A comparative analysis of human development index in four states of India

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ABSTRACT

Research attempted to compare the human resource development and human development index in four states/UTs. With reference to United Nation Development Programme to measure the progress level of human being. This paper reveals potential development of Human being on the basis of given parameter in four states of India. Delhi, Kerala is enjoying apex position but Uttar Pradesh and Rajasthan lags behind in the set time. This study will be helpful to the socio-economics planner of the country. Government makes policy related to the Human Development and reduce disparity among the states.

Key Words : Education attainment, Expectancy of life, Human Resource development, Human development index, standard of living, potential development, Economic growth, UNDP

INTRODUCTION

Human Resource Development is the process of development through the investment in human capital that reflects human can behave as asset to evaluate economic growth of nation.

There are two aspect behind the overall development of human.
1. Educational attainment
2. Health achievement

Human resource development is considered essential for optimum utilization of resource because human as a capital resource develops its professional, technical and administrative skill and make actual use of material resources.

Human Development may be either process or end. Development of human enriches three essential capabilities of people that lead to
1. Healthy and long life expectancy.
2. Educational attainment through acquired knowledge.
3. Optimum utilization of resource for decent standard of living.

2015— Human Development report introduces work for Human Development which enlarges choice of people and provides assurance to get opportunities. Work for Human Development include that everybody gets adequate and quality paid work opportunities and need people access them easily. Human Resource Development deals with new technology so as people can expand and choice their work and dream lives. Human Resource Development can be by

– Creating new and better work
– Improving people's capacities by building skills, Knowledge and proficiencies for achieving the emerging opportunities.

Human Development is related to sustainable work in this 2015 report. Sustainable work can promote Human Development. If work should be

– Free from negative consequence through elimination or reduction.
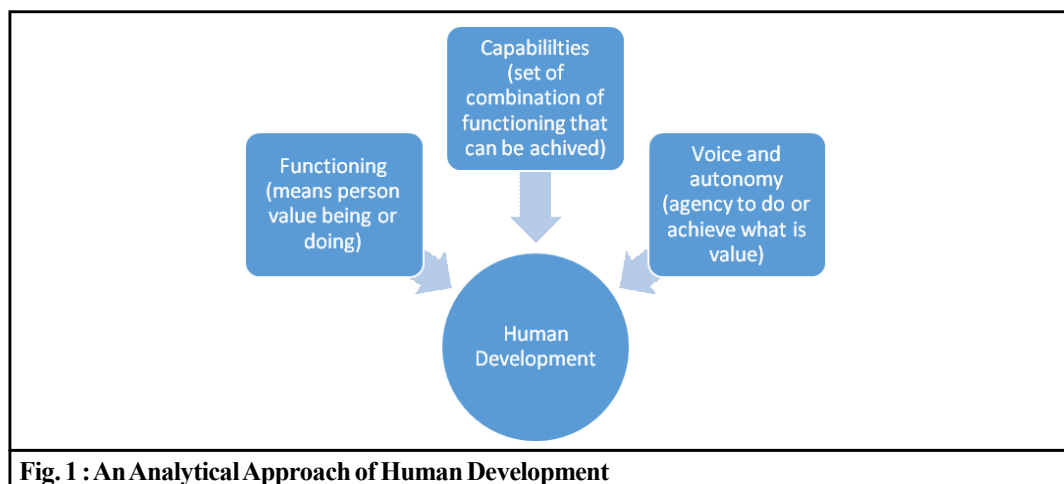– Expand opportunities in present and sustain similar to future as well.

Human Development report 2015 brings people to centre approach to change prerequisite of development that brings human progress. To accomplish Human Development there is a need of Human Development Index. Human Development Index is assessment of human wellbeing all above the income. It is geometric mean of three indices with upper limit 1.

2016— Human Development Index is considered a tool to determine the deprivation in a parameters of Human Development which are essential for capabilities development among the people.

2016 Human Development Report has conveyed three fundamental points to the worldwide society:
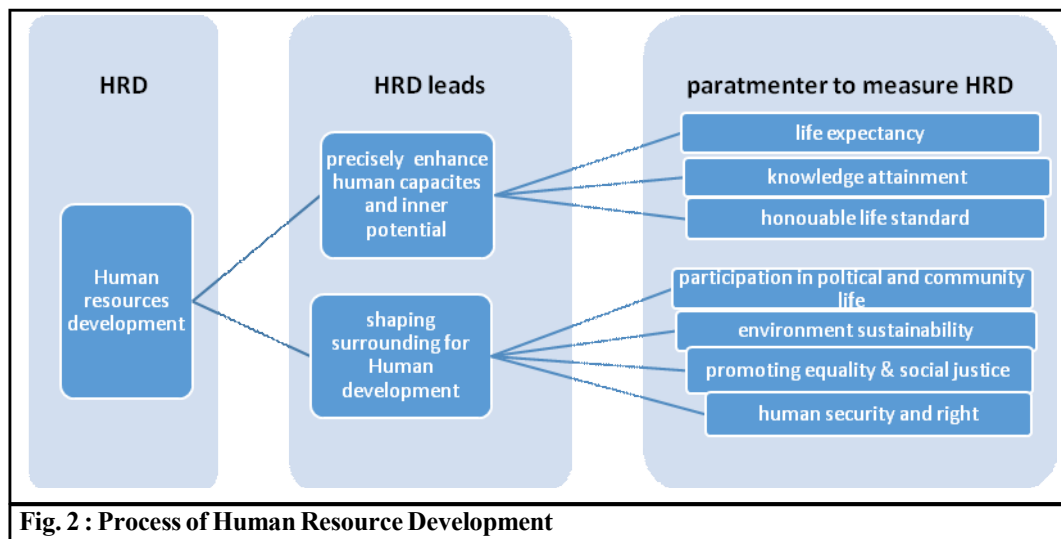
1. Humanity needs a lot of work to cover the path of Universalism of Human Development. Some of this path will be more difficult and its finalization is not easy although various options are available.
2. There is uneven distribution among the human wellbeing. Some of them are ahead while others human lagging behind.
3. Universalism of Human Development emphasises on the balance between planet, peace and people.

Human Development express human unity means highly developed people will give helping hand to people lagging behind. Human Development is the liberalisation of human, appreciation and development of human capacities in every walk of human life in entire world now and far. Human Development has considered a continuous and sustainable process through which every human life enriches for building of prosperous and peaceful world.

Fig. 1 : An Analytical Approach of Human Development

To sum up, Human Resource Development objective is to help human being in acquiring competencies to fulfil their own and organisation goals to achieve better off for both

Fig. 2 : Process of Human Resource Development

Human Development Index :

It is conglomerate statistics of education attainment, per capita income and life expectancy. It is used to rank countries on the basis of Human Development. Countries who have high life expectancy at birth, education attainment and real per capita income score Human Development Index. Human Development Index published by UNDP, it is first formulate by modified and introduce a more comprehensive measure called inequality-adjusted Pakistani economists by Dr. Mahbubul Haq in 1990's. He shift the focus from economic development to people centred polices. After 2010, Human Resource Development is concept along Human Development Index, IHDI (inequality-adjusted Human Development Index) shown the actual level of Human Development. On other side Human Development Index can be potential Human Development. The inequality-adjusted Human Development Index is the average of Human Resource Development with taking inequality measure in account. Human Development Index is wrapping up of Human Development measure. It is geometric average of three basic parameter of —

Longevity:

Longevity is a life expectancy of people at time of birth. Long life of individual is an important factor where various indirect benefits are closely associated with it. Longevity reflects long life which means health parameters are working for wellbeing. A comprehensive healthy individual can enhance production, ultimate growth of economy.

Knowledge:

Knowledge reflects educational achievement. It includes literacy rate of the countries people. Literacy rate is prime step of learning and attaining knowledge. It generates through the process of enrolment at all the level, results, dropout, facilities available in educational institute, quality of education and how much pupils are able to survive in dynamic world.

Decent standard of living:

It is based on per capita GDP of countries in term of purchase power parity in dollars. It is a relative measure. UNDP classified all countries into very high income, high income, medium income

and low income on the basis of income generate within the country during a given time period.

Human Development is actually end of achieving equity, sustainability level and empowerment. Earlier GNP per capita which reflects growth is used as measuring unit of Human Development or for ranking the developed or developing countries. But it becomes very difficult to measure because it is only monetary measure. While Development includes overall development of human (socio + economic), Human Development Index has been acknowledging better to GNP measure because:

- Human Development Index eliminates the inadequacy of other index.
- Human Development Index shifts economist attention from set of items to various dimensions *i.e.* education, nutrition and health etc.
- Human Development Index helps to understand real facts situations of society.
- Human Development Index defines ultimate objective.
- Human Development Index is more value base because it composes of income distribution, life expectancy and high value literacy.
- High GNP refers relative deprivation for others so it is not a full development.
- Human Development Index is more adjusting than income disparities between Nations.

Calculation of Human Development Index is as follows:

Transform dimensions to index by setting target of maximum and minimum value. Index value lies between 0 and 1. Maximum shown highest observed values in the time series and minimum values gets at the subsistence values. According to 2011 Human Resource Development, life expectancy's minimum value set at 20 years and minimum value of both education variables is 0 (zero). Per capita GNP shows 100$ as minimum value.

Table 1: Calculation of Human Development Index		
Dimension	Observed Maximum	Minimum
Life expectancy	83.4 (Japan 2011)	20
Mean year of schooling	13.1 (Czech Republic 2005)	0
Expected years of schooling	18 (Capped at)	0
Combined education index	.978(New Zealand 2010)	0
Per capita income(PPP$)	107721(Qatar 2011)	100

(Source: UNDP, Human Resource Development Report 2011)

Calculate Geometric Means Of Sub-Indices :

$$HDI = \sqrt[3]{LEI * EDI * II}$$ Eq. (2)

If value of Human Development Index is subtract from 1, Human Deprivation Index generates.

HPI = 1- HDI   Eq. (3)

Life Expectancy Index/Health Index:

Life expectancy at birth is used to measure health index. It reflects long and healthy life of people in nation. People with healthy and long life span are able to convert target into achievement and functions. Life Expectancy Index refers number of years new born infant could expect to live. If mortality rate at time of birth remain same throughout the infant life.

$$\textbf{Life Expectancy Index} = \frac{\textbf{Actual value} - \textbf{minimum value}}{\textbf{maximum value} - \textbf{Minimum value}}$$

Education Index:

After good health, education becomes at apex position to boost up the people capacity and capabilities. There are two indicators used to construct the Education Index

1. Mean years of school
2. Expected years of education

Mean year of schooling :

Mean year of schooling replaced the adult literacy rate i.e. percentage of people are able to read and write with understanding sample statement of daily life.

MYS $=\Sigma$HS*YS

where

HS—proportion of population for which the level of education is the highest level attained.

YS—official duration of the level of education

Mean year of school considered ISCED and involve complete and in complete primary secondary and higher Education. Mean year schooling (25 year & more) receive means year of education in their life time. It is based on educational attainment level of population.

Expected year of schooling :

It is replaced combined gross enrolment ratio in primary, secondary and tertiary education. It defined as the number of year of schooling that a child of school entrance age can expected to receive if prevailing patterns of age specific enrolment rates were to stay the same throughout the child's life. Objective behind the Expected year of schooling is to know overall development of an education system is terms of the average number of year of schooling that it offers to the eligible population including those who never enter the school.

$$\text{Expected year of school index} = \frac{\Sigma E}{P}$$

where

E—Enrolment of population at age

P—Population of age in school year

Education index :

$$\text{Education Index} = \frac{\sqrt{MYS * EYS} - 0}{\sqrt{.972} - 0}$$

Income index

It is based :on per capita GNP (PPP$)

$$\text{Income Index} = \frac{\ln(\text{actual value}) - \ln 100}{\ln(107721) - \ln 100}$$

Literature Review :

1. DOI: 10.1177/1523422313509572 January 2014 Advances in Developing Human Resources 2014 16: 92 originally published online 6 Peter McGraw **Topic**: A Review of Human Resource

Development Trends and Practices in Australia: Multinationals, Locals, and Responses to Economic Turbulence.

Review: In this study human resource development practice is evolve on the basis of limited comprehensive longitudinal research. In this article Human Resource Development pattern analysis from 90's to present day with reference of economic problem. Article use performance oriented policies for Human Resource Development measurement and its evaluation. This paper discusses Human Resource Development practice in different MNC at National and International level. The Paper analyses Human Resource Development practice under conditions of economic deregulation and their challenges. Although economic conditions in countries favour but its Human Resource Development practice shows declining level. Human Resource Development practice is unevenly found in organisations such as traditional industry, shows decline trade. On other hand new & advanced industry reflects boom in HRD activities. In this article researcher adopt three basic themes

i.   Performance versus learning dichotomy: After the analysis, researcher observes performance based practise is good in favour of this HRD. Efforts follow direct, individually focused and judgemental career oriented. HRD effort skill development based organisation. Both public and private organisation is in urgent need of performance based Human Resource Development policies. This Article finds HRD investors focused on short term and individualized focus and forgone long term strategy. On other hand HRD investment depend on overall organisational competency which is difficult.

ii.   HRD difference between MNCs and local companies MNC follows sophisticated HRD practice then local companies. This article observes that there is need to maintain long term strategy of HRD, accomplish the short term strategy of Human Resource Development.

2. Indian Growth and Development Review 1 (2), (2008), 172-192. **Topic:** The human development index as a criterion for optimal planning , Author: Merwan Engineer 1 , Ian King 2 and Nilanjana Roy1

Review: This paper observed Human Development Index and Gender Development Index re pivotal measure for rating well-being of Human in different countries. In this paper explore the planning policies for betterment in indices as well as suggest modification of index. In this paper, researcher develop problem of maximize development subject to resource constraint. This study tells expenditure on education health is good enough for Human Development Index planning strategies rather than consumption. Human Development Index model follows equitable allocation and Gender Development Index follows similar strategies. Gender Development Index and Human Development Index generates optimal plan but income component does not play its intended role securing resources decent standard of living. This paper suggests that it is better to drop income from index.

3. Asian Affairs, Vol. 30, No. 1 : 32-49, January-March, 2010 Publication **Topic:** Globalization and human development – realities and recommendations for developing countries, Fazlul Kabir Rabbanee Mohammad Moinul Haque Fuad Hassan

Review: This paper deals with
·   Globalisation and its impacts on Human Resource Development in developing countries
·   Outcomes of the Globalisation that effect Human Development
·   Factor that inhibits the Human Development
·   Under the change political environment paper provides strategies and recommendations.
4. Journal of International Development J. Int. Dev. 10, 589±605 (1998),Topic: The Human

Development Index: Some Technical Issues And Alternative Indices ,FARHAD NOORBAKHSH

Review: Researcher examines Human Development Index component and its index criticism in literature. This paper develops various index of components i.e. MHDI, HDI, MHDIF1 etc. that give similar rank here other than UNDP, BORDA index is used to rank. They explore different technical properties of these indices; MHDI is used diminishing return to income and educational attainment. It is more sound technical and sophisticated index. After whole analysis it concludes Human Development Index is good enough and there is no need for alternative index. Researcher observed it is difficult to evaluate an index with its reference of components. BORDA index is simplest index with similar components MHDIF1, HDI, MHDI index give some result and equal weight of components of these indices is not a serious problem. All the four indexes mention characteristic of good composite index:

– Components of index are not highly correlated with other.
– Components of index are not correlated with its individual components.

Researcher concludes that indices are compared with their components is redundant.

5. United Nations Development Programme 55, Lodi Estate New Delhi – 110003 India © UNDP India 2011 **Topic:** Inequality adjusted Human Development Index for India's States 2011, M.H. Suryanarayana, Ankush Agrawal and K. Seeta Prabhu

Review: Researcher in the paper discusses about inequality adjusted Human Development Index arise due to the inequality in Human Development report 2010. Here researcher adjusted Human Development Index dimension for inequalities in achievement across the people. After measure Inequality adjusted Human Development Index, India dropped from ranking approx. 32%. This paper is comparative analysis of India and finds inequality finds in education followed by health and education. Paper finds Human Development Index is sufficient index to cover the individual states of India.

6. IOSR journal of business and mangament, ISSN: 2278-487x Vol.2,issue5(july-aug. 2012)pp24-28 www.iosrjournal.org by Hasan Al-Hilani, **Topic**: HDI as a measurement of Human Development : A better Index than the income Approach.

Review: Researcher agrees with UNDP that Income along the education and longevity give information regarding Human development index. Although Human Development Index faces various short comings and criticism, Human Development Index still play vital role in development measure process. After 1990 when Human Development Index constructs and formulated it has reflected too much improvement. Human Development Index is reliable and worthy to give another view on Human Development. Human Development Index in comparison to income approach is multi-dimensional approach. Other than Human Development Index there are more comprehensive index such as Gender discrimination indexes and inequality index. Researcher suggested that before recommendation considered all of them.

7. National monthly refereed journal of research in commerce & management:ISSN-2277-1166,Vol.III,feb.14 , **Topic**: A comparative study of human development index of selected Indian states by Ashish Dhar Mishra and Rahul Chaudary.

Review: Researcher explores the UNDP Human Development Index. Human Development Index is used to measure countries over all achievement with using all its socio and economic dimensions such as education, health and decent standard of living. Researcher satisfies with UNDP composite index of Human Development.

8. http://staff.uob.edu.bh/files/620922311_files/ED-Ch1-Wosabi-2-10.pdf, chapter -1 **Topic:** Definitions and Concepts of Development.

Reverend Desmond M. tutuobserved that wealth of few cannot be at the expense of hungry and destitute. "Human development and human rights are enshrined in today's world. But they have not yet become the core value of our reality. The stability and success of any country will not be secured until we are able to spread the benefits in a more equitable manner".

METHODOLOGY

In the present study research is designed to analysis Human Development in four sample states/UT of India *i.e.* Delhi, Kerala, Rajasthan and Uttar Pradesh. Present study examines socio-economic background of the select state/UTs and their relationship with Human Development Index. Research is creative contribution to the existing standard of knowledge making for its development. It is the search of truth with the help of learning, observation, assessment, evaluation and investigation. Research is a search of knowledge through objective and systematic method of finding solution to a problem.

There are various types of research. In the present study, Researcher used empirical, analytical and longitudinal research designs.

Objectives of the study :

The main aim behind the objectives of study is to find the truth which is unknown.
Following are the objectives of study:
1. To investigate and critically review the progress achieved by these states/UTs in the field of health, education and GDP.
2. To critically assess the interstates comparisons of HDI progress, its impact on Human Resource Development and progress.

Hypotheses of study :

In present study following are hypotheses that design to test:-
1. Health, education and GDP per capita are important factors of Human Development index.

Data collection :

For the present study data can be gather has been from -
– Government reports, of Human Resource Development, socio economic development, health reports, planning commission reports, All India survey related to education, health and RBI report for GDP per capita etc.
– International publication, UNDP, World Health organisation, UNSECO, UNICEF, LO, IMF, world bank, millennium development report for states , central statistical organisation, sample of registrar survey
– Journal of Human Resource Development, journal of economic growth, journal of management, economic survey etc
– Magazine of HRD, Socio-economic development, Newspaper section regarding social development, Human Resource Development books, research methodology etc.
– Annual report of various NGO's, health centre, private organisations (indiastate.org.)
– University report (thesis), economist report, commission report etc.

Statistical tools and techniques used for the study :

There are various statistical tools used to examine hypothesis with given variables.

– Regression analysis to find the trend Human Development Index
– ANOVA test to find comparison (variance) among the states/UT in Human Development Index
– Correlation test is used to find the association and interdependence between the variables.

Collected data has been processed with analysis and interpretation. Present study analysis of data consists of various closely related steps *i.e.*

– Researcher first established categories about variables
– Research applies raw data through coding and tabulation
– Researcher draws inferences.

In the present study, analysis and interpretation is done through various statistical measures.

Application of the Study :

– Analysis of socio-economic back ground of Select states/UT reveals level of deprivation in the Delhi, Kerala, Rajasthan and Uttar Pradesh.
– Study reveals the progress level rise in health, education and GDP achievements in selected states/UTs.
– Researcher expresses Human Development Index as relative measure of total Select States/UTs.
– Study applies and focuses at the limitations of Human Development Index and suggests and recommends measure to be adopted by the selected states on improving the capabilities of their human resources.
– Human Development Index study involve educational attainment life expectancy at birth and per capita GNP indicators that develop healthy, talent and skill human i.e. manager.
– Study applies in making the planning policies that improves Human Development in Select states/UTs.

Data analysis :

Human Development Index in Select States/UTs

In 1990 UNDP, defined and formulated Human development index with given indicator i.e. health, education, income, inequality, poverty, gender, sustainability, demography, composite indices, innovation and technology and trade, economy and income.

$$HDI = \sqrt[3]{\text{life Expectancy Index} * \text{Education Index} * \text{Income Index}}$$

Ho: Human Resource Development and its Parameters of sample states/UT (DKRU) are not closely associated with each other

Ha Human Resource Development and its Parameters of sample states/UT (DKRU) are closely associated with each other

Correlation between Human Development Index and its Parameters :

Researcher gets value of correlation which may be positive or negative. Tables show correlation value of life expectancy and human development is 1 that mean perfect correlation between the each other. Correlation between education attainment and Human development is -0.232 at two tailed sign 0.492 greater than given .05 reflects on increasing the education level leads human development and correlation of income level and human development is -0.396 at significant level of 0.228 greater than .05. We accept the null hypotheses that correlation between education, income

Table 2 : Life Expectancy, Education, Income and Human Index in Select States/UTs

		Life expectancy index	Education Index	Per capita index	HDI
Delhi	2011	0.8227	0.719	0.825	0.855
	2013	0.8417	0.835	0.83	0.835
	2015	0.742	0.61	0.8942	0.739
Kerala	2011	0.8544	0.63	1.01	0.777
	2013	0.8544	0.705	0.9856	0.8444
	2015	0.8686	0.5575	0.9997	0.7878
Rajasthan	2011	0.6645	0.6605	0.9095	0.661
	2013	0.7547	0.64	0.9186	0.7626
	2015	0.7768	0.48	0.925	0.701
Uttar Pradesh	2011	0.6329	0.6035	1.077	0.7437
	2013	0.6977	0.655	1.089	0.7924
	2015	0.7341	0.625	1.097	0.7954

(Computed by researcher from NFHS, SRS, AHS, Education at Glance, AISHE, U-DISE and RBI Bulletin)

Table 3 : Correlation of human development index and its parameters-life expectancy, education, GDP index

Control variables			LEI	EDI	II
HDI	LEI	Correlation	1.000	-.232	-.396
		Significance (2-tailed)	.	.492	.228
		Df	0	9	9
	EDI	Correlation	-.232	1.000	-.451
		Significance (2-tailed)	.492	.	.163
		Df	9	0	9
	II	Correlation	-.396	-.451	1.000
		Significance (2-tailed)	.228	.163	.
		Df	9	9	0

(Source: Computed by researcher from the data collected for the study using SPSS)

and life expectancy and Human Development.

Theses tables reflect the nature of variable factors. Researcher transacts independent variable life expectancy, education attainment and Income level is used to predict the dependent variable Human development.

If R^2 in the above table is 0.726 means only 72.6% Life expectancy, education and income account variability in Human Development and 27.4% variability in Human Development is explained by other factors. Here it is observed that all the indicators does explain a lot.

In the above table, Researcher gets F values = 7.049 is explored at the significant level .012 that is smaller than default (.05). So null hypotheses are rejected means all the indicators affects the life of individual or it is closely associated with each other.

It is explained the constant or intercept -0.071 of regression line. Unstandardized coefficient is expressed how indicators effect Human Development. In it slope of regression line for life expectancy is 0.447 that determines Human Development and expected life are positively associated while other variable remains constant. It is observed on increasing life expectancy will increase Human Development at the rate of 4.47. Moving towards the significant level called P value (.015) similar

Table 3 : Regression Analysis of HDI and its Parameters in Select States/UTs

	Variables Entered/Removed		
Model	Variables Entered	Variables Removed	Method
1	II, LEI, EDI in Select State	–	Enter
	Model Summary		
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852[a]	.726	.623	.03544

	ANOVA				
Model	Sum of Squares	d.f	Mean Square	F	Sig.
1 Regression	.027	3	.009	7.049	.012[b]
Residual	.010	8	.001		
Total	.037	11			

	Coefficients				
Model	Unstandardized coefficients		Standardized coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.071	.221		-.322	.756
LEI	.447	.144	.616	3.103	.015
EDI	.411	.134	.623	3.075	.015
II	.245	.129	.403	1.908	.093

(Source: Compiled by researcher from data collected using SPSS)

to ANOVA table determine P value is smaller than default value (.05). It means null hypotheses is rejected in equation.

It explains the constant or intercept -0.071 of regression line. Unstandardized coefficient is expressed how indicators effect Human Development. In it slope of regression line for Education is 0.411 that determines Human Development and expected life are positively associated while other variable remains constant. It is observed on increasing Education will increase Human Development at the rate of 4.11. Moving towards the significant level called P value (0.015) similar to ANOVA table determines P value is smaller than default value (0.05). It means null hypotheses is rejected in equation.

It explains the constant or intercept -0.071 of regression line. Unstandardized coefficient is expressed how indicators effects Human Development. In it slope of regression line for life expectancy is 0.245 that determines Human Development and income level are positively associated while other variable remains constant. It is observed on increasing income level will increase Human Development at the rate of 2.45. Moving towards the significant level called P value (0.093) similar to ANOVA table determines P value is greater than default value (.05). It means null hypotheses is retained in equation.

Finding :

Uttar Pradesh and Rajasthan are educationally backward and poor state although it is improving in Educational index now.

Present study finds Uttar Pradesh, Rajasthan have low standard of living due to low per capita income that is reflected from low income index which is lower than Indian average. Yet Uttar Pradesh, Rajasthan highlight high Net Domestic Product (NSDP) growth. While Kerala and Delhi

have registered improvement in income index more than Indian Average. Despite Uttar Pradesh has been economy wise far better than other states but still the conditions of this state are not good.

Kerala has best public health system in the India. Due to this life expectancy at birth in Kerala marks the state to be GOD's land. Rajasthan and Uttar Pradesh too have improved in health index. However, Rajasthan reform is above the Indian average.

In the present study Kerala is at the top of index for achieving highest literacy rate, quality health services and consumption expenditure of people which is followed by Delhi. Rajasthan and Uttar Pradesh still lie low in Human Development scale.

In the present study it is found that Human resource development in India is on the trajectory phase but still too many hurdles are in backward area of select states/UTs. Present study is reflecting Uttar Pradesh and Rajasthan are backward states in all the parameters of Human development and get last rank. However, Delhi and Kerala are on top. Kerala gets first position that is followed by Delhi. Thiruvananthapuram, (Kerala) the state capital has achieved the 100 per cent literacy mark.

As of 2011-2015, Kerala has an HDI of 0.790 which comes under the "very high" category and it is the highest in the country that is followed by Delhi (0.750). But Rajasthan and Uttar Pradesh lie in low develop States in term of Human Development in 2011. In 2015, Rajasthan and Uttar Pradesh have improved as per analysis.

Despite the high human development state is suffering by remittance now account for around 4% of gross domestic product (GDP). Kerala, Uttar Pradesh are among the top remittance-receiving states in India.

Rajasthan has various challenges and lack of Social attainment. Education sector of state shows pace of achieving literacy but to sustain children in schools is hard to pin down. Rajasthan is suffering from the lack of physical facilities like school buildings and girls' toilets, and teacher absenteeism. There is a need to be focusing now improvement in the quality of knowledge transmission.

As per the census one in three girls in Uttar Pradesh had never been to school, in decade, however, Kerala shows universal enrolment.

The present study finds select states/UTs continuously improving in all the parameters but still targets ahead. According to Indian Human Development Report and NHFS 2011-15, life expectancy of Kerala is higher 74 to 74.9 year that follows by Delhi which falls from 72-66.9 year, Rajasthan 62-69.1 year and Uttar Pradesh has 60-66.4 year indicates states are moving towards the targets with more efforts in Uttar Pradesh. Kerala enjoying more due to fine health facilities available there. According to census and Annual Education Report, Educational attainment is moving towards targets in all the states. Again Kerala ranking high (99.8%) that is chased by Delhi (82%), Rajasthan (65%) and Uttar Pradesh (62%).

The present study finds the Uttar Pradesh is getting high GDP growth but targets far ahead because of low socio-economic development. Population of Uttar Pradesh is too high that reduces the per capita income to low although Delhi scoring first followed by Rajasthan and Kerala.

Kerala is having the highest Human Development Index among the sample states. But analysis reflects all the select states/UTs are enjoying improvement

Kerala (0.929) enjoying highest human development index value as depicted. According to the Present study Kerala is at apex in Human Resource Development due to high educational attainment, high value of health index and second place occupied in income index among the sample state. But present analysis emphasizes that due to new method to measure human development index value

of Kerala has fallen but retains first position followed by Delhi, Uttar Pradesh and Rajasthan.

Kerala with high educational attainment, good health facilities gets apex position in Human development index, becomes the model state in the country reflecting how to achieve the targets with good and regular policies.

Uttar Pradesh suffers because of low educational attainment, lack of proper health facilities despite the high GDP growth rate indicates the low Human development index value. Low human development value of Uttar Pradesh reflects bad and corrupt, irregular implementation of policies. It makes Uttar Pradesh to be model of worst Human development index. Rajasthan and Delhi lie in between the two as per the census. But analysis reflects Uttar Pradesh and Rajasthan are in better stage now due to result of education attainment. Educational attainment is directly related with Human development index. Kerala gets high value of Human development index value due to high educational attainment.

Economic development is ineffective on Human Development Index because of high population, its Human development is low. Economy of Uttar Pradesh is 3rd largest in the country. Whereas Kerala has low economic development and least populated state, gets high Human development index value. Human development index value depends on per capita income not on GDP growth.

Better health facilities lead to progress and development in Human Resource Development. Fertility rate, Infant Mortality rate, maternal mortality rate, Under 5 mortality rate, death rate and birth rate are highly associated with each other as per regression and correlation analysis.

Present study observes that Education attainment in Uttar Pradesh is going well it is more than Kerala and other select states/UTs. Delhi has occupied second place in education attainment. Rajasthan is worst in select state/UTs.

Correlation between life expectancy, education attainment and income level with human Development index. It is observed that all the parameters significantly correlated with human development index.

Regression analysis between human development index and its parameters in select states/UTs. Where parameters does explain a lot in human development index in all the select states/UTs. Present study observes negative relation between the two in human development index and their parameters. There is a close relationship between the human development indexes in all the select states/UTs.

Conclusion :

Present research investigation analytical study of human resource development in Delhi, Kerala, Rajasthan and Uttar Pradesh of India. Research inference is that the human being is necessary for all round development. India is second most populated country in the world where number of youth (working class people) is more than other age people. Healthy, trained and developed human beings are essential for the efficient working of firm.

Research finds select states/UTs have slow development due to poverty, health, unstability, illiteracy, technological inadequacy, infrastructure, urbanisation and industrial strife. Research explains human resource development is a silver lining for resolving problems.

This study concluded that Human Development is the development of people, for the people and by the people. Human Development had indispensable to balance in between improved health, skills, knowledge, and leisure, cultural, social and political affairs.

Human Development report 2015 introduces work for Human Development which enlarges choice of people and provides assurance to get opportunities. Work for Human Development includes

that everybody gets adequate and quality paid work opportunities and need people access them easily. Human Resource Development deals with new technology so as people can expand and choice their work and dream lives.

Sustainable work can promote Human Development. If work should be free from negative consequence through elimination or reduction it can be expand opportunities in present and sustain similar to future as well.

Suggestion :

1. Researcher endorses to develop a policy to adopt the poor skill unemployed people by the rich class tax holder persons. After adoption both of them should establish firms on the profit sharing basis means 40% poor share and 60% rich shares for specific period, decided on the basis of rate of depreciation. After completing specific period firm should be under poor fellows.

2. The health sector is in need of qualified workers. Through the proper planning and coordination, excellence in education and people understanding will boost up. It can be achieved by expanding the health awareness among the human resources.

3. Make provision for Health counsellors on the basis of society requirement or from the society itself to deal with, or render counselling to women and children related health issues, give worth full incentive future security through opening free health account, medicine, vaccination, health insurance at minimal premium etc.

4. Childhood education is extremely important for everyone but our corrupt bureaucrats create inefficiency in system because of that student in Government school are not willing to go there. They opt private tuition for study. The existing system needs reform and re-modelling in accordance to the modern educational requirements.

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