

## **HUMAN RESOURCE DEVELOPMENT IN CO-OPERATIVES: CHALLENGES AND PROSPECTS**

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### **ABSTRACT:**

The country's economic growth depends on natural resources, fixed capital formation and technological progress. The development of human resources is the main factor in building and developing the economy. In a competitive economy, every organization must maintain and improve its performance in order to survive and grow. Therefore, each organization must strive to accomplish everything possible in its desired direction, so that each one can contribute his or her best to achieve the desired goals. This is true of all types of units. In the post-independence period, the cooperatives movement underwent extraordinary changes, and not only in terms of business activity. Gradually it turns into complex business devices, all of which are successful in requiring the tools and methods of modern administration. One of the limitations of growth and development has been the lack of administrative agencies to manage their businesses in efficient business areas. Unlike entry prices in the private sector, human support development is expanded in cooperative organizations, in the sense that a cooperative will need the organization and package of members, board members and staff to be developed. The task of increasing human resources in a cooperative organization is much more difficult than in a private enterprise. Therefore, this article provides some suggestions and recommendations for the development of human resources in a cooperative society.

### **1. INTRODUCTION**

In the bank sector, the only sector that adapts to the socialist economic model is the cooperative sector. These collaborative, democratically owned and controlled assets are located in urban, semi-urban, and especially rural areas to help needy people without specialized baggage. The effectiveness of a cooperative depends on the profit of the bank. However, abuse by people who work in government is critical and certainly affects the effectiveness of the training of employees and their efforts in providing lines of HRD. Under this scheme, a cooperative bank is usually appointed by the trustees of each bank. Until love itself becomes the psychological development of life (Dr. Mallikarjuna, N.L., 2014).

According to Rice's Likert, "Managing everything is the most important and important part of managing human affairs, because everything else depends on how well it is done." It is clear that in order to promote growth and survival, all efforts must be made to develop human resources in all types of organizations. Koatria has its own purpose; it needs members of the base, members and members of the base. Furthermore, we should consider the evolution of potential members of a cooperative who may be associated with cooperative organizations in the future. Thus, the role of HRD in cooperative coordination is much more complex than in commercial banks, where workers are the main driver of development. Thus, the present study looks at the issue of HRD that has recently dominated cooperative banks.

## **2. THE DEVELOPMENT MECHANISM OF HUMAN RESOURCES;**

In the early 1970s, HR consultants Subba Rao and Dr. Uday Parik of Larsen & Toubro (L&T) examined the organization, and HRD presented it as an integral system and decided to separate it from its workers. In the new system there is clear communication between different employees, for example, performance evaluations, employee counseling, training and so on. Initially, the high-level internal team was led by the CEO, following the introduction of a new system, which was later transferred to the HR department. These activities were conducted by the respective HRD Departments for setting up the Bharat Land Motors Limited in Bangalore, as well as the National Bank of India and its partners. Yes, HRD is expected to start production and services in India.

Human capital management is concerned with optimal use of human capital while HRD is concerned with the development and development of human capital. Human capital here pertains to the knowledge, education, training, skills and experience of employees. HRD strives to make a quality change in the human capital and organization's needs. McLean, G.N., McLean, L. define HRD as "every process or activity that takes place at the beginning or in the long term, with potential for adult knowledge, experience, fertility and satisfaction, increasing responsibility and teamwork; community, race, or even all people."

Thus, HRD means to expand existing resources and acquire necessary new opportunities. Underlines the need for buttons to progress through a profession of wealth, employment and creativity. HRD is essential for every organization that wants to be dynamic in a rapidly changing world, which can be achieved through the service and effectiveness of its employees. The HR goal is to improve the productivity of people, and the goal of HRD is to build a well-systematic culture model. In this sense, HRD is considered to be the most suitable way of promoting people in the organization because the fundamental characteristic of HRD, which distinguishes human management from other industries, is its substantial internal vision. It emphasizes the continuous search for the infinite power of the interior man.

There are various mechanisms to facilitate the HRD process to achieve these goals, for example:

<b>Performance appraisal</b>	<b>Training</b>
Potential appraisal	Organization development
Employees' counseling	Career planning and development
Job rotation	Transfer and promotion
Interpersonal relations	Working and living conditions
Rewards and incentives	Grievance redressal

Beckhardt, an expert in evolutionary norms, supports the following key points: Cooperating before he can receive support for human evolution.

1. The desire and desire of customers to find better ways.
2. The skills, habits, and abilities needed for human beings in the field of human rights defenders.
3. Adequate support for HRD companies and their management shares.
4. The need for proposing induction methods, which can be performed by the HRD department without extensive costs or inconsistencies.
5. The HRD Section must present to all the organizing members a set of new arrangements through workshops, lectures, games, or any other method to avoid potential hazards of any changes proposed by the staff.

This HRD program can be successful if it changes its management system from simple periodicals to abstract projects in general.

### **3. REVIEW OF LITERATURE**

We reviewed documents, research papers, articles, and books that present various issues pertaining to the cooperation of the human resources.

**M.S. Patil (2016)** found that the perceptions of cooperative teachers about the focus of training on the development of knowledge, skills, and attitudes differ significantly and are also related to the problem of undisciplined training programmes. Research has shown that many employees and administrators play a central role in the workplace, which is not conducive to achieving HRD goals.

**Parikshit and Anuj (2012)** investigated climate structure and subsystem in Indiana. HRD research has shown that good plans create a conducive environment for employee development and standards.

**Krishnaveni and Deepa (2011)** have discussed that in the implementation of HRD policies; organizations are not only in the organization of the program, but also in career planning, employee participation, and transparency in the benefits of employees. The study

highlighted the creation of a sense of belonging among employees and their participation in the decision-making process in the organization.

**Das Banshree, Dr. Palai N.K. and Dr. Das Kumar (2006)** - The article presents various weaknesses, such as: poor infrastructure, lack of quality, poor administration, inattention, lack of opportunities, lack of strong managers, lack of professionalism in Indian cooperation. . . .

**Das Banshree, Dr. Palai N.K. and Dr. Das Kumar (2006)** - The paper addresses a variety of risks and weaknesses, such as: poor infrastructure, lack of quality management, dependence on government, lack of structural choices, lack of project management, lack of professionalism and others.

**Task Force on Training and HRD of Cooperatives and RRBs (2002-2007)** - chaired by B.S. Viswanathan emphasized the need to change professionalism through collaboration and promises to continue education and training according to Committee 10.

**The Task Force on Revival of Rural Cooperative Credit Institutions (2005)**, Chairman Professor A. Vaidyanathan, recommends the abolition of the operating system at all levels. In addition, we must ensure that all PACS, CCB and SCB colleagues are appointed by our professional executors and make decisions regarding their terms of service. All workers must give an account of these assistants only to the individual councils.

**Kumar (2003)** conducted research to resolve the impact of motivation and ethics on the performance and norms of employees in the economic sector. Find good jobs and incentives for better job understanding. Rotation should be considered as the most important measure of motivation after training. It is also said that they are moved by wages, rewards, and praise. The study concludes with a conversation on the necessity of multiple environments and decisional control.

**National Political Cooperative (2002)** - emphasizes the need for government to consider the need for collaborative human development, education and training, appropriate technology and resources to promote professional development in collaborative governance.

**The Expert Committee on Rural Credit (2000)** President Vyas made recommendations for the development of human resources, as many rural economic institutions suffer from abuse and lack of educated staff. The staff is sometimes too large, sometimes too small. The Faculty of Humanities is taught by distinguished professors from all states. Professional leaders must act in unison, not with representatives of the organization.

**The Task Force to Study the Cooperative Credit System (1999)** President Sri Jagdish Kapoor, asking for measures to strengthen it, noted that human resource development is an important factor in the success of any organization. But in cooperative training, no factors prevail. Cooperative banks are usually the leaders of the chosen group's members who

are necessarily economic professionals. In the framework of the Working Party, there is a need for cooperative banks to develop sound human resources and systems, including their own human resources planning and assessment.

**Brahm Prakash Committee (1991)** - was created to review existing laws on cooperation to promote cooperation through voluntary participation of people. In 1991, the Committee recommended the adoption of the Cooperation Act to make cooperative, self-sufficient, autonomous and democratic. It has been sent to all states with an inclusion policy that offers more government officials, more involvement and less intervention in co-governance statements.

**ICA Policy on Human Resource Development (1990)** the general objective of ICA's Human Resources Development Policy is to implement the ICA's co-development policy, that is, to share in an equal manner. These institutions must effectively serve their members and promote economic growth and social justice in their communities and/or nations.

#### **4. NEED FOR THE STUDY**

It is clear that in order to promote further growth and development, all efforts to improve human resources should be made in all cooperative organizations. Unlike private sector projects, there is wider support for human development in cooperative organizations, in the sense that it is working with cooperative members, board members and workers to promote their development. When they take the next step, colleagues should also consider promoting potential contributors who will be able to connect with colleagues in the future. The role of human aid in cooperative development is much more complex than in a private enterprise, where the main factor in the development of workers is limited. Therefore, this article resolves the HRD implementation in a cooperative manner.

#### **5. OBJECTIVES**

1. To know the HRD in co-operatives
2. To offer the suggestions for the development of Human Resources in Co-operatives

#### **6. RESEARCH METHODOLOGY**

This research paper consists of online resources available for exploring the importance of HRD practice in the economic sector. Selective reviews of the Commission's reports, research papers, articles, and books pertaining to the development of collaborative resources were launched on a variety of topics.

#### **7. SIGNIFICANCE OF COOPERATION:**

The collaboration is part of a program to improve the living standards of the poor.

Assistances are enhanced such as unemployment, economic development, self-help and

mutual assistance. The cooperative movement indirectly contributed to socialism and resources to economic development. He worked against capitalism. Only people are taught to fight poverty.

The movement of cooperation contributes to the growth of many people. Then, with the aid of a vision of the fortifications, he pursued the path of prosperity. Cooperative motion has been developed by users. Now you will lose people. It may be blocked for a variety of reasons, such as lack of human participation, user habits, political influence, poor governance, and lack of students at the same time.

### **8. HUMAN RESOURCE MANAGEMENT: A NEED OF COOPERATIVE SECTOR**

HRM helps to establish a link between employer and employees. Helps individual employees learn about plans. The success of each organization depends on the value of the people who employ the organization. HRM will help you find the right person for the right job. The barrier to human resources management is a major obstacle for cooperative organizations. Buyers are not educated and unskilled in the context of modern human administration. To reward senior officials from a variety of social backgrounds who are unfamiliar with learning and resources management strategies, they must develop an in-depth knowledge of technical administration professionals with a vision and mission that leads to creativity they have passed away happily in their descendants (D. Maharani, 2014).

### **9. HRM & COOPERATIVE SECTORS**

The lack of professionalism in the management of human resources in many cooperative organizations has led to the destruction of many sectors. If well-defined resource management principles are used in critical areas such as recruitment, career planning, training and experience, this can have an impact on organization and management (Soni et.al, 2014).

Even with significant economic opportunities from central and state governments, many different types of cooperation cannot be developed. This has proven to be limited economic growth, which is not the only factor in the success of businesses, for example: Pratibha Mahila Sahakari Bank: Bank collapse and closure are associated with inefficient use of resources within a humanitarian organization. This avoidance caused unprofessionalism in hiring or placing the right person in the right place.

If proper HR planning should follow its policies, policies and practices, a serious situation could be handled with such caution.

In order to avoid such situations, HRM plays a vital role in the question "How to rent?" - Who is the hiring and "Where should the laborer work?"

When two groups of people shake hands, the trend intensifies, which becomes a fruitful source of controversy. The proper administration of the human faculty can be of great

influence in these circumstances. Often in cooperative countries, members or workers are of rural origin, sometimes they do not understand the latest developments, and in such situations the human resources manager acts as an efficient agency.

Preserving irresistible market conditions for long-term brokers will act according to escape methods. To compete with cooperative giants, brokers need to educate their employees on the mission of the modern market forces. All these things take place in the province of discipline and development, which is the chief management of the men's instruments. The two main obstacles that appear to be a major change in regulation are the interruption of communication and the resistance of operators (National Society for Resource Management, 2007).

## **10. HUMAN RESOURCE MANAGEMENT FACTORS;**

Human capital is priceless and unique. This can lead to development. But it doesn't matter how you handle it. The management of the human faculty is an art. It takes care of various kinds and sizes. Use the human resources to organize and solve problems and issues and look for the best solutions. HRM systems and structures are only written and not created in a cooperative. HRM factors are abbreviated and should be treated with caution. All these determine the readiness of the employees. HRM factors: hiring, curriculum, system and capacity development, evaluations of system performance and related industrial integration.

### **1. Conscription:**

The policy used provides the basis for the design and implementation of the plan (Dr. P. Sivaprakasam, 2003). Hire means to choose the right person with the skills that are needed to achieve the right mission. Qualifications and attitudes are important in the involvement of employees in the organization. The business must successfully complete the task with a general knowledge of the business, its policies and processes. Therefore the employee must understand how he works his business.

Colleagues hire government employees, the work of the reports and the investigation of the service of the commission. The principles of cooperation and collaboration are contrary to other forms of business. An employee should not be aware of these conditions of cooperation. They will have personal and corporate experience. Documents and regulative procedures for the public good are posted separately and keeping in mind the mission of the service. Business development methods and solutions are common not only for business growth, but also for implementing user policies.

## **2. Curriculum development and capacity building;**

Innovation opens up a new path to amazing development. Innovative designs and a variety of work styles can lead to a successful future. Workers should strive to improve their skills and knowledge in order to live in a changing situation. Only then can the continuous matching of technology be efficient and normal. Older people work in cooperatives. They work with processes and processes that have been updated at their entry level. We focused on race in the context of society. But I don't even think of achievements. Intelligence, labor and skill are, as it were, a common activity.

Human assistance is like a tool in a cooperative. An invaluable resource will be obtained if it has been used and produces great profits. But human resources work together with machines, not with humans without knowledge and skills. For example, national or government institutions offer their own organizations in a common language, that is English, and most workers are not able to follow and understand this idea of acting in concert.

## **3. Reason for evaluation:**

The tax system helps us evaluate and teach what we do and what we do. The cooperative certification system is only a written and procedural tool. It is mainly based on the registry of their services and their industry. In cooperation, traffic is reduced. An enforcement complaint was not lodged and nothing was taken into account. Employees do not follow systematic installation in the certification system and procedures. Cooperative urban banks did not use accounts to evaluate the services of their employees.

## **4. Integration:**

Changing the structure of the rules will create a positive attitude and job for workers, as well as other financial benefits. Review is an important tool for completing and correcting motives. So much money can be drawn and saved for a long time in government. The rewards and distinctions are equal.

At the same time, workers must develop the skills and knowledge necessary to face new challenges and challenges. Cognition pertains to the theoretical and practical problems of intelligence. The actors are responsible for the skills, skill, aptitude and personality. They have the ability to manage them.

## **CONCLUSIONS:**

In an existing cooperative system, HR does not have a full scientific approach to managers. Entrepreneurs who work in cooperative organizations recognize the spirit of collaboration inherent in the principles of collaboration. Those working in cooperative organizations have not grown weary of working out ideas that have taken steps to introduce

cooperative education to stimulate the development of a cooperative movement around the world. Without the understanding or spirit of cooperation, in which the state of action is clear and what their meaning is, it is impossible to achieve the true purpose of cooperation among institutions. All workers at the official level are employed in different levels of society, therefore they do not have a deep knowledge of the principles and practices of cooperation, and workers at the lower level are poorly educated and unskilled up to date business. In this context, senior staff can be recruited from organizations applicable to the management of professional practices in cooperative organizations, and in a lesser order, institutional worker organizations also have the right to transfer principles and methods of collaboration but below finite, perfect, minor.

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