

Jamil, M. Hunjra, A. I. and Khalid, B. (2013). Important Factors of Human Resource Development in Pakistan. *Bulletin of Business and Economics*, 3(1), 1-12.



Important Factors of Human Resource Development in Pakistan

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Abstract

The outstanding economic records of developed Asian nations became possible just because of performance of their human resource. The main objective of this study is to find the significant relationship and impact of important factors of human resource development in Pakistan. A questionnaire comprised of 44-items of the eight variables retained in this study (i.e. Poverty, Social Justice, Good Governance, Health, Population Management, Technical Training & Education, Literacy & Education and Human Resource Development). The population was the managers and experts of Public Sector Organizations of Pakistan. The sample size was of 173 respondents of Pakistani Public Sector Organizations. Descriptive statistics and regression analysis was applied to find the importance and significant relationship of the independent variables with dependent variable i.e. Human Resource Development. Technical Training, Literacy & Education, Poverty alleviation, Social Justice has significant relationship with the Human Resource Development.

Key words: Human Resource Development, Technical Training, Literacy & Education, Poverty alleviation, Social Justice

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I Introduction

Human Resource Development is a framework for developing knowledge, skills and abilities and improving attitude of the people through planning, education, training, coaching, mentoring and provision of opportunities. Manpower planning relates to long range development of manpower according to requirement of economy and to plan educational priorities and to make investment in human resource. Human resources development comprises the activities that improve the ability of all human beings to reach their highest potential (United Nations, 1995).

Human Resource Development is the most important and vital factor of economic development and has ample scope to increase productivity and to have positive effects on economy of the country by removing backwardness, increasing education and improving health standards. Success of organizations increasingly depends on know-how, skill, efficiency, dedication and abilities of its people. This is human resource of an organization that distinguishes it from its competitors. In the competitive world it is not easy for the companies to become differentiated from others on the basis of infrastructure, technology and raw material. It is the only human factor which can distinguish a company from other to give it a competitive edge.

Pakistan is faced with many challenges and above all is the challenge of managing its overwhelming population which is rapidly consuming other natural resources, besides causing large scale unemployment, poverty and environmental problems. The unemployed and uneducated workforce is posing a serious threat to economy, peace and environment of the country. Pakistan: Decent Employment Generation and Skill Development (2006) reflect that about half of the workforce is illiterate and only 4 percent possesses a degree or higher level of education while vocational, technical and professional level is low and competence level is poor. The workforce and population, being source of human capital, have very significant role in economy of the country but this resource can be beneficial if it is developed and managed properly.

As per Finance Division (2010-11) the ever increasing population of Pakistan was estimated to be 177 million while labor force of the country was estimated to be 53.72 million (Federal Bureau of Statistics, 2009-10). Such a big reservoir of human resource is hard to find in most of the countries, particularly in the developed world where population is squeezing day by day. Collapsing birth rate in the developed world is big challenge for them. In Europe and Japan the birth rate has fallen well below the rate needed to reproduce the population. It was recognized by the UN population Division that Total Fertility Rates (TFR) of 51 countries had fallen below the designated "replacement fertility" standard and subsequently the number was revised to 71 (Survey of the Labor Migration Process in Pakistan, 2004). The ageing process is more advance in Europe and Japan where fertility rate is so low that deaths exceed the births (OSCE, IOM and ILO, 2007). The population older than 65 years of age is expected to increase largely in Europe and Japan because of low fertility and rising life expectancy trend. The position is even worse in Russia and Canada where deficiency of working population is being met through migration and enabling the older people to work for themselves (OSCE, IOM and ILO, 2007).

The Industrialized countries are compelled to keep their door open for manpower intake from the Asian countries by way of different emigration schemes. In addition, the industrialized countries are taking proper care of their human capital for which quality education and training are provided by the state besides all needed social protection so that maximum of their citizens are enabled to contribute to the national development. Position in Pakistan is entirely different where labor force is very large but it is untrained, uneducated, unemployed and underemployed. From the start there is no effective planning for development and management of the population. There is hardly any plan to prepare manpower in accordance with domestic and international labor market. Despite repeated claims and commitments, the governments have successively been assigning low priority to the human resource, without paying much heed to this important aspect. Every time a meager amount of budget is provided for social, health and education sectors whereas major chunk of budget is spent on defense and debt servicing.

Employment and decent work opportunities are rare in the country. Besides massive unemployment there is underemployment, exploitation and absence of social protection. Although unemployment rate is reported to be 5.6 % but out of employed labor force informal sector accounts for more than 73 % (Federal Bureau of Statistics, 2009-10). Condition of the employees in the informal sector in Pakistan is rarely investigated and hardly any effort is made at the level of government for development and growth of these people. Consequently, the human capital in Pakistan has turned into unmanageable crowd of people who are exerting heavy burden on other natural and economic resources of the country. Some of the serious problems of the country like pollution, crimes and terrorism are originating from such a phenomenon. Therefore, it is call of time to focus on the labor force to manage it in the

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way that instead of posing threat it may become an opportunity for development and progress of the country. Poor management of human capital over many decades and continuing high population growth has created serious problems for the country besides affecting its economy. On the other hand, human capital can contribute for economic uplift of the country if it is properly developed and protected against exploitation through enforcement of National and International laws down to the informal sector. Here, the research question arise that “How do we prepare, use and protect human resource?” is therefore very important question of the time in Pakistan.

The main objective of this study is to find the significant relationship and impact of important factors of human resource development in Pakistan.

II Literature Review

Human resource Development is the strength of the economy and people can translate any dream into reality if their capacities are developed and their motivation level is raised. Rahman (2011) says, that ability of the country to compete or survive in the world depends on developing human capital and a continuous learning process to create a culture of innovation. Fundamentally a key to all problems is the man not the money (Dag Hammarskjöld, 1995, p.3). Use of funds can be valuable only when manpower is trained, experienced and devoted but well trained, educated and motivated people can perform miracles and they can obtain wealth from a barren land (United Nations, 1995). The United Nations has identified five conditions for development and human well-being which are: peace, economic growth, sustainable environment, justice and democracy. On the contrary poverty, sickness, illiteracy and social injustice lead to social disaffection, inefficiency and wastage of the human potential.

Not to speak of standard of education in Pakistan. The standard of education is very poor. The government schools and Madaris are particularly poor in delivery of quality education. Article 26 of the Universal Declaration of Human Rights states that everyone has the right to education and that elementary education must be compulsory. The Millennium Development Goals reaffirm this right in setting out the goal of achieving universal primary education for both girls and boys by 2015. In order to ensure the economic well-being of growing populations, the program of Action accords priority to investment in human resource development, by increasing access to information, education, skill development and employment opportunities (United Nations, 2005). According to a publication of the OECD (2010) on Human Resource Development access to basic education is a human right and basic educational attainment is a necessary condition for development.

The skill development has been the most neglected area in Pakistan where vocational and job skills are improved at a very slow pace while creative, cognitive and personal and social skills are not given any attention. As noted by Amjad et al. (2005), Pakistan is in a low-level skills trap and the country will have to come out of this trap to walk into knowledge based economy. The study on “Skills, Competitiveness and Productivity” carried out by Khan et al. (2009) brings out the need for access to skills and education which are essential for entry into circle of higher productivity, employment, incomes growth, and development. Therefore, the government should regulate recruitment of students into various subjects in order to create greater harmony between national needs and students’ enrolment (Rehman et al., 2009).

In addition, there is a need to focus on informal sector training of manpower in their relevant skills on a more systematic and scientific basis. In order to maintain quality and standardization of various formal and non-formal skill development program, Kemal (2005) proposes the following system of technical and vocational education. I) Two years certificate course for different industrial activities. II) Diploma Course to produce supervisors, well-versed in quality control techniques with at least a three-month apprenticeship in the relevant industry. III) Polytechnics courses to impart training/instructions on latest production technique, based on the demand of industries.

In Pakistan all health indicators are so poor; particularly the rural areas are badly hit. Sizeable population of the country is malnourished which causes death and sickness. The latest analysis indicates that in 2007 there were 85 physicians for every 100,000 persons in Pakistan.

Pakistan has 2% of the world population and less than 0.7% of the world’s land with highest growth rate. Overpopulation presents a constant challenge to natural resources and the resource constraint in turn proves stumbling block in the way of human resource planning and development. Given the state of poverty and unemployment, the ever growing population of Pakistan is exceedingly adding to problems of the country.

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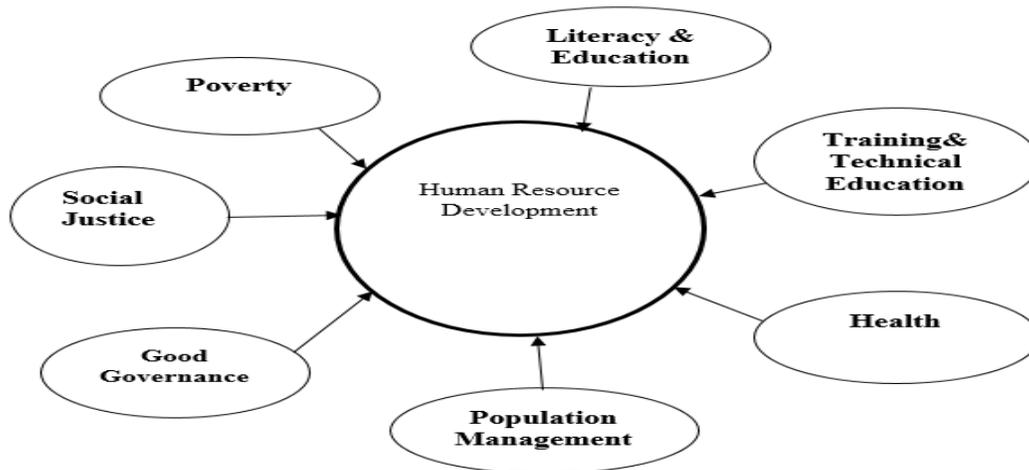
Education, poverty, and population are interconnected and interdependent. ADP in its report namely, poverty in Pakistan (2002) has indicated that there are strong linkages between pro-poor growth and human development. Human capital, the fundamental determinant in poverty reduction, largely depends on education and skills attainment. Nasir and Nazli (2000) found that monthly earnings of individual workers are increased by 7.3 percent with an additional year of schooling. Haq & Nazli (2005) found that poor persons of Pakistan have low level of human capital which can be improved through education as those with higher education are more likely to get employment and have higher wages. Siddiqui (2001) established that improvement in human capital formation can be instrumental in increasing women's economic involvement and a reduction in gender based poverty.

Social justice play a positive role in the Human Resource Development. Change in mindset and behavior is necessary. Reducing and eradicating human rights violations and abuse of power will expedite human development. Economic, social, cultural, civil and political rights are interdependent and indivisible. Governments are primarily responsible to ensure all these rights of their citizen and if they fail to do so there is no justification for the government to represent the people and to make use of the taxes. In Pakistan corruption is the first evil which deprives majority of the people of their basic rights and does not let them come out of the poverty den. According to Knowledge Commitment Action Against Corruption in Asia and the Pacific(2005) corruption endangers the stability of democratic institutions, discriminates in the delivery of government services, and thus violates the human rights of the people, and the poor in particular Corruption remains one of the main obstacles to achieve sustainable pro-poor development.

Governance can be seen as the exercise of economic, political and administrative authority to manage a country's affairs at all levels (Farjānī, 2002). Good governance is defined as a set of societal institutions that fully represent the people, interlinked by a solid network of institutional regulation and accountability, whose purpose is to achieve the welfare of all members of society. Reform of institutions to promote good governance is highly significant to pull people out of poverty and deprivation (Nasir, 2011).

In Pakistan, There is a severe need to find out potential factors of Human Resource Development and their worth for superior economic growth of the Pakistani nation. A theoretical framework has been designed to propose the model of potential factors and their relationship with Human Resource Development.

Figure.1 Theoretical Framework



III Research Methodology

The research design is complete scheme of research or an outline of what the investigator will do in undertaking a research which includes the hypothesis, the research questions for investigation and plan to obtain answers to these questions followed by the final analysis of data to frame recommendations or to draw a conclusion on a given topic.

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In this research study, random sampling technique was used, every individual had equal opportunity. The research instrument used in this work was a self-developed questionnaire and was selected after the satisfactory results of factor analysis. The questionnaire comprised of 44-items (questions) of the study variables and five-point Likert scale was used for responses. This research study contained eight variables in which seven independent variables i.e. poverty, literacy & management, training & technical education, health, population management, good governance, social justice and Human Resource Development as a dependent variable.

The population of this study was the professionals, top and middle level management of the Public Sector Organizations of Pakistan. The sample size of the population was 173 respondents who participated and being selected for data analysis.

To find the significant relationship between the variables, data has been analyzed by using SPSS on the ranking of various question statements as indicated by the respondents. The results have been presented comprehensively and concisely using different statistical tools. Descriptive statistics of demographical results interpreted from the perspective of frequency and percentage and study variables was discussed through the mean and standard deviation and regression analysis has been applied with 5% significant level and interpreted for understanding the worth of the potential variables of this study.

IV Data Analysis and Discussion

The main objective of the study is to analyze the relationship of different variables with the dependent variable as well as to see the significance of different factors for which several tests have been applied to analyze the collected data. The results of different variables and significance in accordance with the responses and the relationship between these variables were analyzed by descriptive statistics. Frequency distribution of the data so received has been prepared to analyze the data pertaining to the demographic features, and the results are summarized. Moreover, the results indicating the degree of agreeableness or disagreeableness to the various statements of the selected variables by the respondents have also been analyzed by descriptive statistic and have been presented in tabulated form.

Table.1 Descriptive statistics of “demographic variables” (N=173)

<i>Measures</i>	<i>Frequency</i>	<i>Percentage (%)</i>
Gender		
Male	137	79.2
Female	36	20.8
Total	173	100
Sectors		
Education	8	4.6
Labor & Man Power	14	8.1
Eco & Finance	22	12.7
Health	25	14.5
Management & admin	30	17.3
Planning	27	15.6
Other	25	14.5
IT	22	12.7
Total	173	100.0
Qualification		
Bachelor	5	2.9
Masters	112	64.7
M.Phils.	45	26.0
PhD	11	6.4
Total	173	100.0
Designation		

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Middle Level	85	49.1
Line Manager	51	29.5
top level	13	7.5
Other	24	13.9
Total	173	100.0
Experience		
<5	19	11.0
6-10	28	16.2
11-15	49	28.3
16-20	48	27.7
>20	29	16.8
Total	173	100.0

The table.1 reflects that 79.2 percent male respondents (137 males) and 20.8 percent female respondents are the contributors in this research. Out of total 173 respondents 17.3 % response received from management and admin field with the highest frequency amongst the all other fields. Planning is the second highest sector with 15.6 % responses while the health sector having 14.5% responses comes at third position.

Table.1 also explains about the rate of responses with respect to their qualifications. Out of 173 respondents' maximum (112) are master degree holders due the reasons that most of the managerial slots in the public sector are occupied by the people having master degree. The respondents having M.Phils. Degree forms the next group with 26% responses. Out of the respondents only 2.9% are graduates and the rest possess higher qualification.

The results illustrate about the response rate by the respondents of different groups of managements with respect to their management levels in their respective organization. The respondents from the top level management are 7.5% while respondents belonging to the middle level management constitute the highest group with 49.1 responses. The line or lower level managers/executives are at second place with respect to their response having 29.5% respondents out of total of 173.

Table.1 also provides the information about the response rate of respondents depending upon their experience. The highest rate of response is from the respondents having total experience between 11-15 years which is 28.3 % of the total. Table indicates that the frequency of respondents having up to 5 years' experience is minimum i.e. 11 %, and respondents having experience between 6-10 years with 16.2% is the next lowest representative group while the managers with more than 20 years of experience are 16.8%.

Table.2: Frequency Distribution and Descriptive Statistics with respect to “Human Resource Development” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
1-The excessive human resource in its undeveloped form is causing many problems in Pakistan	8	8	157	4.3237	0.83483
2-Properly developed & managed human resource can be an important instrument of progress and prosperity in the country.	0	16	157	4.3642	0.64726
3-Universal school education has elementary role in management and development of human resource.	5	31	137	4.1387	0.87161
4-Multifarious health problems, overpopulation, and unjust social conditions badly affect the human resource.	7	38	128	4.0000	0.84908

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5-Human resource wastage has largely increased due to excessive electric and gas load shedding.	17	56	100	3.7283	1.00067
6-Bad governance and corruption deprive people of equal opportunities which retard the human resource development	9	14	150	4.1618	0.78306

In the table.2, the results obtained from analysis of the collected data explain that how many respondents disagree, neutral or agree with the items of the project success. Further, the mean values, as indicated in the table, give the indication about whether the responses of the respondents are positive or negative. The mean values implies that mostly the responses are positive because these values are close to 5 or 4, which represent the options of strongly agree or agree indicated by the respondents. The positivity of mean values suggests that significance of all the statements have been agreed for human resource development. The calculated values of Standard Deviation shows that the data is not far away from mean values and the responses are consistent.

Table.3: Frequency Distribution and Descriptive Statistics with respect to” Training & Technical Education” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
1-Technical and vocational education have key role in improving quality of life for human resource development	12	22	139	4.1503	0.89603
2-Integration of technical & vocational education in the education system can prepare human resource in the better way.	0	30	143	4.1503	0.69086
3-Technical and vocational education, having more important role, be given priority on college/university education in public spending	37	23	113	3.5665	1.11670
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	22	25	126	3.8439	1.13810
5-All factories, firms and business entities must be made to impart training to the learners under apprenticeship program.	0	32	141	4.1965	0.72864

In the table.3, The mean values of different statements are respectively 4.150, 4.150, 3.567, 3.844 and 4.196, which being around the code standing for option of agree, are all positive. The positive state of mean values suggests the tabulated items are important for the subject purpose. The values of Standard Deviation also imply consistency of the results.

Table.4: Frequency Distribution and Descriptive Statistics with respect to” Literacy and Education” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
Literacy can develop all powers and faculties of individual including creativity, productivity, efficiency and responsibility.	6	30	137	4.1156	0.87500
In order to improve quality of education qualification of the school teachers may be at least graduation.	2	17	154	4.2486	0.67476

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Review and updating of curriculum and learning material is important element for raising standard of education.	2	43	128	4.0694	0.79668
Universal primary education and its extension to the secondary level is pre-requisite for human resource development	25	11	136	3.9711	1.06982
Maximum funds must be provided for education sector through higher budgetary allocations, foreign assistance, NGOs and the civil society	0	17	157	4.4335	0.66685
Abundant human resource can be capitalized if quality school education is provided free to everyone by the state	3	24	146	4.1272	0.70382
Revamping of "DINEE MADARIS" to bring them at par with other schools will have great contribution towards human resource development	7	27	139	4.0694	0.85306

The mean values as indicated in the table.4, give the indication about whether the responses of the respondents is positive or negative. In this case, the mean values for different statements are respectively 4.1116, 4.2486, 4.0694, 3.9711, 4.4335, 4.1272, 4.0694 which being close to the values assigned to the affirmative responses are positive. Hence these values suggest that the tabulated items are key for the said purpose. Values of Standard Deviation show consistency of the results.

Table.5: Frequency Distribution and Descriptive Statistics with respect to “Health Facilities” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
1-In Pakistan health systems are too weak and health interventions do not match the scale of health problems.	8	47	118	3.9017	0.90647
2-Environmental pollution, degradation, under nutrition, food adulteration, non-availability of clean drinking water and spurious medicine are causing health problems on massive scale.	11	34	128	4.0405	0.92358
3-The state must provide primary/essential health care to all along with enabling conditions for healthy living.	10	27	136	4.0636	0.90958
4-State institutions and educationists must educate and sensitize the people to promote healthy habits and behavior through school curriculum.	7	12	154	4.2197	0.77630

The table.5 reflects the mean values, as indicated in the table, give the indication that most of the respondents have positively responded because the same closer to the numbers (4 or 5) assigned to affirmative responses. The positive state of mean values implies that the tabulated items are important for the intended purpose.

Table.6: Frequency Distribution and Descriptive Statistics with respect to “Population Management” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
1-Pakistan cannot regain its economic footing without controlling population growth	7	25	141	4.0578	0.89385

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2-Due to high fertility rate and rapid population growth universal primary education and primary health care are not possible	9	24	140	4.0867	0.90122
3-Demographic factor combined with lack of resources, excessive consumption and wasteful life pattern steadily deteriorate economic conditions of the people.	2	24	147	4.1965	0.71250
4-Economic wellbeing, access to education, skill and employment opportunity are practically not possible without reduction of population to the manageable level	6	15	152	4.1156	0.81300
5-Measures for population control, including wide use of contraceptive methods, cannot be effective without strong commitment of the state and political will.	4	39	130	3.9942	0.83176
6-Participation of media, civil society, NGOs and religious organizations can play important role in handling problem of overpopulation.	4	8	161	4.2832	0.73580

The table.6 presents the mean values, as indicated in the table, being close to the affirmative responses are positive and imply that the tabulated items are key for promoting health for human resource development. The values of Std. Deviation as given in the table confirm consistency of results.

Table.7: Frequency Distribution and Descriptive Statistics with respect to “Poverty Alleviation & Social Protection” (N=173)

	Disagree	Neutral	Agree	Mean	Std. Deviation
1-Rampant poverty in Pakistan is mother of all ills	10	22	143	4.1676	0.86313
2-People are trapped in circle of poverty due to poor economic system, lack of planning, high inflationary trends and futile social/ cultural traditions.	7	33	133	4.0636	0.92855
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.	3	28	142	4.1040	0.72388
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.	9	41	123	4.0000	0.92761
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.	5	32	136	4.0636	0.77872
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.	2	21	150	4.1965	0.73658

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The table.7 shows the results of feedback received on Poverty alleviation & social protection. Further, the mean values give indication about whether the responses of the respondents are positive or negative. The mean values, as given in the table, suggest that most of the respondents have positively responded which implies that the tabulated items are key for the desired purpose. The S.D as given in the table confirms consistency of the results.

Table.8: Frequency Distribution and Descriptive Statistics with respect to “Social Justice” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
1-The unjust social conditions create, exacerbate and perpetuate poverty and marginalization.	4	44	125	4.1214	0.87088
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	22	153	4.3064	0.68524
3-There is VIP culture, rule of "might is right" and no equal opportunities of basic education and employment in the country.	19	28	126	3.9480	0.96609
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	0	35	138	4.1098	0.71085
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	2	23	148	4.1908	0.70176

In the table.8, the mean values give the indication about whether the responses of the respondents are positive or negative. The mean values (4.1214, 4.3064, 3.9480, 4.1098 and 4.1908) suggest that most of the respondents have positively responded which implies that the tabulated items are key for the social justice required for human resource development. The values of Standard Deviation also imply that individual results do not far away from the mean values.

Table.9: Frequency Distribution and Descriptive Statistics with respect to “Good Governance” (N=173)

Items	Disagree	Neutral	Agree	Mean	Std. Deviation
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	17	156	4.3353	0.64949
2-Only good governance based on accountability, transparency, effectiveness and efficiency can ensure conducive environment for human resource development.	8	11	154	4.2890	0.84753
3-Bad governance and corruption hinder access to justice and adversely affects vulnerable groups	1	16	156	4.2717	0.64803
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.	0	16	157	4.2890	0.62668

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5-Good governance based on the principles of democracy, transparency and social justice is a gateway to collective human resource development.	3	3	167	4.4740	0.62475
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The table.9 shows the analysis of response regarding questionnaire statements on good governance. Only a few respondents are disagreed the statements while majority of the respondents have agreed the question statements, 96.53% agreed that good governance based on the principles of democracy, transparency and social justice is a gateway to collective human resource development. The mean values as given in the above table being close the number allocated to affirmative response suggest that most of the respondents have positively responded which implies that the tabulated items are key for the desired purpose. The values of Standard Deviation imply that individual values do not lie much away from the mean values.

Table.10 Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.133	.427		2.651	.009
Training & technical education	.260	.067	.291	3.897	.000
Literacy& Education	.416	.092	.383	4.518	.000
Health facilities	-.037	.055	-.049	-.673	.502
Population management	.082	.060	.101	1.368	.173
Poverty alleviation & social protection	.137	.065	.145	2.096	.038
Social Justice	.165	.069	-.190	2.387	.018
Good Governance	.038	.082	.036	.464	.643

a. Dependent Variable: Human Resource Development

Table.10 depicts that Training and Technical Education has significant relationship with the Human Resource Development because the standardized beta coefficient is 0.291 and t-value is also greater than ± 1.96 which predict the relationship between these two variables and sig. value is also less than 0.05. According to the results of the beta coefficient, t-value and significance level, the variables i.e. Literacy& Education, Poverty alleviation & social protection, Social Justice has significant relationship with the Human Resource Development. The other variables according to the results of p-value and t-value i.e. Health facilities, Population Management, Good Governance don't show significant relationship with the Human Resource Development.

IV.1 Major Findings and Discussions

According to the finding of descriptive statistics of demographical factors, the reason for fewer respondents from female can be attributed to their less representation in different organizations, besides infrequent interaction of working ladies with working men due to cultural and social environment and according to Siddiqui (2001) established that improvement in human capital formation can be instrumental in increasing women's economic involvement and a reduction in gender based poverty. And also the table.1 shows that the respondents are well qualified and their input on the important national issue is worthwhile. In the results, maximum respondents were the middle and line managers and they are directly concerned with policy implementation and well versed with the ground realities as such their input is also valuable contribution.

The overall response of professionals having experience between 11 and 20 years, remained high. In fact the people at this age and experience are fully involved in their assignments and can give better feedback on the policy issues. On the basis descriptive statistics results, all of the variables used in this study has significant importance for the development of Human Resource in the Pakistan. According to the results of regression analysis results, training and technical education is important factor of the Human Resource Development, these results also supported by previous study carried out by Khan et al. (2009) "Skills, Competitiveness and Productivity" and literacy is also a key factor of Human Resource Development, according to the Haq & Nazli (2005) human capital can be improved by

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literacy and education. And results also depicts that Poverty alleviation & social protection and social justice also important factors for better economic growth of Pakistani people and has significant contribution in the development of Human Resource.

V Conclusion

Human resource development in Pakistan can play vital role in peace, progress and prosperity of the country. It has the potential to lead the country to economic development as well as to face the number of other challenges and problems. Human resource development carries vital importance for development of the country, but presently the abundant human capital is being wasted and causing many other problems due to lack of proper attention, planning; development, training and its utilization. On the basis of findings of the study it can be concluded that human capital of the country requires a comprehensive deal which includes number of measures pertaining to different areas. At the very first stage there is need to recognize the importance of promoting human resource which is naturally followed by the need of proper training and technical education which enable the people to practically contribute in various sectors of economy. Increase in the literacy rate and raising standard of education have equally been recommended by majority of the respondents for the cause of Human Resource Development It has been identified that proper health interventions for ensuring healthy environment and health facilities are essential for progress and promotion of human resource development, besides controlling the unchecked population growth. Similarly it is true about the poverty, which originates many ills, leaving very little scope for development of human capital. It has been recognized in the study that effective steps are essential to control the worst cycle of poverty. Social injustice and bad governance have been identified as serious detrimental forces in the way human resource development and majority of the respondents have shown agreement that there is need for good governance to provide opportunity for manpower development. This study can be enhanced by finding other important factors of Human Resource Development which has significant contribution in the economy and better living standard of human being. And large sample size of population can be used for generalizability of this study results.

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