

**Modern Concept Of Education
A Solution for Human Resource Development**

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Abstract

The term human resource refers to enhancement of knowledge, skills and motivation of employees in any sector. Human Resource Management is an process which consists recruitment of employee, their selection, imparting training for skill enhancement and optimum utilization of limited skilled workforce. Countries all over the world regard the education of modern man as an exceptionally difficult problem, but at the same time regard it as one of their most important responsibilities. And for all those who want to make the world as it is today a better place and to prepare for the future, education is a capital, universal subject. The present concept of education, therefore, has attained some distinct characteristics of its own which are totally missing in the orthodox concept of education. It has been seen that if the child is given education while keeping in mind his age, interest, aptitude and level of intelligence, the effect on the mind of the child is deeper and more lasting. In modern times, the stress is not only learning through purely the cortical knowledge, but learning through scientific research methods. Solving of the problems is the best solution for an advanced step in modern pattern of education. Further, modern education attaches great importance to – learning by doing. It is fully recognized that the knowledge gained through actually doing the task is more effective and lasting than that gained through mere reading. The modern education attaches great importance to the learning of 3Rs. i.e. head, heart and hand. Hence modern education also attempts to make the citizen a true patriot and nationalist.

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What is Human Resource

The term human resource refers to enhancement of knowledge, skills and motivation of general masses. Like other factors production (land, labor, capital, organization) mobility of human resource is very low and there is surge in it with age and experience. Because of scarcity in availability, human resource is considered as very crucial factor of production for all sectors to achieve a steady-state growth path.

Human Resource Management:-

Human Resource Management is an process which consists recruitment of employee, their selection, imparting training for skill enhancement, orientation and induction of employees, provisions for compensation, benefits and motivation, safety, welfare of employee, appropriate relations with labor and trade unions, labor laws of related state or country. Therefore human resource management is regarded as process of optimum utilization of limited skilled workforce. In other words main theme of Human Resource Management is to maximize use of available limits resources in the business so that there is surgeon productivity labels and related gains.

Importance of Human Resource Department

Nowadays human resource department assumes greater significance in every sector of the economy (primary, secondary, tertiary)

Human Capital Value: For small occupation, Human capital is very critical for employees performing cross-functional duties. In small business, single person presence is very important for business enhancement and profits.

Budget Control: With human resource management excessive spending can be controlled via developing methods of curtailing labor cost, such as competitive and realistic wage- setting after studying labor market, trends related to employment and proper analysis of salary in the budget constraints of business.

Conflict Resolution: In business workers have different personalities, style of work, experience and backgrounds leading to various types of conflicts, which can be settled or resolved by a trained human resource manager for the progress of enterprise.

Training and Development: Training and development of existing employees according to the requirement of organization improves skill training and qualification by the human resource manager, instead of hiring more expensive qualified staff will enhance business and related profits.

Employee Satisfaction: The success of business also depends upon the satisfaction of working force. Human resource manager use surveys, interviews and focus on groups to determine the employees dissatisfaction and resolve those issues to motivate the employees.

Modern Concept Of Education

“Education is the manifestation of divine perfection already existing in man.....we want that education by which character is formed, strength of mind is indorsed, the intellect is expanded and by which one can stand on one’s own feet.”

(Swami Vivekananda)

Countries all over the world regard the education of modern man as an exceptionally difficult problem, but at the same time regard it as one of their most important responsibilities. And for all those who want to make the world as it is today a better place and to prepare for the future, education is a capital, universal subject. It is being asked to carry out increasingly with those allotted to it in the past. For the first time in history education is now engaged in preparing men for a type of society which does not yet exist.

But education of today is not what it was in the past. It has undergone a tremendous change and has attained a very vital scope. It is being considered as the only key to the most important problems of the world. The trend today is to make education fit for fulfilling the needs and demands of not only the present society, but also of the future one. The present concept of education, therefore, has attained some distinct characteristics of its own which are totally missing in the orthodox concept of education.

The special feature of the modern education is that now the emphasis has shifted from the subject to the taught. Gone are the days when book was the centre of education but in modern times the child is

to be kept in consideration, not for entire bookish knowledge, not for the content nor for any pressure. While teaching now, it is not only the subject matter that is taken into consideration but more so the educand. That is the children whom the lessons are to be given. It has been seen that if the child is given education while keeping in mind his age, interest, aptitude and level of intelligence, the effect on the mind of the child is deeper and more lasting. In modern times, the stress is not only learning through purely the cortical knowledge, but learning through scientific research methods. Solving of the problems is the best solution for an advanced step in modern pattern of education. All the modern methods of education like Montessori, kindergarten, Dalton etc. take full cognizance of the psychology of the child and their syllabi are firmly grounded on psychological bases. The educationists of the day admit the view point that the child is not a miniature model of man, but is an individual by himself having his own personality traits, quite distinct from the grown up man. His imagination, needs and desires are absolutely different from a grown up individual and these desires have to be met through education.

Every child has some special trait in him and it is very advantageous to both for the child and the state to know about these special traits of the child as early as possible. And for that reason, in the modern education, full freedom is provided to the child so that he may be able to express himself fully. The whole idea is to enable the child to find his expression wherever he can. He must be free to do or express what he thinks or feels. From an examination of all these activities of the child, the educationists can form some opinion about the special traits of a particular child and can know to some extent his future trends as regards his studies and career. Moreover the principle of 'Individual differences' has been accepted by the educationists which stands for unlikeness among the children. There may be certain things that are common, but then, there are other in which they are absolutely different from each other. And the modern education does take into consideration these individual differences among the children and that is why the emphasis now on individual guidance rather than on mass teaching.

Further, modern education attaches great importance to – learning by doing. It is fully recognized that the knowledge gained through actually

doing the task is more effective and lasting than that gained through mere reading. And that is why the modern methods of education give top priority to some hand work round which they base the teaching of the whole of the curriculum, for example, in project method: a group of students selects a particular project and then through that project the children acquire the necessary knowledge. In basic education, craft is compulsory and an effort has been made to correlate the teaching of all the subjects through the medium of crafts. The knowledge gained through such techniques is more or less permanent and is rarely forgotten. In fact, the knowledge acquired in this fashion makes a person lead a more practical life. In the past, where as the education laid stress on training of 3Rs. The modern education attaches great importance to the learning of 3Rs. i.e. head, heart and hand. It has been realized that the head, heart and hand get the best training through self-activity with hands and brain, especially when carried out in co-operation with others. More reading of books or listening to the other things/persons does not help much in this direction.

In the modern concept of education, the teacher is given a very novel position. The teacher is like a Gardner who tends his plants with the almost care and keeps the environmentalists point of view in mind meaning there by keeping the environment pure so as to enable the plants to grow to their maximum. He creates such environments so as to enable each child to give expression to his individuality to his maximum and to be able to blossom fully without obstruction. Although it is the children themselves who do the work yet the teacher is there to watch them while they are at work and if the occasion demands he puts in a word of suggestion here and there. In no case does he interfere unnecessarily in the spontaneous activity of the children. This attitude on the part of the teacher fosters development of initiative in the child. In general, teacher's role is changing in that he is less authoritative. The delivery of knowledge is being supplemented by spending more time in diagnosing the learner's needs motivating and encouraging study and checking the knowledge acquired. He keeps himself fully occupied in the pursuit of the new knowledge and in doing research so as to improve himself.

Moral uplift of the individual is no less important in the modern concept of education. The moral orisis of today has made us feel the importance of moral education. Morally the people are going down today. Moral and religious education is a must as these values are losing their hold in this rapidly moving world of science. It is believed that only a man of good moral character can rise above narrow mindedness, individual benefit, anger, fear and mercilessness. Formation of character or morality is thus an important aim of education.

Further education today is also expected to produce ideal citizens and true patriots. No nation can survive if the people belonging to it are not prepared to sacrifice their all for its welfare. People must work for the nation. But to prepare the individual to discharge these responsibilities is the function of education. It is the education which enables a man to take the nation on the path of the progress. Hence modern education also attempts to make the citizen a true patriot and nationalist. But we should not take nationalism in its narrow sense, but in the broader sense, which stands for internationalism.

One's patriotism should not be confined merely to the four walls of his nation, but should touch the international ground also. Like Gandhi ji one should consider himself as the citizen of the world; an important member of the world- family. But it is only through education that internationalism can be developed. The modern educationists too admit the view point that education is the only agency through which it is possible to develop the feeling of nationalism.

Lastly, the modern education and its concept are not confined to liberal education only as it was the case in past and more especially in India. Along with liberal, education has become vocational also. If education does enable the individual to fulfill his primary needs, all other ideals of education are useless. Industrialization and mechanization of the present age has further emphasized the claim of vocational aim of education which is also called the bread and butter aim. The educationists feel today that education must enable the individual to earn his living. It should be useful and practical rather than ornamental.

Conclusion

In nut shell, the modern concept of education is very wide and it involves the development of each and every aspect of the individual personality. It attempts to make possible all round development of the human's personality. It attempts to draw out whatever is best in the person and tries to develop that to the maximum extent. Development of body, mind and spirit as emphasized by Aristotle is the main concern of modern education. It is human centered as well as activity centered. It is liberal as well as vocational in nature. It is chiefly concerned with the all-round development and harmonious development of human personality.

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