

Challenges and Opportunity Regarding Hrd Dynamics and Pace of Globalization Process:

By

¹Chakar Khan, ²Noor Ahmed

Abstract:

This research was determent the challenges and opportunity regarding HRD dynamics and pace for globalization within two districts of Balochistan province namely Quetta and Sibi. Present empirical research based on cross-sectional design from 2 districts schools. However, in this regard, one hundred (100) teacher respondents were selected, 50 teachers from each district were selected. Cronbach's alpha program was remains ranged from .916-.825. The SPSS 22 statistical packages were used for data analysis and analytical tools. T-test techniques were applied so that judge the HRD dynamics regarding the educational direction were observed at the $p < 0.01$ Alpha level. Results reveals that most of respondents had possessed the 36-50 years as recoded as (50%). Majority (50%) of the teacher were obtained the educational status in the other categories. T-value of the present study was depicted that -1.201, 1.205, .845, .843, -3.520 of the all concepts respectively. Therefore, the null hypotheses rejected in all three categories. Hence, with the viable usage of current approach, associated pattern and expanded hierarchical adequacy increased the educational dynamic within terms of HRD aspects. Therefore, it should be

¹MPhil scholar, department of Pakistan Study Centre University of Balochistan Quetta Pakistan

²Dr. Noor Ahmed, Associate Professor, Department of Pakistan Study Center University of Balochistan Quetta Pakistan

recommended that HRD educational aspects and HRD developing pattern incased the educational dynamics related with globalization process.

Keywords: *HRD, educational dynamics, pace, globalization, Balochistan*

Introduction:

Human resource development dynamics as regraded the composed procedure and arrangement of human resources or upgrading HR in at least dogmatic shapes or else topographical extents so as to developed the social determinations and economic up lifting of the people. However, the human resource development had perceived as a strategy need requirement as well as endeavored as the prime drive through the different unions of UNO (Kim, 2012; McLean, 2004; and UNO, 1995).

In order to improve the national growth. Explicit HR dynamics focused through different approach or practice regularly incorporate individual attributes like information, aptitudes, and scholarly capacities and parts of physical and mental prosperity; such as or the instances of human resource mediations incorporate guaranteeing that general instruction educational plans incorporate information basic to employability and prosperity, helping businesses in executing successful hands on preparing programs that advance both more noteworthy viability as well as working environment strengthening, as well as attempting towards profit explicit laypeople through, for instance, adjusting professional instruction plus preparing to nurturing wellbeing administrations as well as dietary provision (UNO, 1995; Lawrence and Stevens, 1988; Lawrence et al., 2014; Russ-Eft et al., 2104; and UNDP, 2014).

Human resource development as refereed as the effective dynamics and developed the human improvement in many ways that related the matters of arranging as well as the entire progression on an overwhelmingly authoritative degree (McLean, 2004).

Human resource development in this regard, has been featured as particular from HR dynamics not simply as far as its degree of investigation, but since it manages collective community plus intuitional matters regularly not considered by human resource development professionals (for instance,

parental wellbeing plus universal policymaking) as well in light of the fact that nationwide régimes, worldwide advancement on-screen characters similar to UN, and the social order associations mutually utilize the term then now plus again abstract human resource independently from matters of either representative related motivation otherwise growth (McLean, 2004).

In view of its inter-punitive nature, the dynamic of the human resource development conveys with it impacts from different arenas which emphasis base-on matters regarding improvement of HR including capacity building program as well as advancement, HRD dynamics, as well as mechanical or hierarchical dimension. For instance, modern as well as authoritative effective science has regarded as the business enterprise abilities (Gielnik & Frese, 2013; Anand and Sen, 1994; McLean et al., 2008; and Wang & McLean, 2007).

The HRD dynamics may perhaps increases the procedure of propensities improvement in least developed countries. As a matter of facts, the human resource development dynamic on the other hand had enhanced the entire national or local level relates human capital with effective mode and manner. Further, the HRD dynamics also was increased the pace of globalization as well as the workforce advancement and advancement of social capital inside more extensive monetary advancement endeavors.

HRD Dynamics and Globalization Pace:

HRD dynamics within terms of the globalization process has always been a significant constituency of exploration exercise. although the motive for human resources development approach remains to improvement of human livelihood possessions. However, in this regard, generally the HRD dynamics and effective procedure of the HRD dimension had also increased the KSA dynamics of the person in effective ways and further expanding the information skills, aptitudes, as well as attitude of persons.

In monetary terms, the HRD dynamics may perhaps be depicted as collection of human capital as well as monetary dimension that might be increases the socio-economic aspects advancement of an economy. In dogmatic languages, HRD foci theme and HRD advancement plans will

grown-up the entire investment aspects within term of political procedures especially in a parliamentary or vote-based system.

As of societal as well as communal perspective, the advancement of HRD encourages individuals to lead more extravagant as well as more full lives, within terms of less otherwise limited aspects by folklore. However, on the other land the contended that procedure of social assets within terms of the HRD improvement opens the entryway in the direction of rejuvenation and easily access regarding the globalization process.

However, the HRD dynamic with the context of the globalization process had reflect the positive image within most particular component of the information based economy. However, the human resource development has led to improve keeping in the view of standard charter work, effective mechanism of workplace, uses of vivid technology both in qualitative and quantitative aspects.

Problem Statement:

There is massive rift of the human developmental indexes within terms of Balochistan context. However, in this connection, at province level the lack of technical skilled labor, low level of male and female educational feature, prevailed gender disparities, weak section of the human resource development (HRD), feeble unit and segment of the human resource management (HRM), deprived law and order situation and many more problems. These bottleneck had provided to stop the developmental phases at province level. Therefore, current examination was intended to investigate the difficulties within terms of HRD dynamics for human asset improvement with the context and pace of globalization in the selected district of the Balochistan province of Pakistan.

Significance of Study:

HRD dynamic has the basic system regarding the improvement of any institution or the any organization that enhance the human abilities the dynamic ways as well as ignited the ground possibilities in formal instructive framework (Michael, 2000). However, on the other hand the current government properly calls attention towards that understudies

remain certain benefits with high possibilities who must be created with delicacy. Nation may perhaps all around characterized strategy foundation, offices, well prepared research centers as well as collections, however it can scarcely accomplish its instructive objectives except if it had submitted plus skilled educators (Noorjehen and Nayak, 2007). Thus current examination was also determining the HRD dynamic within educational context within terms of globalization process as well as improvement of globalization pace. An investigation of this sort would feature measurements, that can be controlled toward update the human asset advancement within terms of HRD dynamics in instructor teachers working in establishments aimed at educators' training toward pace. Therefore, current research may likewise help in arranging assets toward tapped as well as used in its best ideal level.

Objectives of Study:

The current examination was accompanying diverse objectives;

- I. To find out the biographic information of the participants.
- II. To examine the distinction challenges in view of the participant regarding the human resource development.
- III. To examine the distinction feature and view of the participant regarding the execution of educational dynamics within terms of human resource development.
- IV. To envisage or develop the solid recommendations for future prospects regarding (HRD) dynamic and pace of globalization process.

Hypotheses:

H1: Globalization process has reflected the noteworthy influence on human resource development practices.

HII: Globalization development has reproduced the imperative effects on educational dynamics and practices.

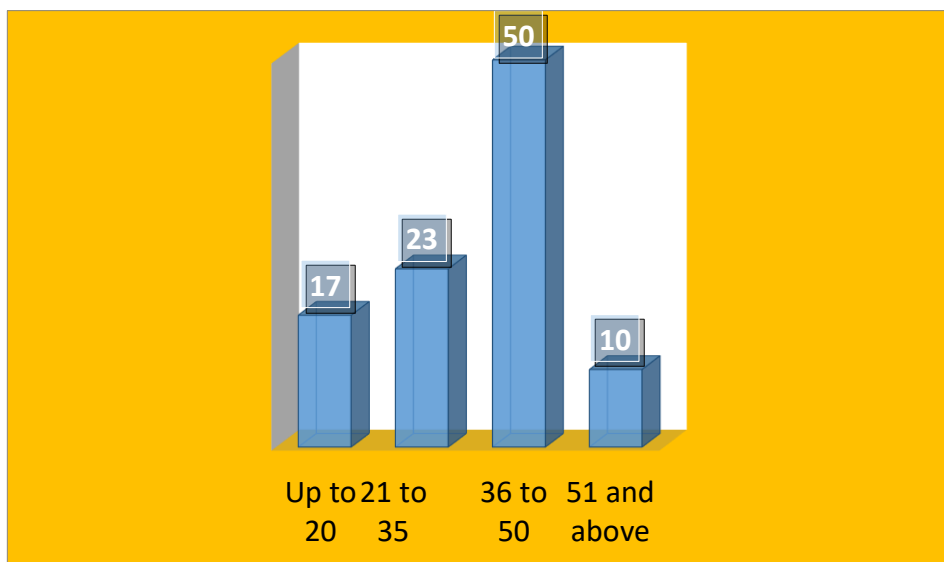
HIII: Globalization procedure has imitated the vital and sound impact on motivational socio-economic condition of the participant.

Methodology:

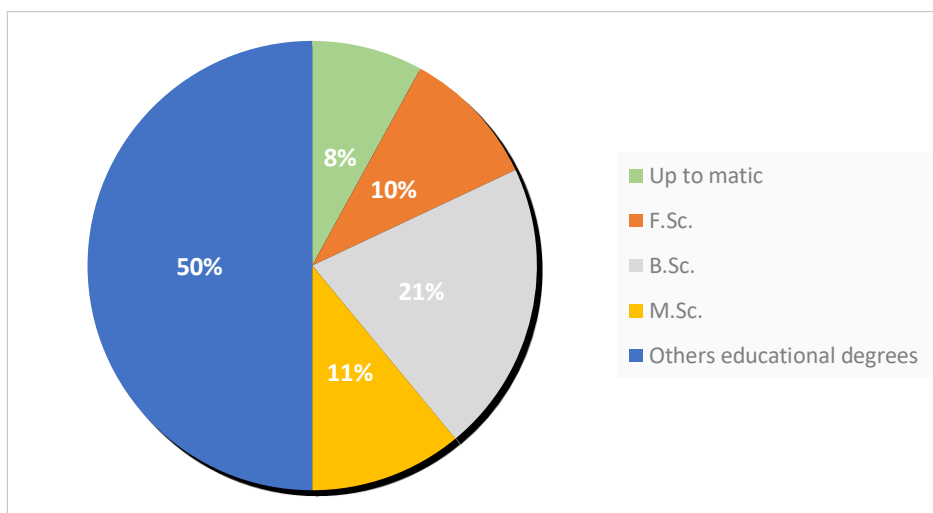
Attempted research study remained meant on the way to recognize the challenges and opportunity regarding HRD dynamic and pace for globalization with Balochistan province context. Therefore, present study was intended to find out particular, impact of HRD dynamics and HRD atmosphere, that were executing at the field level specially in the education field so as to measure and determine the administration instruction direction as well as educational requirement specially within term of socio-economic condition such as age, education, gender and working pattern of the organization or the institution related with co-training, administration height contrast. Current examination the research populace of the target population comprised of the two district such as Quetta and Sibi various and different school employees or teacher who had working as presently in those schools form the 2 districts of the Balochistan area. Instructor teachers working in the government Institutes were reflected as the major components of the present research as the research populace for current investigation. However, in this regard, one hundred (100) teacher respondents were selected form two districts. 50 teacher respondents were selected form each district. However, the evaluated research populace totally around one hundred by using random sampling procedure. Validity and reliability concepts were the imperative aspects of the present research. Nevertheless, reliability coefficients of feedback form and checklist tool remained ranged from .916-.825 however, in this regard, it was mention that present or the current research has based on robust and logical arrangement. First information was entered in SPSS 22 series, namely “Statistical Package for Social Sciences” was remained as the analytical tools. On the other hand, the research Ho were tested statistically about the HRD dynamics related the educational feature. However, in this regard, the t-test techniques were applied so that judge the HRD dynamics regarding the educational direction were observed at the $p < 0.01$ Alpha level. However, in this regard, the f value and t disseminations is immaterial past the example size of 100 form the two different districts (Cooper and Emory, 1995).

Results:

Although the socio-economic profile in this regard, was the ital. tool and concept regarding the decision-making process of the teacher respondents. However, in this regard, the information was gathered concerning with the educational positional, teachers age and their gender status as the independent variable as shown in the figure-1.

Figure-1, Teacher reposes about age factors

When the researcher was asked the question about the age of the teacher respondents. In this connection, the data was gathered as revealed in figure-1. Most of the respondents had possessed the 36-50 years as recorded as (50%). On the other hand, having the 21-35 years fall into the 23%. However, 17-10% of the teacher respondents in this regard, had hold up to 20 years and 51 and above respectively.

Figure-2, Teacher repos about educational factors

Educational status was remained the basic and fundamental human learning process. In this regard, the field data revealed that majority (50%) of the teacher were obtained the educational status in the other categories. However, in this regard, the other categories were included the diploma in education, higher education, such as M. Phil/Ph.D. other related educational degree. While the 21-11-10- and 8 percentage of the teacher respondents were getting the B.Sc. degree, master, degree fundamental of science and matriculation degree and certificate respectively as shown in figure-2.

Hypotheses Tested:**Table-1: Comparative score about major challenges of HRD dynamics (N=100)**

HRD challenges	Quetta		Sibi		Std. Err: Diff.	t-value	Sig*
	M	SD	M	SD			
Creativity and innovation challenges	2.7551	1.31546	3.0980	1.52650	.28546	-1.201	.233
Managing challenges	3.1020	1.50340	2.8627	1.32695	.28461	1.205	.231
Institutional performance challenges	2.4694	1.02270	3.3333	1.39523	.28328	.845	.400
Leadership challenges	3.0408	1.11727	2.9412	1.15606	.28399	.843	.402
Training and development challenges	2.9388	.92214	2.9804	1.20814	.24545	-3.520	.001*

Rating: 1=Strongly disagree, 2=Disagree, 3= Neutral, 4=Agree, 5= Strongly agree
 $p \leq 0.05^{**}$

The present research summary of the analysis of the data regarding the t-test reveals in table-1. However, in this regard, the results of the table-1, shown that t-value of the present study was depicted that -1.201, 1.205, .845, .843, -3.520 of the all concepts respectively such as creativity and

innovation challenges, managing challenges, institutional performances challenges, leadership challenges training and development challenges respectively. However, in this regard, the p-values was set on 0.01 level. However, the hypothesis such as “globalization process has reflected the noteworthy influence on human resource development practices” did not contrast the perceived perception of the teachers, therefore the null hypothesis was rejected at point one alpha level or the significance level. However, the outcome of the present research was shows that the differences was remained in the teacher perception.

H1: “Globalization process has reflected the noteworthy influence on human resource development practices”.

While the present null hypothesis has been run by using t-test statistics.

Table-2: Comparative score about imperative areas of HRD capacity building (N=100)

HRD Imperative areas	Quetta		Sibi		Std. Err: Diff.	t-value	Sig*
	M	SD	M	SD			
Knowledge management areas	3.0000	1.11803	2.9608	1.19935	.24396	-3.541	.001*
Competencies management areas	2.2245	1.26269	2.7451	1.56004	.22749	.438	.662
Career management areas	2.3469	1.14657	2.6275	1.16552	.22733	.438	.662
Redesigning HRD dynamics management areas	2.8980	1.24574	2.7843	1.26986	.21556	-.193	.847
Strategic management areas	2.5714	1.25831	2.7843	1.41864	.21441	-.194	.847

Rating: 1=Strongly disagree, 2=Disagree, 3= Neutral, 4=Agree, 5= Strongly agree
 $p \leq 0.05^{**}$

The contemporary investigation instant of the examination of the information concerning the t-test shows in table-2. Though, by the way, the results of the table-2, revealed that t-value depicted that -3.541, .438, .438, -.193 and -.194 respectively such as knowledge management areas, competencies management areas, career management areas, redesigning

HRD dynamics management areas and respectively based-on 0.01 level as p-values. Though, the null hypothesis like “globalization development has reproduced the imperative effects on educational dynamics and practices” were rejected based on assume assumption of the teachers four out of five categories. Therefore, it was concluded that the imperative effects regarding the perception paradigm were existed.

III: “Globalization development has reproduced the imperative effects on educational dynamics and practices”.

On the other hand, the hypothesis was tested based-on t-test statistics using.

Table-3: Comparative score about HRD dynamic with educational feature (N=100)

HRD dynamics	Quetta		Sibi		Std. Err: Diff.	t-value	Sig*
	M	SD	M	SD			
HRD capacity building dynamics	2.8163	1.23615	2.5098	1.08393	.23209	.169	.866
HR, ICT infrastructure dynamics	2.4286	.84163	2.4314	1.04412	.23176	.169	.866
HR ethical dimensions and dynamics	2.8367	1.65009	3.4706	1.13759	.28449	-1.830	.070
Stakeholders role dynamics	3.6735	.80072	3.6471	1.33901	.28330	-1.838	.050*
Cultural diversity dynamic in HRD	3.0204	1.39179	2.4118	1.13449	.23130	-1.213	.228

Rating: 1=Strongly disagree, 2=Disagree, 3= Neutral, 4=Agree, 5= Strongly agree

$p \leq 0.05^{**}$

The present research summary of the analysis of the data regarding the t-test reveals in table-3. However, in this regard, the results of the table-3, shown that t-value of the present study was depicted that .169, .169, -1.830, -1.838, -1.213, -1.201, 1.205, .845, .843, -3.520 respectively like such as

HRD capacity building dynamics, HR, ICT infrastructure dynamics, HR ethical dimensions and dynamics, stakeholders role dynamics, cultural diversity dynamic in HRD respectively. In this regard, the p-values remained based on 0.01 alpha level. Nevertheless, the hypothesis such as “globalization procedure has imitated the vital and sound impact on motivational socio-economic condition of the participant” were rejected based on the assumption. However, the outcome of the present research was shows that the differences was remained in the teacher perception four out of five items.

HIII: “Globalization procedure has imitated the vital and sound impact on motivational socio-economic condition of the participant”.

Even though current null hypothesis was run by using the intendents simple t-test statistics.

Conclusion and Recommendations:

Vivid HRD dynamics and methodical method accelerated the any organizations efficiency. However, in the regard, the HRD imperative within globalization had of get-together as well as putting away benchmark data approximately every organization or institutional representative towards support arranging, dynamic as well as gracefully of profits in the direction of outer organization at authoritative level is known as human asset data framework. An assortment of records is kept up toward address the issues of labor arranging, enlistment, improvement of individuals, pay, coordination, upkeep in addition to detachments not just for inward control, criticism in addition toward restorative activity, hitherto additionally towards come across different established commitments. Imperative educational aspects and educating and preparing the counselling network around society, a parity sequential balance approach are required so as to developed similarly solid discernment direction about human resource development within educational dynamics and educational inadequacy should be given to the educational directions. So as to address the educational aspects and HRD issue the above distinguished suggestions may improve the educational dynamics, in this regard, the most earnestly requirement of the educational dynamics and advancement are update the

essential capability of the teacher's respondent's requirements effectively. HRD educational aspects, HRD developing pattern as the in current instructive study so as to developed the appropriation human resource development dynamics for the future implications. With the viable usage of current approach, associated pattern and expanded hierarchical adequacy increased the educational dynamic within terms of HRD aspects. Therefore, it should be recommended that HRD educational aspects and HRD developing pattern incased the educational dynamics related with globalization process.

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