

## 6. Human Resource Management in Agriculture

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*If Agriculture in this country fails, we fail,  
The Government fails and the nation fails,  
There is no help for us but to succeed in Agriculture*  
**Nehru**

### 6.1 Introduction:

Human Resource is the most valuable asset which is greatly affected by its social, cultural, economic, and psychological background; therefore the Human Resource must be utilized carefully and with certain planning. Human Resource planning involves all the activities concerned with human beings who have disparate behaviour.

It also involves the determination of Human Resource needs both in qualitative and quantitative terms. It includes an inventory of present Human Resource in order to determine the status of the present supply of Human Resource so that the labour force can be used to its maximum capacity.

For the most effective Human Resource planning, one must focus not only on the people involved but also on the working conditions and the internal relationships they carry out. Agriculture is not only the backbone of the Indian economy but also the lifeblood of the whole society. Agriculture is the main source of employment creation for a huge population of India. In this way, agriculture is maintaining social silence and co-ordination among the people. It is seeing what percentage of agricultural income involved in the economy and the hard work of the cultivators and agricultural labourers engaged in agricultural activities. Due to globalization, all sectors of the economy have been facing changes. Compare to the global agriculture sector, Indian agriculture still underdeveloped.

In developed countries only 5 to 15% Human Resource depends upon the agricultural sector. They have produced sufficient food for their country. Indians have no option. They have to work hard in agriculture. Today agriculture is described as, “traditional agriculture cultivated by modern methods.” In modern agriculture, commercial crops have much importance. Indian agriculture is not feasible due to a lot of reasons.

It needs rapid changes in way of thinking, so a professional approach must be adopted by cultivators. Agriculture graduates need to adopt advanced and up-to-date knowledge, innovative practices, modern technology, and new research for capturing the global agricultural market. Productivity in developed countries is four times more compared to that of India. The shelf life of agricultural goods is also more than in India.

One of the reasons for which lack of Human Resource planning in Agriculture is that the farmers who are called cultivators are unorganized farmers, and they are unwilling to change their policies. Originally, the Manpower in Indian agriculture consists of only cultivators. Although due to historical, economical, and social factors, labour class has emerged in course of time. Both cultivators and labours become important factors in agriculture.

So, Human Resource in agriculture has to be considered both, cultivators and labour. Human Resource is a precious and valuable asset in every field. In agriculture, Human Resource is the key. Without Human resources agriculture could not be possible in the world.

Agriculture is an unreliable business. It couldn't be possible for anybody to determine the quantity of production and what one would price get for agri-product. Totally, all aspects in agriculture are uncertain. In today's world, a commercial approach towards agriculture is most essential. Profitable agriculture may be possible if Human Resources could shape their efforts in the right track and the right plan.

Indian agriculture is unorganized regarding its operation concerned. The Human Resource plays an important part in an agricultural operation. The majority of the problem in Indian agriculture will be solved with an effective and productive workforce working. One of the reasons which lack in Human Resource activities in agriculture is due to less number organized player and resistance to change from the farmers and bigger unorganized player.

The diverse nature of Agriculture combined with its long-standing traditions presents a unique challenge to Human Resource planning. The evolution of farming from being wholly owned and operated by the family has prompted competition between producers and other Industry sectors for qualified labour.

Now more than ever farm operators must be able to recruit and retain a high-performance workforce for the continued success of their business. An aging workforce, combined with changing consumer trends and environmental regulations, as well as more technically advanced farming equipment have fostered a growing need for skilled labour.

Human Resource planning responds to these changes, by providing farm managers with the necessary education and training to become better employers through adequate workforce management. Agricultural is no longer a way of life, now it is a commercial proposition. All the farmers, marginal, small, medium or large make efforts to maximize their profit. The allocation of sources is made in this way; the maximum output may be obtained at the minimum cost. Thus, Human Resource planning prepares the farmer to adjust his limited labor sources in the best possible form.

The chapter is highlighted the meaning, definitions, objectives, Need, Uses, importance of Human resources, and Human resource planning, Advantages and steps, Rational, Ingredients, HR Requirement, Training, Performance Appraisal, Hours of work, Efficiency, Wages and Salaries, Welfare Facilities, HR in India, SWOT Analysis, Problems and Prospects of Agri. HR, Conclusion and References..

## **6.2 Definitions:**

### **6.2.1 Human Resource:**

Human Resource means all the people who are available to do a particular job or work in a particular place. Human Resource is the power of human physical strength, power in terms of the workers available to a particular group or required for a particular task. Potential of labour force means Human Resource.

### **6.2.2 Human Resource Planning:**

Human Resource planning means the best utilization of the power of man or worker. We can predict that how much man means workers are required to finish a particular job or work. According to Geisler, “Human Resource planning is the process including forecasting, developing and controlling by which a firm ensures that it has the right number of people, the right kind of people, at the right places, at the right time, doing work for which they are economically most useful.”

## **6.3 Objectives and Need of Human Resource and Human Resource Planning:**

### **a. Objectives Human Resource Planning:**

- Forecast Human Resource requirements with different levels of skills.
- To ensure adequate supply of Human Resource
- Cope with the changes
- Use existing Human Resources productively.
- Promote employee in a systematic manner.
- Anticipate the impact of technology on jobs & requirements for Human resources.

### **b. Need for Human Resource Planning**

- Understand the role of Human resources as farmer and labour on the farm.
- Upgrade current skills of Human resources.
- Establish better Human Resource planning and policies, associating the link between attracting qualified workers and profitability.
- Understand the legal exemptions and requirements specific to Agriculture.
- Understand the rights, responsibilities, and duties of employers, workers, owners, the self-employed, contractors, and suppliers to maintain a safe and healthy workplace.
- Establish a Human Resource planning to ensure maximum productivity from a satisfied workforce (performance appraisal, managing yourself and others)
- Manage workers – seasonal and harvest employment.
- Identify key considerations when planning to hire family members.
- Determine labour needs match your current workforce.
- Identify the importance of different means of compensation and the impact of the work environment on successful labour management.

- Identify the Shortages and surpluses of Human resources in agriculture.
- All the recruitment and selection programs are based on Human Resource planning.
- Reduce labour cost & also overstaffing can be avoided. xiv. Human Resources can be utilized properly and systematically.

## **6.4 Uses, Importance, Advantages, and Steps of Human Resource Planning:**

### **a. Uses of Human Resource Planning**

- Improve the utilization of Human resources.
- Match Human Resource related activities and future organizational objectives efficiently
- Achieve economics in hiring new workers.
- Expand Human Resource management information base to assist other human resource activities and other organizational units. \
- Make major demands on local labour markets successfully.
- Co-ordinate different human resource management programs such as employment equity plans and hiring needs.

### **b. Importance of Human Resource Planning**

- Meets organization need for the right type of people in right number at right times.
- HRP helps the organization create and develop T&D for employees & Managers.
- Provides multiple gains to the employees.
- Systematic HRP forces top management of an organization to participate actively in total HRM function.
- Reservation of Talent
- Prepare people for future
- Expand or Contract
- Cut costs
- Succession planning

### **c. Advantages of Human Resource Planning**

Human Resource planning ensures best possible use of existing human resources.

- It is useful both for organizations and nations.
- It generates facilities to educate people in the organization.
- It brings about fast economic developments.
- It boosts the geographical mobility of labor.
- It provides smooth working even after expansion of the organization.
- It opens the possibility for workers for future promotions, thus providing incentive.
- It creates a healthy atmosphere of encouragement and motivation in the organization.
- Training becomes effective.
- It provides help for the career development of the employees.

#### **d. Various Steps in Human Resource planning**

- Predict manpower plans.
- Design job description and the job requirements
- Find adequate sources of recruitment.
- Give a boost to youngsters by appointing them to higher posts.
- Best motivation for internal promotion.
- Look after the expected losses due to retirement, transfer, and other such issues.
- See for replacement due to accident, death, dismissals, and promotion.

#### **6.5 Rational of Human Resource Planning:**

In the present day world, trained Human Resource is perhaps the most fundamental resource for economic and other development. A nation with plans for economic and other development cannot afford to ignore the preparation of its human agents of production. The creation of any new field will serve no purpose unless arrangements are made in time for the scientists, engineers, managers, technician's cultivators, skilled workers, etc. necessary to operate it. It takes a long time to produce Human Resources of the required quantity and quality to take up and implement the programmes of development. It is the availability of skilled and trained persons that will be the major determinants of economic advance in the future, it is the future pattern of Human Resource requirements that must guide today's educational decisions. This is possible only if the educational system is well geared up to the production requirements of the economy. This requires careful Human Resource planning. (S. K. Misra & V.K. Puri)

#### **6.6 Ingredients of Human Resource Planning:**

According to H. S. Parnes, Human Resource forecast that underlying educational planning is not an unconditional forecast. That is, they are not predictions of what will happen in the Human Resource field but indicate what must happen if certain targets for economic growth are to be realized. This brings us to a consideration of what is meant by 'Human Resource requirements.' In this context, Parnes makes a distinction between the term Human Resource requirements and the term traditionally used as the 'demand for labour'.

The latter is actually a schedule of the relationship between quantities of labour and a series of possible wage rates and along with the supply schedule of labour determines the wage rate and the number of workers in a given occupation. As against this "the idea of Human Resource requirements relates to the functional composition of employment that will be necessary if certain social and/or economic targets are to be achieved. The concept in other words, is more technological than an economic one. (S. K. Misra & V. K. Puri) It shows that "the essential ingredients of detailed Human Resource planning is the specification of the composition of manpower needs or requirement at some future date and this is done with the help of Human Resource forecasting techniques at our disposal. The second ingredient is the specification of Human Resource availabilities which includes the estimation of losses (by deaths & requirements) on the one hand, and How the new Human Resource out of educational institutions on the other. The third ingredient is the reconciliation of the 1st & 2nd ingredients

## **6.7 Human Resource Requirement:**

In the agricultural sector for recruiting the Human Resource, there is no need for any eligibility. Those who are uneducated, of any age, of any gender, or unskilled, can be appointed as labour. There is no need for experience. There is no need for any type of influence from politicians or any other. Mainly, the Work of Human resources is physical work. Even in illness, they can work to earn daily wages. To become a labour is very easy in India.

Nowadays, there is a tremendous shortage of Human resources in agriculture. Relations between farmers and labours are not fair. Belief, Honesty, inter-understanding, and helping attitude are not observed today which remained in the early days. In harvesting season, there are lots of works in agriculture but sufficient labours are not available. Therefore, farmers have been facing a lot of problems. Farmers worked hard throughout the year but at the time of harvesting they cannot harvest their crops in time due to the unavailability of workers and that's why they meet great loss. "Milata Essar hoto passsar, assa zalaya shetmajur, shetkaryachi nahi kasur, pan zalay matra majbur," is a proverb listened since long years back. Taking advance amounts is prevalent. Working time is fixed for 8 hours but there is no fixed schedule and the labour community ostensibly has not maintained any timetable regarding the work.

They can't even take any responsibility for work completion or anything other. A farmer plans the work but labours seldom worked according to farmers' plans. They follow their own timetable; and generally, they come late on the field. The farmer can't even complain against them for the fear of scarcity of labourers. Employees in other sectors are mostly permanent. Though the permanent employee remains absent /on leave, he is given full salary but on the other hand, the farm labourers do not have such facility. It is also true the farmers do not afford to pay such an amount to their laboures. But the most important question is regarding the quality of agriculture work. How can one determine the Quality of work and efficiency of the labour? How can one determine the workload of labour what is meant by labour unit what is the expectation about work within a day?

How can one determine the number of labours required for the completion of work which or any operation in one-acre land finding the correct answers will not be easy? You can forecast answer which is depending on many related factors such as quality of land, weather condition, means of production, type of work, efficiency and skill of labour, etc. after considering some such factors, the general labour unit is calculated. But this is not a proper and exact judgment due to many factors. Per hectare and per livestock unit, hours of work are calculated on the standards prescribed by the norms.

These requirements of labour are calculated on the standards of the analysis of farm accounts based on the cost studies. The calendar of work is prepared and on the basis of that calendar the hours of work are estimated while estimating the hours of work, the sowing, harvesting, and other activities are considered in that estimate. The estimate of labour requirement helps to distribute the work and makes the plan that the labour may be adjusted in the different activities, that the maximum employment may be available to the labourers. The adjustment for the peak season is made by making adjustments to crops' needs.

## **6.8 Human Resource Training:**

Training is a process of learning a sequence of programmed behaviour. It is the application of knowledge. It gives people an alertness of the rules and procedures to conduct their behaviour. It attempts to improve their performance on the current job. According to Edwin D Flippo, “the purpose of training is to achieve a change in the behaviour of those trained and to enable them to do their jobs better” Knowledge, Skills, and attitude are the key factors of the training. Training is the basic need for developing Human Resources. For the getting the best quality of work and product there is very much essential to maintain a viable and knowledgeable Human Resource. In agriculture, we saw almost everywhere the method using for training is on the job method. At the time of every operation held in agriculture experienced farmer gives instructions to their labour regarding the particular work.

## **6.9 Performance Appraisal:**

Performance appraisal is a method of evaluating the behaviour of employees in the work field. Normally, performance appraisal is including both the quantitative and qualitative aspects of work performance. It is a systematic and objective way of evaluating both work-related behaviour and the potential of employees. It helps to obtain the comparative worth of employees. Appraising employee performance is useful for determining the wages, welfare facilities, need for training, quality work, and development purposes. The information can also be used for grievance handling and maintaining the record. It helps in improving the quality of work and the relationship between farmer and labour. Job analysis, job description, and job specification are necessary for performance than establishing standards of performance are possible. According to the standards, farmers can measure the actual performance of the worker. It may be better than expected. If any deviations in it are noted then find out the reasons behind them. The reasons for low performance are identified and rectified. Taking the employee into confidence, motivate him for better performance.

It is necessary to initiate corrective action for improving the performance. Training, coaching, and counseling, etc; are examples of corrective actions that help to improve performance. The assessment of another person’s work, contribution, and ability is not a simple and easy task. It has serious emotional factors as it affects self-esteem. At the time performance checking worker is unhappy.

## **6.10 Hours of Work:**

The farm working hours are not specific like the schedule of factory hours. There is no specific time to go to the job and to leave the farm. The farm jobs are mostly governed by climate and weather factors. Therefore, the working hours of labourers are generally irregular and uncertain depending on weather conditions. Longer hours during the summer and shorter hours during winter are the general rules. The work is mostly in the open fields. They take rest in the severe heat of summer and in rainy seasons and the farm job is critical by nature. The farmer and his family work long during the busy season and expect the hired labourers to keep pace with them. There is some justification in it, because the farm operation must keep pace with the work and the weather. Many times they have to work even before sunrise and continue late in the evening.

Moreover, the farm work is not of a concentrated type as obtaining in factories. It is outdoor work and diffused in character where longer hours can be endured. On Government farms and corporate farms 8 hours, of the workday are fixed for farm labour. But to put work equivalent to eight continuous hours, the labourers generally stay for long hours on the farm beyond the stipulated period to compensate for their leisure during summer and rainy seasons.

### **6.11 Efficiency of Human Resource:**

The efficiency of Human resources meant the ability to work. It is a relative concept. It does mean the ability to work in respect of the other Human Resource. If there are similar conditions, the machines and tools are the same, the sources are the same, then a worker who is producing more and better quality of production in the same period can be called more efficient Human Resource. Increased efficiency of Human resources means greater productivity per man employed.

If Human Resource is used efficiently, there will be scope for productivity improvement. Efficiency means that more output can be produced from given Human Resource input. In other words, productivity is output per unit of Human Resource employed and increases in productivity on the part of labour. Human Resource is not of uniform quality. Some persons are especially productive and especially willing to work hard. The efficiency of the Human Resource force depends on many factors such as its personal health and vigour, its education, and training. The efficiency of Human resources can be measured by the following methods Conventional measures.

Human Resource efficiency index, Marginal productivity of Human Resource, Human Resource is not of uniform quality. Some persons are especially productive and willing to work hard. The efficiency of the Human Resource force depends on many factors such as its personal health and vigour, its education and training, the physical condition of the Human Resource, the kinds of tools, implements, and types of equipment which he uses, the conditions under which he is working and the interest taken by him in his work.

### **6.12 Wages and Salaries:**

The average wage rates are worked out at State level and also at All-India level. To arrive at the State level average wage rates, the daily wage rate data collected from the various villages are first normalized for eight hours working day and then the simple arithmetic average of these normalized daily wage rates is worked out. Statistics relating to daily wages paid to different categories of agricultural and skilled rural Human Resources at selected centers are collected and compiled by the Directorate of Economics & Statistics. In all, data are collected from 20 States on agricultural wages.

These are published in “Agricultural Wages in India”, an annual publication, and also in the monthly journal viz. Agricultural Situation in India. Wage statistics are also provided to Commission for Agricultural Costs and Prices (CACP) and further study organizations. The minimum Rate of Wages was revised on 1st October 2010 under the Minimum Wages Act, 1948. All state Government has revised minimum wages rates from time to time.

### **6.13 Welfare Facilities:**

Welfare means faring or doing well. It is an ample word and refers to the physical, mental, moral, and emotional well-being of an individual. It is a concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment-ecological, economic, and social. Human Resource welfare is generally denoted various services provided by the employees in addition to their wages. It includes the economic and social contents of welfare. The Government of India constituted a committee on labour welfare in 1966 defined labour welfare to include such services, facilities, and amenities as adequate canteens, rest and recreation facilities, sanitary and medical amenities, planning for travel to and from work, and for lodging of workers employed at a distance from their homes and such supplementary services, amenities and facilities including social security measures as contribute to improving the conditions under which workers are employed. The

International Labour Organisation (ILO) has defined the term 'Labour Welfare' as such services, facilities, and amenities as may be established in or in the vicinity of undertaking to enable the persons employed in them to perform their work in healthy, congenial surroundings and to provide them with amenities conducive to good health and high morale. It is more appropriate to divide welfare activities into three categories- Statutory, voluntary, and mutual. The concept of welfare is dynamic and different from place to place and from time to time.

Every farmer is providing welfare faculties as per his capacity and understanding. His attitude towards this term is also important, if he has a social attitude he can provide such facilities to labour.

**Categories of Welfare Facilities** It may be divided into two categories-

- a. Intra-mural include medical facilities, compensation for accidents, crèches and canteens, drinking water, washing and bathing facilities, safety measures and activities relating to improving conditions of employment, etc.
- b. Extra mural includes housing accommodation, vocational training, and transport to and from the place of work, leave travel facilities, maternity benefits, etc.

### **6.14 Agriculture Human Resource in India:**

Human Resource is one of the basic factors of production. It is considered to be important not only because it is productive but also because it activates other factors and makes them useful for production processes. The size of the Human Resource force in a country is determined by the number of people in the age group of 15-59 years as children below 15 years and old people above 59 years generally do not participate in production activity. India's Human Resource force consists of 459.1 million workers (2004-05), growing at the rate of 2 percent annually. Out of this 268.1 million workers are employed in agriculture as cultivators and labourers (Nagaraj, 2007). Agricultural labourers, mostly landless constitute the poorest segment of the Indian agricultural population. They belong to the economically backward and oppressed section of society. They mostly belong to the scheduled castes and other backward communities.

They are basically unskilled and unorganized and work in farms of prosperous big farmers as casual workers on wages for a larger part of the year (Padhi, 2007). One of the most disquieting features of the rural economy of India during the past several decades has been its constantly increasing trend of the number of landless labourers. Factors like rapid growth of population, the law of inheritance, rise in the cost of agricultural inputs, and decline in small-scale industries have been responsible for this increase (Sajjad, 1998). The phenomenon of under-employment, under development, and surplus population, are simultaneously manifested in the daily lives and living of agricultural labourers. In India, there were 10.66 crore cultivators, it has increased in 2011 upto 14.43 crore. It has increased from 26.5% to 30.0% in total workers. It has indicated that agricultural labours were highly increased in Jammu and Kashmir, Himachal Pradesh, Rajasthan, Uttar Pradesh, Bihar, Assam, West Bengal, and Madhya Pradesh states but Kerala faced a shortage of labour during two census periods. In Maharashtra slightly increase shown from 1.08 crore to 1.34 crore agricultural labours between the 2001 to 2011 census. It moved from 26.3% to 27.3% in total workers. Considering the requirement of agricultural labour this increment is not satisfied to the cultivator of Maharashtra. In India, male agricultural labours were increased from 5.73 crores up to 8.27 crore in 2011 and female agricultural labours also increased from 4.94 crores to 6.15 crore between 2001 to 2011 censuses.

In Maharashtra, male agricultural labours were 4.92 lakh in 2001 it has increased up to 6.77 lakh in 2011 and female agricultural labours were also increased from 5.89 lakh to 6.71 lakh between two censuses. According to India's scenario, agricultural labours were increased in 29 states and decreased in Kerala, Pondicherry, Goa, Manipur, and Andaman states. Agricultural labourers constitute the largest segment of rural labour. The number of agricultural labourers is growing over the years. According to 1951 census, it was 27.50 million. The 2001 census has put them to a staggering figure of 106.77 million. In fact, the growth of agricultural labourers during the past decade has been 5.3 percent per annum. Of the 106.77 million agricultural labourers in 2001, 57.32 (53.68%) million were male and 49.44 (46.32%) million were female. Another important aspect of agricultural labourers is their social composition. According to the 1981 census, the percentage of Scheduled Castes and Scheduled Tribes agricultural labourers among the total number of agricultural labourers were 32.88 and 12.93% respectively which together accounted for about 46% of the total agricultural labourers in the country. After calculating figures of 2013 by using trend analysis, 15.1 crore total agricultural labours occurs of which 8.78 crores were male and 6.40 cores were female agricultural labours in India. Regarding Maharashtra, total agricultural labours are 1.40 crore of which 71 lakh are male and 69 lakhs are female agricultural labours. In 1993-1994, the employment in agriculture was 191.58 million it remained same in 1999-2000 and non-agriculture was 122.35 million increased up to 146.64 million in 1999-2000. In 2004-2005, employment in agriculture raised up to 200.40 million it reached 263.02 in 2010-11. In five years period, it was tremendously increased by 62.62 million. It is indicated that employment increased in the agricultural sector rather than the non-agricultural sector. Non-agricultural employment was 48.30% in 2001 reduced up to 46.38% in 2011. It was unfavourable for a growing population. The co-ordination between agriculture and other sectors is moving towards industry with economic progress. No doubt, in agrarian country like India, this process can be slow.

But people returning towards agriculture from the industry it was indicated that there is nervousness in the other sectors. It might be changed. Can it take one more decade?

### **6.15 Swot Analysis of Human Resource for Agriculture:**

- **Strengths:**

- a. High interest in the cultivation of commercial crops,
- b. Attract towards more production, productivity, and income,
- c. Cultivation practice in commercial crops is according to the market potential and demand,
- d. Professional management, effective planning, effective organization skills, and better control, The mentality to adopt modern technology, instruments, equipment, mechanization, fertilizers, and pesticides, etc.
- e. Desire to create own brand in local as well as abroad markets
- f. Ready to contract and organic farming,
- g. An innovative attitude, high ambitions, courage, self-experience, confidence towards success, psychological gladness, mental and physical fitness, trainings
- h. Supplying imperative goods for society and needy people,
- i. Utilize all the resources properly,
- j. Develop a good relation with labour community, customers, traders, suppliers of water, fertilizer, seeds, etc.

- **Weaknesses:**

- a. Low status in the society,
- b. Quality brain not coming in commercial agriculture
- c. Tremendous shortage of skilled and unskilled labour
- d. Continuous physical hard work and risky practices in agriculture,
- e. No fixed working time table or work schedule,
- f. More expenditure compared to traditional crop, over cropping, continuation is not possible
- g. Continuous study of the new practice in agriculture and marketing,
- g. Low support from government, society, other private, social organization and agricultural universities,
- h. Quick and instant income is not possible in agriculture,
- i. Lack of related research work,
- j. Monetary and rigid uncertain marketing and pricing policy of the government,
- k. No proper and timely direction about the market, weather condition and other,

- **Opportunities:**

- a. Export the product and get more income,
- b. Achieve International status,
- c. Participation in the development of the economy of the country,
- d. Awards and appreciations from society and government,
- e. support and strengthening of Agricultural Mechanization through Training, checking, and Demonstration
- f. Improve post-harvest technology and management
- g. Financial assistance subsidy for Agriculture machinery and equipment
- h. Establishment of farm machinery banks for custom hiring

- i. Establishing a hi-tech, high productive equipment hub for custom hiring
- j. Creating ownership of appropriate farm equipment among small and marginal farmers
- k. Enhancing farm productivity at the village level by introducing appropriate farm mechanization in selected villages.

● **Threats:**

- a. Perishable factors,
- b. Depends upon the physical and mental condition,
- c. Irregular irrigation facilities,
- d. Difficulties in pest and disease control,
- e. Uneternal or uncertain,
- f. No protection from uneven rain, famine or flood, etc.

**6.16 Agriculture Human Resource: Problems:**

The problem of agricultural Human Resources can be classified into two groups- social and economic. Social problems emanate from the low status of agricultural Human Resources in the rural hierarchy and the economic problems are due to the inadequacy of employment opportunities, poor security of tenure, low income, and inadequate diversification of economic activity in rural areas. Further, they are dispersed, unorganized, and generally have very poor bargaining power. Women receive only about 60% of the wages earned by men.

According to the National Commission of Labour, “agricultural labour is one which is basically unskilled and unorganized and has little for its livelihood other than personal labour.”

- a. The major problems are the place of agricultural Human Resource in the future rural economy and provision of work. In the past, the rural community economy was rooted in a scheme of stratification mostly based on caste and occupation. As a result of different measures of social reform and the efforts made since Independence, the social handicaps connected with agricultural labourers, and with backward classes.
- b. The economic problems of agricultural Human Resource especially the need for larger opportunities for continuous work, and a better living to all Human Resource.
- c. The seriousness of the problem of agricultural Human Resource varies from region to region, depending on such factors like the density of population, availability of land for cultivation, differences in the extent of irrigation and double cropping, fertility of the land, cropping patterns, and opportunities available for seasonal migration and for employment outside agriculture.
- d. The problem of agricultural Human Resources is part of the wider problem of unemployment and under-employment in rural areas. Even though with the development of agriculture and irrigation, there has been increasing in production and in the total volume of work, this is shared among much larger numbers. Those sections of the rural population who are landless and are not actual cultivators have benefited much less than others; in some areas, their conditions may have actually worsened.

- e. The basic problems of the agricultural Human Resource are low income, low productivity, and lack of continuous employment.
- f. The Minimum Wages Act, 1948, was applied to employment in agriculture. Practical experience shows that agricultural wages are not paid according to the minimum wages act. Sometimes wages are paid more than minimum wages due to shortage of Human Resource less than minimum wages because of saturation in Human Resource.
- g. The problems of agricultural Human Resources are to be traced by the long period of stagnation in the rural economy and the persistence of a rigid social structure largely based on caste. These basic deficiencies are being not removed; the processes of achieving social and technological change may not reach successes up to their maximum mark.
- h. Agricultural Human Resource constitutes the most neglected class in Indian rural structure. Their income is low and employment irregular.
- i. Agricultural Human Resource is unskilled and untrained.
- j. Agricultural Human Resource has no alternative employment opportunities either.
- k. Socially, a large number of agricultural Human Resources belong to Scheduled Castes and Scheduled Tribes. Therefore, they are naturally from a suppressed class.
- l. They are not organized and they cannot fight for their rights against their employers who belonged to higher castes. Because of all these reasons, their economic lot has failed to improve even after four decades of planning. Farmers have been facing a tremendous shortage of labourers'. Labourers' can stay home and take advantage of the work provided under the National Rural Employment Guarantee Act.

There is no authentic data or official record of a workforce of an estimated 3 to 4 lakh going to NREGA. Farmers and government officials in the agricultural development said, "When the migratory labourers can find equally profitable work at their doorsteps, why should they travel long distances and suffer from hard work?"

### **6.17 Agriculture Human Resource: Prospectus:**

India is an agricultural-oriented country. The majority of the population depends upon agricultural activity. Agriculture is the main source of income. Agriculture depends upon seasonal rainfall. Rainwater must be available in time. There are many sources of water, but rain is the main source of water in many regions of India. Hence it is said that Indian agriculture is a gamble on rain. In the new era, the growth and quality of employment in India could be very challenging. A high rate of economic growth has not been able to generate high employment growth. It has been accompanied by a slowdown in employment growth in the last decade. But the progress of other sectors as attempted more. However, it shows that negligible growth in agriculture and high growth in non-agricultural sectors especially, construction, trade, and transport continue to be high. The faster growth of these sectors will lead to an increase in employment growth. The share of agriculture employment is very small as compared to other sectors. Now a day, most of the new employment opportunities are to be generated in the unorganized sector and characterized by the poor condition of work, lack of employment, and social security. In the organized sector, an increasing number of workers are being employed on a casual or contract basis. Social security will not available to them. With the comparison to earnings and social security, the quality of work is continually decreasing.

The demand for labour is increasing day by day with the high wages. Workers will not protect against secure employment and earnings, hazards, sickness, pension, and other benefits. Workers in the organized sector are secured against the risks but unorganized workers are not secured, therefore, there is a very much need and provision of minimum social protection. Of course, it is a great challenge before us. Government, as well as society, will require serious attention to this problem. No doubt in the coming years, the demand for labour will increase greatly.

In the labor-intensive industry, the growth of employment remains slow, especially in urban areas. Semi-skilled and unskilled labours are migrated to urban areas. The urban area provides employment for them. But rural labours have to find sources for improving their earnings in the same area. (Foster and Rosen Zweig, 2011) it may appear that farm sizes would reduce day by day excluding Punjab. However, this decline is continued rises in rural populations and workforces and with the limited labour absorption potential of urban areas.

### **6.18 Conclusion:**

*I have a dream that the farmers shall be treated as entrepreneurs and knowledgeable workers. Farmers shall be respected as most valuable citizens of the earth. I would like to achieve my vision by working for agriculture and farmers to improve their economic and social status. ....Yashwanth (2012).*

Human resource management in agriculture should benefits to increase the productivity of all the crops and to bring down the cost of cultivation instead of trying to bring down the wage rate of labours. It can be done through the best combination of family labour, hired male and female labours and mechanization. The reason for shifting employment and a decrease in the employment period in agriculture with peak season lasting only 2-3 months in a year are the main reason of shortage employment in agriculture. Mechanization is also necessary to overcome the labour shortage problem. Large-scale farmers are able to adopt the new technologies and equipment since they have crop area and strong financial power, but the small and marginal farmers are still dependent on manpower. The farm equipment producers should manufacture small-scale farm machines; technology alertness has to be formed among the farmers. The banks have to give long-term loans to farmers to buy farm equipment and the government should promote the innovative farm equipment, subsidies should be granted to the farmers on such equipment. The employment of the labour or machinery is not desirable in a farm the best combinations of labour and machinery may be formed. The labour can be substituted for machinery and machinery can replace the labour. According to the size of the farm, the optimum combinations of machines and labour should be formed in a way that no resource may remain idle and at the same time, the combination should be the least cost combination according to the situation. It is desirable that neither the labour, nor the machinery should be employed less to their capacity. Costly machinery for a small farm is not economical. Suppose a farmer is holding 10 acres of land and he is purchasing a harvesting machine then cannot be a reasonable decision for that farmer.

He can depend on the hiring of the harvesting machine. Similarly, if there is a large-scale farm of 30 acres, but he is always dependent on the hiring of the tractor, that is again not a reasonable decision. So the combination of labour and machines should be formed keeping in view the best economical use of the resources.

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