

# **ROLE OF HUMAN RESOURCE DEVELOPMENT IN SUSTAINING GROWTH OF INDUSTRIAL INDIA**

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## **ABSTRACT**

The paper tries to approach the whole issue examining the validity of interventions at the human factor level in the education system of India and how it associates with the needs of the industry in India.

India is seen as one of the most upcoming economy with variety of setup ranging from agri-business, service industry to manufacturing industry. The workforce availability and consumption of the existing work force remains an issue. The dichotomy between the skill set required and the skill set produced by the training centers of the education systems remains. The education sector in India is growing many folds with growth rate of 12-15%. The mushrooming of technical and management institutes across the nations suggest the availability of a willing population for training but do these institutions have the skill set to train the incumbents to the requirement of the industry? Secondly, do the trained professional moving out of these institutions have an easy slip –in into the organizations? Thirdly, If they are hired what value addition they are doing to the organization, and the henceforth contributing in the further growth of economy.

Further, another potent issue remains that weather the individuals coming out of these professional institutes just remain the “**job getters**” or do they have the capability and the capacity to be the “**job creators**”. The education system may just not create employees but also business leaders, who have the capability and the confidence to utilize their creativity and innovation for better business opportunities. The paper aims at unfolding the **capability building practices** in the current educational scenario and identify and bridge any gaps in the skill set available, skill dimensions transferred and the role of this skill set in sustaining and as well creating the growth for an economy as volatile as India.

**KEYWORDS:** Education, Leaders, Capability Building, HRD, Economic Growth