these rural development institutions.

Rural development in our state was an emerging factor in the challenging global scenario. Because what we understand by appropriate rural development was not yet possible in our federal state. During my field visit it was seen that most people live in villages and many people live below the poverty line (PPL). They suffered from malnutrition. There was a lagoon with food, clothing and shelter. Ignorance and illiteracy enveloped his life. Adequate infrastructure, drinking water, roads and communication facilities were one of the main problems.

In India, 1992 Constitutional Amendment which is known as 73rd amendment, decentralized Agriculture, Irrigation, Health, Education along with 23 other articles to the Panchayats, the local self-governing body. The three-tier panchayat system at district, block and village level should fulfil the rural development goal by decentralizing planning, various programs and their implementation. In West Bengal, a state in East India, the pre-constitutional panchayats were revived in and took great initiative as part of the local-level self-governing body to implement the three-tier panchayat system. Rural development is the main pillar of the nation's development. According to our constitution and political aspect the local self-government in India known as Panchayati Raj Institutions.

However, West Bengal pioneered the implementation of the three-tiered Panchayati Raj system for the socio-economic development and transformation of rural society. But what we mean by appropriate and desirable rural development has not yet been achieved. In West Bengal, unified rural development has yet to be realized due to lack of accountability, responsibility, proper and accurate planning, flawed recruitment procedures, ineffective



leadership, use of old methods, and motivation and coordination in the local self-government institutions.

In many different areas of India, the Panchayat stays as a susceptible frame with confined powers, and, very frequently, is ruled with the aid of using the socially and economically powerful. The Panchayat structure in West Bengal, all even though now no longer freed from all weaknesses, supplied a distinctive picture. Like the path of improvement itself, the overall performance of Panchayat establishments throughout the State turned into unequal, of course, as now no longer they all had been similarly ready to deal with their responsibilities. However, nicely-functioning Panchayats had been frequently capable of make a widespread distinction to making plans and implementation of improvement programmes, and, extra importantly, to the lives of the poor. The latest traits in West Bengal undermine this achievement, and might nicely usher in a shift in magnificence alliances and strength family members withinside the State.

Human resources are institution's finest strength due to the fact without them, features of Panchayat Institutions which includes managing, monitoring, implementation of programmes/projects, conversation and managing stakeholders couldn't be completed. Human resources and the potentials they possess are the important thing drivers for an institutional success. With globalization and technological advances, trendy establishments (PRIs) are constantly changing. In order to maximise institutional effectiveness, human potentials, individuals' capabilities, time, and capabilities should be controlled and developed. Hence, the exercise of human useful resource management (HRM) in Panchayati Raj Institutions met the goals of rural improvement in West Bengal.

Human assets of an organisation may be a supply of aggressive advantage, supplied that the regulations for dealing with human beings are included with strategic commercial enterprise making plans and organizational culture. Human assets or human capital of a company that represent the useful resource main to aggressive advantage. However, personnel are a more asset than bodily or economic assets, for the skills of personnel is what determines an organisation's success. Development of human beings, their competencies, and the system improvement of the total organisation are the primary issues of human useful resource control.

This research study mainly focused on how human resource management practices contributed to the overall performance of Panchayati Raj Institutions for powerful rural improvement. This article has a look at tested of Human Resource Management (HRM) from the perspective of rural improvement in West Bengal. Thus, the paper diagnosed the importance of human resource and its control and effect on rural improvement.

## II. Problem of the Study

West Bengal is a state with a large population. There are so many villages scattered all over West Bengal. Agriculture is one of the pillars and a determining factor of the state economy. Rural villages are the heart and soul of the state's progress. If it were possible to properly develop every single village in the state, then the progress and prosperity of the people in the village and the economy of the state would develop at the same time. But how was that possible? This has only been possible through proper rural development.

According to 2011 census, the total population of West Bengal is about 9.13 billion people, and about 68% of the population lives in villages, and the majority of our total population remains deprived of basic needs of life. Rural development in West Bengal did not bring the expected result. The lack of food, rural infrastructure, road infrastructure, drinking water, health and sanitation facilities was identified due to the ineffectiveness of local self-government institutions and their officials in relation to rural development.

After a detailed evaluation of the Panchayat-Level work, some clear deficiencies could be identified. These shortcomings were mainly negligence, lack of proper oversight, lack of accountability and responsibility, and gaps in capacity development, etc. There were also some other shortcomings such as quality of leadership, practice of old methods, ineffectiveness of Panchayati Raj institutions, the gap at resource mobilization etc. In addition, emphasis should be placed on transparency, implementation of an appropriate training system and management of.

The right idea and the promotion of responsibility were partially or completely missing. In some cases, the seriousness of the correct work goal was disregarded. Workers and supervisors had not received adequate training. Urgent and essential work was not selected after sampling. In many cases, the working hours were not respected. Some work was carried out beyond the project period. In



many cases, not much attention was paid to the work. As a result, villagers and stakeholders did not always receive adequate and accurate information and services. At one point, an obstacle stood in the way of the expected smooth development of rural areas in West Bengal.

All those quick comings and defects had made maximum initiatives and works omitted and incomplete. Above all human accountability, duty and moralities had been absent and those had been the principal limitations toward attainment of rural improvement aim in West Bengal.

### III. Objectives of the Study

The aim objective of the research paper is having a look at turned into focused its attention, to have a look at the human resource control practices at Panchayat Raj Institutions and its contribution to the overall performance of Panchayati Raj Institutions in the direction of powerful rural improvement in West Bengal.

- To decide courting among HRM and effectiveness of Panchayati Raj Institutions for rural improvement in West Bengal.
- To decide the position of staff/member of Panchayat group could end up more competent, efficient, responsible and accountable via human resource control in the direction of attainment of institutional effectiveness and rural improvement.

### IV. Methods

To conduct a research study to investigate the impact of human resources management in Panchayati Raj institutions on desired rural development in West Bengal. In this research process data mainly collected from published documents of govt, regulatory orders and reports, some recorded interviews of elected officials and beneficiaries from the reliable source of internet. In this research article most of the data are secondary and mainly collected from official records at different levels, such as districts, blocks and villages, through discussions, collecting views and opinions from officials of Panchayat Raj institutions and interest groups. The collected data were analysed using descriptive Analysis process.

### V. Literature Review and Conceptual Framework

Human Resources (HR), what's Management and what's the that means of HRM and the way its capabilities in organizational settings, why humans are critical and crucial as

organizational assets and the way this asset may be effectively, efficaciously and nicely applied for person in addition to institutional fulfilment.

The literature at the topics of rural improvement in all fairness large, at the same time as it isn't so in the difficulty of rural improvement thru human aid control that's a developing place of research. A few seminal contributions with regards to take a look at have been reviewed to become aware of the fundamental developments and to project into a brand-new place of research. Government of India and Governments of West Bengal's Panchayat and Rural Development Programmes have been evaluated via way of means of diverse Government businesses viz. Programme Evaluation Organisation of the Planning Commission, Concurrent Evaluations performed via way of means of the Ministry of Rural Development with the assist of reputed establishments positioned on the nearby level, RBI, NABARD, IFMR, NIUA, NIRD, DFID, UNICEF and different country wide and international businesses like Universities, Research Institutes, NGOs, and Individuals. Their approaches, conceptualization and technique laid their consciousness at the fulfilment and shortfalls in phrases of performance, as measured via way of means of aid mobilization, poverty remedy or assets creation. But they have got infrequently tried to reinforce the Capacity, accountability, duty and effectiveness of nearby authorities' functionaries through human aid control.

### VI. Proposed Theoretical/Conceptual Framework

The examiner aimed to examine the interrelationship among the impartial variables and worker overall performance, efficiency, competency, effectiveness through undertaking studies on how those three variables have an effect on the overall performance of the functionaries of neighbourhoodself-authorities' institutions. Here the examiner illustrated and attempted to present a clean photo how human aid planning, education and improvement, overall performance and ability appraisal helped and assisted the staff to improve and replace their overall performance, skills, efficiency, competency and additionally institutional effectiveness toward attainment of rural improvement in West Bengal. In short, the proposed framework recommended how planning, education and improvement, overall performance and ability appraisal as part of human aid control facilitated the neighbourhoodself-authority's organization in attaining the aim of rural improvement thru effective usage of staff.



## VII. Findings of the Study

During field visits and at the time of data analysis, it was noted that in the panchayat-level planning system, infrastructure, agriculture, poverty alleviation, sanitation, health, education, etc. lack of interest and initiatives to improve and manage panchayat-level officials. Hardly any planning was found in human resources. It was also noted that there was no human resource planning strategy integrated with the institution's strategy to achieve institutional goals. A gap in training and development practices at Panchayat level was also identified during the field visit.

Maximum training program organized by the panchayat basically in projects, plans, accounts and related audits, but hardly any human resource training and development program was found. ultimately making the workforce ineffective and inefficient. It was also noted during field visits and at the time of data analysis that no system for performance appraisal existed at the panchayat level to ensure institutional effectiveness by correcting staff for standard and improved performance and suggesting changes in staff behaviour. The individual performance appraisal system for panchayat officials has hardly been found. Also, there was no reward system for good, responsible & responsible employee/member at panchayat level.

## VIII. Discussion and Conclusion

In the technology of globalization and technological development the nature, extent and range of works of an agency have been converting fast. In the aggressive worldwide situation organizations have been going through such a lot of issues in opposition to their development and prosperity. To preserve up their development intact organizations had to expand and nurture their essential belongings i.e., human sources. If human sources of an agency have been competent, green and powerful then the overall performance of the agency might be accordingly. HRM is believed to have an effect on knowledge, skills, abilities (Schuler & Jackson 1995), attitudes and behaviour of personnel and can consequently have an effect on the overall performance of an agency.

HRM is worried with the right and powerful makes use of personnel to gain organizational and character goals. Through human useful resource control, it's miles viable to make competent, green and powerful staff for the agency. Through which an agency enables to take right strategy, planning, programmes and

might execute the equal also. By such an powerful staff organizations grow to be capable of produce in time carrier delivery. Therefore, the position of staff in an agency isn't always most effective essential however vital also. To inspire the staff and to extract the capability toward attainment of organizational goal and success, human useful resource control acts as a critical tool. The exercise of HRM is that human beings are the organization's key useful resource and organizational overall performance largely relies upon on them. Under the above circumstances and after reviewing the panchayat system in West Bengal, it was found that the HRM policy was partially or totally absent. After analyzing the Panchayat system, it was found that infrastructure, agriculture, poverty alleviation, sanitation, health, education, etc. were important. employees, etc.

It was also noted that no such planning, training, development and performance appraisal practices have been found that would make Panchayat officials dynamic, effective and efficient to take an active and important role in rural development. If they were not competent, efficient, accountable, how would they approach adequate and effective planning, needs-based planning for rural development? Such a policy proved of little help, making the officials of the Panchayat effective and dynamic for the purpose. Only those panchayats that managed human resources better could achieve better rural development. If the human resources of a panchayat were good, responsible and efficient, rural development under that panchayat could be carried out accordingly.

For this it was necessary to create precise and efficient human resources for a perfect administration and institutionalist of the panchayat. Through proper planning, training and development of human resources and potential assessment system, it was possible to establish perfect management and efficient administration of Rural Development Panchayat. For this, there was an urgent need to develop the workforce and human potential through HRM.

In end Panchayats had been to be properly evolved and properly controlled alongside with communication, technological improvement, which turned into worrying responsibility, accountability, management first-rate and performance of workforce. It had to introduce new control strategies to expand human assets for fast selection making, planning, right provider



transport and enhancement of capacity, right managing stakeholders some of the team of workers/contributors of Panchayats to fulfil the demanding situations of recent millennium.

Therefore, the function of human assets at Panchayati Raj establishments turned into very critical and inevitable. Even simplest planning, programmes, projects, infrastructure and cash had been not capable of meet the motive of important rural improvement in West Bengal, without efficient, equipped and powerful Panchayat functionaries. Therefore, human useful resource turned into the core and critical problem for rural improvement in West Bengal. Through HRM it turned into viable to nurture, inspire and evolved the capacity, performance, competency of the team of workers and contributors of Panchayat establishments and which in the long run helped the Panchayat towards attainment of rural improvement.

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