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**Measuring the Validity of Self-Developed Instrument of Important Factors  
of Human Resource Development in Pakistan**

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**Abstract**

Human resource is in fact the backbone of economy in any country. In this study, the researcher's area of concern is to find out potential factors (i.e. poverty, social justice, good governance, health, population management, technical training & education, literacy & education) of Human Resource Development for the healthier economy of Pakistan. The objective of this study is to check the validity of the instrument. Human Resource Development Model has been constructed and important factors are identified going through the literature review. Questionnaire of 44 items has been developed. Population of this study was the experts and managers of Public Sector Organizations of Pakistan. The sample size was of 30 respondents. Validity of the self-developed instrument has been measured through factor analysis, using Varimax Rotation method, eigenvalues of all the factors is greater than 1.00 according to Kaiser' criteria, and factor loading of all the items is greater than 0.40.

**Keywords:** Human Resource Development, Important Factors, Poverty, Social Justice, Good Governance, Health, Population Management, Technical Training & Education, Literacy & Education, Public Sector Organizations of Pakistan.

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## **I Introduction**

Workforce of an organization is called its human resources while the collective labor force of a country is human resource of that country. Human resource turns into human capital when the individuals are equipped with required knowledge, skills and trainings. According to a publication of the Investment Division of the OECD (2010), the knowledge, skills and other attributes relevant to economic activity, embodied in individuals make up the human capital. General Assembly resolution (1989), defines that human resource development is a broad concept requiring integrated strategies, policies, plans and programs to develop the full potential of human beings so that their standard of living is improved at the individual and collective level.

Human resource is in fact the backbone of economy in any country. The progress and development in all the advanced countries is directly related to the quality of their manpower. The outstanding economic records of Japan, Taiwan, and other Asian countries clearly demonstrate the importance of human capital. Despite Lack of natural resources these countries have made rapid progress by dint of a well-trained, educated, hardworking, and qualified labor force (Becker, 1975). Human capital environment, in Pakistan, is unfortunately quite dismal. Here human resource triggers series of problems instead of making any contribution for economic development of the country. The successive governments in Pakistan have been reiterating their intentions for better preparation of human resource but actual position has further been worsening with passage of time. Resultantly, the labor force has become unmanageable, which poses a threat to peace, security and progress of the country. It is therefore very important to focus on the human capital of the country to identify the important factors for proper its development.

Pakistan has in fact failed in developing and managing the human resource. The government departments have least considerations for human resource development while HR departments of the local companies in private sector are not properly functional. The government departments are infested with inefficiency, corruption and favoritism. The major part of labor force, working in the informal sector, is merely working on the basis of market mechanism of demand and supply without any job security and social protection. Only the multinational companies follow the internationally used management tools, but their share of manpower consumption is very limited. In Pakistan, mostly the departments and organizations are so far in the process of renaming Personnel Departments as "Human Resources" but in spirit there is no change and human capital of the country is neither being developed, nor being protected and utilized properly.

The country is facing compounded problems of illiteracy , poor quality of education and training, wide spread poverty and unemployment, overpopulation, rampant corruption, lawlessness, extremism, terrorism and above all the bad governance. Unfortunately, the social traditions and customs are also counterproductive and further aggravate the deteriorating situation. The practice of early marriages and having large number of children in a family is widely prevalent in the poor strata of society. Such families normally have more than half a dozen children who are poorly nourished and have least opportunity of proper schooling or training. Rapid expansion in volume of such families merely adds into the existing crowd of people, who are not developed to have any contribution in the society. At the level of family and society instead of savings and investment on human development people make ruthless use of their hard earned money on marriages, deaths and on other such events. Resultantly the nation is unable to come out of vicious triangle of overpopulation, illiteracy and poverty.

The study has been undertaken to highlight the important factors for development of human resource which has the potential to create opportunities for progress, prosperity and economic development of the country.

The objective of this study is to measure the validity of the instrument of the important factors of the Human Resource Development which has been developed in this research work.

## **II Literature Review**

The goal of Human Resource Development is to improve performance of the people by maximizing their efficiency. For this purpose knowledge, skills, standards, attitudes and conditions of the people are required to be improved. For Griffin and McKinley (1992) human development is a way to fulfill the potential of people by enlarging their capacities, which involves empowerment of people for active participation in their development.

It has been indicated by SAARC in the report on "Priority Areas of Investment in Vocational Education and Skill Development in South Asia, 2006 that higher level human capital requires the right package of education and skills

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in consonance with rapidly changing technology. The right type of workforce is required to be adaptable and flexible and it needs updated vocational education and skill development curricula, flexible entry and exit points between general education and vocational education and lifelong development of competences and qualifications.

According to the State Bank of Pakistan (Annual Report 2007-08) Pakistan's human development index (HDI) ranking is 136 in the world, only above Bengal and Nepal in South Asia. The adult literacy rate is approximately 50% and thus, there is an acute shortage of trained human resources. Appropriate priority is not accorded to the education sector for which allocation is only a meager part of the GDP. Over the years there rapid deterioration on all sides which has adversely affected the human beings living in the country. Unemployment has increased to the alarming extent; health facilities and unadulterated foods are scanty and people being in the whirlpool of problems are going away from enrichment and development. As such there is need for a multifaceted action in all directions like education, technical skill, health, food, housing, intellect and culture (Abbasi, 2009).

Mahmood (2011) points out that about 9.5 million children aged 5-9 years and 14.5 million children aged 10-14 years were not attending the school in 2005-06. Given the current trends, this number is likely to increase four times by 2030. He also indicates that about 50 percent of boys and girls either remain out of school or leave school before completing primary education. This large education deficit would create unfavorable conditions to benefit from the demographic dividend and poses a threat to the economic development.

A report of SAARC (2006) highlights that the investment in education and training is the main key to progress from one level of economic development to another. It suggests that the countries which do not gear themselves with new learning will not be able to make economic and social development.

Technical and vocational education, as an integral component of lifelong learning, has a crucial role to play in this new era as an effective tool to realize the objectives of a culture of peace, environmentally sound sustainable development, social cohesion and international citizenship. According to a discussion paper of Hollander (2009), Unesco-Unevoc International Centre for Technical and Vocational Education and Training, Germany the Technical and Vocational Education not only prepare individuals for employment in the information society, but also make them responsible.

Kemal (2005) in his Presidential address on Skill Development in Pakistan says that the skill development leads to resilience and competence in different fields. According to him, skill building is not an isolated activity or training but it is continuous process. He distinguishes three skill development processes as i) Creative and Cognitive Skills, ii) Personal and Social Skills and iii) Vocational and Job Skills. In order to become an active player in the globalized economy we will have to develop capacity in science and technology (Husain, 2005).

The long term strategy for vocational training should have two aspects. In the first place it should have program to produce good basic and technical education and secondly to impart the specialized training through the institutes administered by the employers in specific industries and on the job training (Kemal, 2005).

Without balance health of people the world is unstable and insecure place Human resource development is closely connected with health facilities. According to International Labor Conference (2007) on the promotion of sustainable enterprises, competitiveness and sustainability are not possible with low safety, low health and low income. According to Braveman & Gruskin in the Bulletin of the World Health Organization (2003) the governments are responsible for prevention, treatment, and control of diseases and the creation of conditions to ensure access to health facilities, goods and services required to be healthy.

Overpopulation in any setting presents a constant challenge to natural resources but it is a big problem in the way of human resource development in Pakistan which cannot gain its economic footing without controlling population growth. United Nations (2005) suggests that interrelationships between population, resources and the environment be recognized for sustainable development. Abro (2011) states that the over population has major implications for availability and sustainability of resources needed for survival of people in Pakistani.

Poverty is multidimensional phenomenon which is characterized by vulnerability, non-fulfillment of basic needs, lack of access to social infrastructure and lack of income. Generally, concept of absolute poverty, based on

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minimum intake of calories recommended by Pakistan Planning Commission (1985) and supplemented by of FAO/WHO, is used to measure the poverty. In 2002 the threshold level for Pakistan was revised to 2350 calories per adult equivalent per day. However, calorie intake is only one way of looking at poverty which encompasses various aspects of life. It is socio economic situation which deprives the victims from food, shelter, education, health care, sanitation, pure drinking water and social respect.

Poverty dynamics are closely linked with demographic characteristics of the household especially family size, dependency ratio, sex of the head of the household, age composition and literacy of the head of the household. Household size is the basic factor and it is positively related with the poverty status (Qureshi and Arif, 2001).

Social justice and equality have greatest role to play in promotion and development of human resource. The wide spread poverty and illiteracy mainly originate from the social injustice and lack of opportunities to the deprived classes who, being trapped in vicious circle, fail to keep pace with the time.

According to Article 37 of the constitution of Islam Republic of Pakistan the State shall promote the educational and economic interests of backward classes; remove illiteracy; make technical and professional education equally accessible to all; ensure inexpensive and expeditious justice; make provision for just and humane conditions of work, ensuring protection of children and women and enable the people of different areas, through education, training, and other means to participate in all national activities, including employment in the service of Pakistan. Despite constitutional safeguards the situation on ground is quite unsatisfactory and calls for a proactive positive action to create awareness through education and dissemination of knowledge at the grassroots level.

Most scholars, policymakers, aid donors, and aid recipients recognize that good governance is a fundamental ingredient of sustained economic development. According to Civic Society Forum (Peoples' Vision of the Caribbean Society Methodist Hall. Kingstown's Vincent and the Grenadines, 2001) good governance is not simply the activities that a political party or government engaged in, but the widest participation of all citizens in the policy-making and implementation process. Democracy and good governance are pivotal for sustainable development and economic progress as democracies perform better on number of counts (International labour Conference, 2007).

**Figure 1: Theoretical Framework**



### III Methodology

Research design is an outline to complete a research studies and an arrangement for collection and analysis of data. Mainly the research design has the following purpose: i) To conceptualize the operational plan to undertake the various procedures and tasks to complete the study. ii) To ensures that research procedures are adequate to obtain valid, objective and accurate answers to the research questions.

For undertaking the subject study literature review relating to human resource development and relevant topics has been made to have complete background information. The literature review comprises the national and international journals, papers, conference papers, books, articles and reports on the topic and the questionnaire has been developed on the basis of literature review. Before finalization of the questionnaire, it was discussed with many

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professionals of the relevant field to get their feedback and it was modified in the light of feedback to make it a comprehensive tool to evaluate the opinion of public sector managers/professionals concerned with policy formulation or implementation in various organizations. The questionnaire was then sent to the selected sample of officers through email as well as personally handed over to them to obtain their response.

The population of this study was the professional and experts of public sector organizations of Pakistan. The sample size of this study was 30 respondents who give their feedback on the asked questions.

After collecting the questionnaire, the data was properly examined, scrutinized, and recorded in SPSS as per required classification. Thereafter, analysis has been carried out on the basis of rating by the respondents and the data has been interpreted with the help of statistical means to draw conclusion.

To measure the validity of the self-developed questionnaire, factor analysis technique has been applied. According to Kaiser (1958) Varimax rotation method is orthogonal rotation of factors, which has also been applied for high loading results of the variables and factor loading of each item has been measured and final items of variable are included in the instrument on the bases of factor loading value which must be greater than 4.00 (Hair et al. 1987). In factor analysis, eigenvalues of each variable has been considered and each variable must has the eigenvalue greater 1.00 (Tabachnick and Fidell, 1996). Also, Factor relative importance, mean score and reliability coefficient has been measured.

#### IV Analysis and Discussion

In this section, to construct the validity of the self-developed questionnaire, in which potential factors of human resource development has been used. Eigenvalues, factor relative importance, mean scores, factor loading has been estimated and discussed the results in details.

**Table 1: Variable loading and Factor Relative Loading (N=30)**

(HRD= Human Resource Development; TTE= Training & Technical Education; LE= Literacy& Education; HF= Health Facilities; PM= Population Management; PA&SP= Poverty alleviation & social protection; SJ= Social Justice and GG= Good Governance)

	HRD	TTE	LE	HF	PM	PA&SP	SJ	GG
<b>Human Resource Development</b>								
1. The excessive human resource in its undeveloped form is causing many problems in Pakistan	0.667							
2. Properly developed & managed human resource can be an important instrument of progress and prosperity in the country.	0.849							
3. Universal school education has elementary role in management and development of human resource.	0.836							
4. Multifarious health problems, overpopulation, and unjust social conditions badly affect the human resource.	0.750							
5. Human resource wastage has largely increased due to excessive electric and gas load shedding.	0.869							

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6. Bad governance and corruption deprive people of equal opportunities which retard the human resource development	0.900
<b>Training &amp; Technical Education</b>	
1. Technical and vocational education have key role in improving quality of life for human resource development	0.808
2. Integration of technical & vocational education in the education system can prepare human resource in the better way.	0.839
3. Technical and vocational education, having more important role, be given priority on college/university education in public spending	0.926
4. Education system may be revamped to put in place a comprehensive program of technical and vocational education according to requirement of global labor market	0.879
5. All factories, firms and business entities must be made to impart training to the learners under apprenticeship program.	0.918
<b>Literacy &amp; Education</b>	
1. Literacy can develop all powers and faculties of individual including creativity, productivity, efficiency and responsibility.	0.916
2. In order to improve quality of education qualification of the school teachers may be at least graduation.	0.925
3. Review and updating of curriculum and learning material is important element for raising standard of education.	0.892
4. Universal primary education and its extension to the secondary level is pre-requisite for human resource development	0.859
5. Maximum funds must be provided for education sector through higher budgetary allocations, foreign assistance, NGOs and the civil society.	0.853
6. Abundant human resource can	0.853

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be capitalized if quality school education is provided free to everyone by the state	
7. Revamping of “DINEE MADARIS” to bring them at par with other schools will have great contribution towards human resource development	0.886
<b>Health Facilities</b>	
1. In Pakistan health systems are too weak and health interventions do not match the scale of health problems.	0.910
2. Environmental pollution, degradation, under nutrition, food adulteration, non-availability of clean drinking water and spurious medicine are causing health problems on massive scale.	0.750
3. The state must provide primary/essential health care to all along with enabling conditions for healthy living.	0.875
4. State institutions and educationists must educate and sensitize the people to promote healthy habits and behavior through school curriculum.	0.861
<b>Population Management</b>	
1. Pakistan cannot regain its economic footing without controlling population growth	0.939
2. Due to high fertility rate and rapid population growth universal primary education and primary health care are not possible	0.838
3. Demographic factor combined with lack of resources, excessive consumption and wasteful life pattern steadily deteriorate economic conditions of the people.	0.855
4. Economic wellbeing, access to education, skill and employment opportunity are practically not possible without reduction of population to the manageable level	0.952
5. Measures for population control, including wide use of contraceptive methods, cannot be effective without strong commitment of the state and	0.918

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political will.	
6. Participation of media, civil society, NGOs and religious organizations can play important role in handling problem of overpopulation.	0.786
<b>Poverty Alleviation &amp; Social Protection</b>	
1. Rampant poverty in Pakistan is mother of all ills.	0.819
2. People are trapped in circle of poverty due to poor economic system, lack of planning, high inflationary trends and futile social/ cultural traditions.	0.881
3. Social protection schemes are limited to small number of industrial labor vast majority of workers of small units and informal sectors do not have any such scheme	0.936
4. Policy initiative for transfer of state owned and unmanaged lands of big land holders to the landless peasants on lease/contract basis can boost up the agrarian economy.	0.858
5. Application of corporate social responsibility to all industrial and business units, having at least 10 employees, can largely mitigate poverty of the working class.	0.902
6. The state must ensure extension of social protection schemes, payment of minimum prescribed wages and prescribed working hours for all workforce, including informal sector, in the country.	0.841
<b>Social Justice</b>	
1. The unjust social conditions create, exacerbate and perpetuate poverty and marginalization.	0.856
2. Due to social injustice the poor are getting poorer while the rich are getting richer, throwing majority of people into disorder and chaos	0.925
3. There is VIP culture, rule of “might is right” and no equal opportunities of basic education and employment in the country.	0.872
4. Socially deprived classes and vulnerable groups, being victim of social injustice, cannot come	0.889

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out of the vicious circle unless society and state provide special dispensation for them.

5. Comprehensive pro-poor measures and state interventions for removal of cultural, social, economic and class barriers can transform the masses into productive human capital.

0.883

**Good Governance**

1. Good governance serves as catalyst to sustainable human development by ensuring a safe environment for investment, leading to economic growth beneficial for ordinary citizens

0.883

2. Only good governance based on accountability, transparency, effectiveness and efficiency can ensure conducive environment for human resource development.

.845

3. Bad governance and corruption hinder access to justice and adversely affects vulnerable groups

.737

4. Corruption is severely detrimental for the people living in poverty by discouraging foreign investment and diverting public resources from welfare of masses to the personal gratification.

.860

5. Good governance based on the principles of democracy, transparency and social justice is a gateway to collective human resource development.

.846

<b>Eigen Values</b>	4.618	3.716	3.062	2.236	2.027	1.615	1.559	1.370
<b>Percentage of the variance</b>	16.035	12.902	10.631	7.765	7.037	5.608	5.412	4.756
<b>Cumulative Percentage of the variance</b>	16.035	28.938	39.569	47.334	54.371	59.979	65.39	70.147
<b>Factor relative Importance</b>	13.88	11.34%	13.72%	11.47%	12.44%	13.22%	11.70%	12.06%
<b>Reliability coefficient</b>	0.646	0.619	0.653	0.629	0.714	0.691	0.708	0.60

A total of 30 responses were collected from managers and lower, middle and top level executives of the different public sector organizations of Pakistani. Table 1 shows the results of a principal component factor analysis including Varimax Rotation Method for 44 questionnaires, pertaining to eight variables namely; Human Resource Development; Training & Technical Education; Literacy& Education; Health Facilities; Population Management; Poverty alleviation & social protection; Social Justice and Good Governance.

As indicated in the above table Eigen values of the factors is more than 1 which meets the Kaiser Criteria. There are eight factors included in the analysis which are described as follows: According to factor analysis, Human resource development in Pakistani has the highest Eigen value (4.618) among others and 16.035% of the total variances of

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the variables. Training and technical education is the second important factor having Eigen value of 3.716 which explained 12.902 % of the total variances of the variables. Literacy and education is the third factor which has the Eigen value of 3.062 and explained 10.631% of the total variances of the variables and so on Eigen value of the last variable namely, good governance is 1.370 and explained 4.756% of the total variance of the variables.

The above table also explained the factor relative importance of each variable. Human resource development is one of most important factor (with relative importance of 13.88%). Literacy and education is the second most important factor with 13.72% relative importance. Poverty alleviation & social protection and population management stand at third and fourth position having relative importance of 13.22% and 12.44% respectively.

Reliability co-efficient is very important measure to assess the reliability of the instrument. Least the coefficient values higher the reliability relationship with dependent variable. Good governance having the least co-efficient (0.600) has strong relation with human resource development. Training and Technical Education is the next lowest factor with regards to co-efficient (0.619) as such it stands next to good governance in its relation to human resource development. Similarly the health facilities stand at the third place and so on all the factors have consistency as per their co-efficient in the table 1.

**Table 2: Determinants of Human Resource Development (N=30)**

	Total Mean score	Relative Importance	Factor relative Importance
<b>Human Resource Development</b>			13.88%
1. The excessive human resource in its undeveloped form is causing many problems in Pakistan	4.2667	0.0231	
2. Properly developed & managed human resource can be an important instrument of progress and prosperity in the country.	4.7000	0.0254	
3. Universal school education has elementary role in management and development of human resource.	4.3667	0.0236	
4. Multifarious health problems, overpopulation, and unjust social conditions badly affect the human resource.	4.1333	0.0224	
5. Human resource wastage has largely increased due to excessive electric and gas load shedding.	3.8667	0.0209	
6. Bad governance and corruption deprive people of equal opportunities which retard the human resource development	4.3333	0.0234	
<b>Training &amp; technical education</b>			11.34%
1. Technical and vocational education have key role in improving quality of life for human resource development	4.1333	0.0224	
2. Integration of technical & vocational education in the education system can prepare human resource in the better way.	4.3000	0.0233	
3. Technical and vocational education, having more important role, be given priority on college/university education in public spending.	3.7667	0.0204	
4. Education system may be revamped to put in place a comprehensive program of technical and vocational education according to requirement of global labor market.	4.4000	0.0238	
5. All factories, firms and business entities must be made to impart training to the learners under apprenticeship program.	4.3667	0.0236	
<b>Literacy &amp; Education</b>			13.72%
1. Literacy can develop all powers and faculties of individual including creativity, productivity, efficiency and responsibility.	4.0667	0.022	
2. In order to improve quality of education qualification of the school teachers may be at least graduation.	4.1667	0.0225	

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3. Review and updating of curriculum and learning material is important element for raising standard of education.	4.2667	0.0231	
4. Universal primary education and its extension to the secondary level is pre-requisite for human resource development	4.2667	0.0231	
5. Maximum funds must be provided for education sector through higher budgetary allocations, foreign assistance, NGOs and the civil society	4.5667	0.0247	
6. Abundant human resource can be capitalized if quality school education is provided free to everyone by the state	4.0333	0.0218	
7. Revamping of "DINEE MADARIS" to bring them at par with other schools will have great contribution towards human resource development	4.1000	0.0222	
<b>Health facilities</b>			11.47%
1. In Pakistan health systems are too weak and health interventions do not match the scale of health problems.	4.2333	0.0229	
2. Environmental pollution, degradation, under nutrition, food adulteration, non-availability of clean drinking water and spurious medicine are causing health problems on massive scale.	4.4333	0.024	
3. The state must provide primary/essential health care to all along with enabling conditions for healthy living.	4.4000	0.0238	
4. State institutions and educationists must educate and sensitize the people to promote healthy habits and behavior through school curriculum.	4.3333	0.0234	
<b>Population management</b>			12.44%
1. Pakistan cannot regain its economic footing without controlling population growth	3.8000	0.0206	
2. Due to high fertility rate and rapid population growth universal primary education and primary health care are not possible	3.7000	0.02	
3. Demographic factor combined with lack of resources, excessive consumption and wasteful life pattern steadily deteriorate economic conditions of the people.	4.0667	0.022	
4. Economic wellbeing, access to education, skill and employment opportunity are practically not possible without reduction of population to the manageable level	3.7000	0.02	
5. Measures for population control, including wide use of contraceptive methods, cannot be effective without strong commitment of the state and political will.	3.5667	0.0193	
6. Participation of media, civil society, NGOs and religious organizations can play important role in handling problem of overpopulation.	4.1667	0.0225	
<b>Poverty alleviation &amp; social protection</b>			13.22%
1. Rampant poverty in Pakistan is mother of all ills	3.9333	0.0213	
2. People are trapped in circle of poverty due to poor economic system, lack of planning, high inflationary trends and futile social/ cultural traditions.	4.5000	0.0243	
3. Social protection schemes are limited to small number of industrial labor vast majority of workers of small units and informal sectors do not have any such scheme	4.1000	0.0222	
4. Policy initiative for transfer of state owned and unmanaged lands of big land holders to the landless peasants on lease/contract basis can boost up the agrarian economy.	3.7333	0.0202	
5. Application of corporate social responsibility to all	3.6667	0.0198	

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industrial and business units, having at least 10 employees, can largely mitigate poverty of the working class.			
6. The state must ensure extension of social protection schemes, payment of minimum prescribed wages and prescribed working hours for all workforce, including informal sector, in the country.	4.5000	0.0243	
<b>Social Justice</b>			11.70%
1. The unjust social conditions create, exacerbate and perpetuate poverty and marginalization.	4.3333	0.0234	
2. Due to social injustice the poor are getting poorer while the rich are getting richer, throwing majority of people into disorder and chaos	4.6667	0.0252	
3. There is VIP culture, rule of “might is right” and no equal opportunities of basic education and employment in the country.	4.4000	0.0238	
4. Socially deprived classes and vulnerable groups, being victim of social injustice, cannot come out of the vicious circle unless society and state provide special dispensation for them	4.1000	0.0222	
5. Comprehensive pro-poor measures and state interventions for removal of cultural, social, economic and class barriers can transform the masses into productive human capital	4.1333	0.0224	
<b>Good Governance</b>			12.06%
1. Good governance serves as catalyst to sustainable human development by ensuring a safe environment for investment, leading to economic growth beneficial for ordinary citizens	4.4000	0.0238	
2. Only good governance based on accountability, transparency, effectiveness and efficiency can ensure conducive environment for human resource development.	4.4667	0.0242	
3. Bad governance and corruption hinder access to justice and adversely affects vulnerable groups	4.4000	0.0238	
4. Corruption is severely detrimental for the people living in poverty by discouraging foreign investment and diverting public resources from welfare of masses to the personal gratification.	4.4333	0.024	
5. Good governance based on the principles of democracy, transparency and social justice is a gateway to collective human resource development.	4.6000	0.0249	

Table 2 shows the mean score and the factor relative importance of each variable that contributes to measure the factors of human resource in Pakistan. Human resource development showed the highest relative importance (13.88%). It was determined by six items and the response rate of the statements was towards important and agreed side. The three statements having the highest level of agreement are “Developed human resource as important instrument of progress”, “Role of education in development of human resource”, and “ Adverse effects of corruption and bad governance on human resource having a total mean score of 4.700, 4.3667 and 4.333 respectively. In contrast, “Wastage of human resource due to increased electricity and gas load shedding” was the least important criterion with total mean score (3.8667) of this factor. Literacy and education remains the second most important factor (13.72%) in human resource development. There were seven question statements to measure significance of the variable. The response rate of the respondents revealed that all of the items are important respectively having the mean values of 4.0667, 4.1667, 4.2667, 4.2667, 4.5667, 4.0333, and 4.100 which lie between agreed and strongly scale.

Poverty alleviation & social protection has the third maximum relative importance of 13.22% to contribute to the human resource development of the country which was measured through six items. Among these six items, two statements i.e. “People are trapped in circle of poverty due to poor economic system, lack of planning, high

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inflationary trends and futile social/ cultural traditions” and “The state must ensure extension of social protection schemes, payment of minimum prescribed wages and prescribed working hours for all workforce, including informal sector, in the country carry highest mean score of 4.50 which shows that maximum respondents have strongly agreed or agreed these statements. Mean score of the other statements is also around 4 indicating that respondents are agreeing to the statements.

Table 2 reflects that with regards to factor relative importance, population management, good governance, social justice, health facilities and training and technical education respectively come at fourth, fifth, sixth, seventh and eighth positions. However, mean score of all items of all the factors is nearest to 4 or 5 which shows that maximum of the respondents have strongly agreed or agreed the question statements.

### **VI.1 Major Findings and Discussions**

This study was conducted for measuring the validity of self-developed instrument of important factors of human resource development in Pakistan and following variables are identified very important according to the literature of this research work; Human Resource Development, Training & technical education, Literacy& Education, Health facilities, Population management, Poverty alleviation & social protection, Social Justice, Good Governance.

As shown in Table 1, the above eight factors explained of 70.147 of the total variance of the research variables. In other words, 29.853% of the total variance that pertains to other variables was not explained and these values have not come true in this analysis. Eigenvalues of all the variables are greater than 1.00 and satisfying the Kaiser's criteria (1958) for Varimax rotation method.

On the basis of results all the items of each variable were finalized for survey because the loading of each item was greater than 0.40 and the final instrument has 44 items which have been used in final survey. Factor loadings above 0.40 can be retained in exploratory studies (Hair et al., 1987).

Therefore the results of relative factor analysis indicate all the factors and the question statements have importance for human resource development as viewed by the respondents. Mean scores of all 44 items are towards the agree criteria of Likert Scale and respondents giving the feedback agreeing with the statement of the items used in the questionnaire.

According to the findings of the factor analysis results, validity of the instrument is constructed.

### **VI Conclusion**

This exploration work describes and identify the influential and essential factors which can contribute for proper development and management of human resource and the most important among these are; Training & Technical Education; Literacy& Education; Health Facilities; Population Management; Poverty Alleviation & Social Protection; Social Justice and Good Governance. For measuring the validity of the self-developed questionnaire of the important factors, the overall and the individual result for each variable for the 44-items scale were well above the general acceptable limit of 0.40. And eigenvalues of the variables are satisfactory. As such all of the eight variables were retained in the study. According to results of reliability co-efficient, the importance of different variables in order of precedence runs as good governance, training and technical education, health facilities, human resource development, literacy and education, poverty alleviation and social protection social justice and population management. Hence, the instrument is valid for further investigation and future research by using the planned model of this research study and impact of these identified factors on the Human Resource Development can be measured through regression analysis.

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