

Convocation address by Smt. D. Purandeswari, MoS-HRD on the occasion of awarding diploma at the Annual Convocation of Indian Society of Training and Development, New Delhi on May, 12, 2006.

I deem it a great honour and privilege to have been invited for giving this address at the annual convocation of the ISTD organized for conferring and award of the Diplomas on the successful candidates. The Society has been rendering yeoman service spanning for more than last 30 years in value creation in the field Human Development. I am glad to know that being a distance learning programme the diploma course organized by the Society does not infringe upon the regular working schedule of those who are gainfully employed and who can therefore discharge their professional responsibilities and simultaneously by pursue the programme of improving the quality of human capital, and level of their knowledge and upgrade their skills and capacities.

The rapid acceleration of change, driven largely by technological developments, is giving rise to new ways of value creation in the corporate world. Along with this, corporations are growing rapidly, transcending national borders and making their presence felt in different societies across the world. It has to be ensured that such growth is in consonance with the progress of society as a whole and contributes significantly to social justice equity and human development, both within an organization and in the larger community.

Human Resources, like natural resources, need to be continuously harnessed and channelised in the right direction. Value addition is acquired in a product or services through human ingenuity and intelligence. In a rapidly prospering world, we still find a large segment of the population living a life of deprivation. What is required is an even distribution of wealth and prosperity. Human ingenuity, besides giving value addition, can also give a proper direction to the equitable distribution of wealth and prosperity throughout the world. Creating values and building professional excellence should be high on the agenda of the corporate world, particularly in the changing global scenario when new technologies and competitiveness are emerging at a fast pace.

Contemporary world is experiencing a historic change with the democratic and functional transition in some developed and developing countries. The collapse of many socialist economies, the emergence of people's organizations, the upcoming several issues such as the empowerment of women and children in society, population stabilization, pollution free environment, elimination of corruption and wasteful defence expenditure by nations, to name a few, are raising aspirations and expectations for a brave new world to new heights of moral and material excellence where people could lead a life as creative and productive members of the society with self respect dignity and with a sense of belonging.

The human development experience over the last three decades reveals outstanding lessons. High levels of human development can be achieved at moderate income levels as long as governments put people at the center of the policies. It is being gradually acknowledged that people must be at the center of all development programmes to accelerate human progress. The worldwide spread of privatization, does not dilute the case for intensive public policy for achieving human development and growth of welfare state in the developing countries because of its vital importance in social development. The significant success of human development facilitating social development with low levels of per capita income is an eloquent testimony to the benevolent role of government and its public-friendly policies in some of the developing countries.

While globalization opens up new opportunities to the world economy, especially the developed countries, it also bristles with several deleterious consequences to the developing countries in the absence of effective international co-operation, equitable partnership of developed and developing countries for formulating policies and their implementation requiring efficient governance.

Human Development Report 1999 brought out by the U.N.D.P rightly stressed that the new rules of globalization, privatization,

liberalization and tighter intellectual property rights are creating new risks of marginalization and vulnerability in shaping the path of technology. New patent law pay, scant attention to the knowledge of the indigenous people, leaving it vulnerable to control by others. These laws ignore cultural diversity in creating and sharing innovations and diversity in views on what can and should be owned, from plant varieties to human life and the result is a silent theft of knowledge from developing to developed countries. Moreover the tighter control of innovation in the hands of multinational corporations ignores the needs of million. Consequently the technological progress remains far out of reach for poor people; Indeed the rush and push of commercial interest are putting profits over the interests of the people. HDR 1999 has drawn attention that over the past 20 years increasing privatization of research and development, ever-growing liberalization of markets and the tightening of intellectual property rights have set off a race to lay a claim to knowledge, and this has changed technology's path. The result is that poor peoples and poor countries' interests are being left on the sidelines. This must be properly addressed in order to attain an overall and harmonious development of a world order.

However the situation is not one of despair. The Promethean rise of China with one billion populations during the last fifteen years is a wonder of the global economic development. China's GDP grew by 8 per cent during 1971-81, by 9 per cent over the decade, 1981-91 and by 12.8 per cent in real terms in 1992 outstripping, planned target of 6 percent. Two major financial currents namely a high rate of domestic savings currents and Foreign Direct Investments are responsible for nourishing a sustained tempo of development and a miraculous growth.

More spectacular have however been the achievements of Japan in this context. The high growth economy of Japan know as the Japanese Miracle is a clear testimony to the importance of human resources in economic development. Japan transformed her war ravaged economy into an industrial giant that is able to dominate the world markets in many directions, despite her heavy great dependence on imports for most of the raw materials and energy resources.

The cause of Japanese success is the effective application of technology, supported by diligent choice, creative assimilation and adaptation, development, continuous improvement, effective diffusion and finding new application of the existing technologies. With their characteristic ingenuity the Japanese have been able to improve on the imported technology from USA and Europe by investing heavily on research and development. Though, a latecomer, Japan has maximized the benefits of transferred technology to strengthen the

international competition of its domestic industry to overcome the handicaps and ultimately emerged as one of the world leaders in advanced technology and innovation. Japan is now a large scale exporter of modern technology.

The example of Japan should be an eye opener for us to the fact that the greatest growth occurs in societies where man have an eye to the economic change and are willing to stir themselves to seize it. The quality of human Resources together with their ceaseless efforts towards perfection alone would achieve higher rate of growth in a country and make possible a paradigm shift in human welfare and quality of life. If we want to attain a sustainable higher rate of growth and improve the quality and contents of life we have to emulate the examples of China and Japan more particularly the latter with whom we also share own democratic values.

While there should not be any objection to transfer of foreign technology, we must ensure that we must not blindly depend on it society we should rather emulate on Japanese methodology. We must remember that if mere import of technology were to bring progress, poor countries could improve their lots and become rich very easily, though the technology transfer. But as I said earlier, the secret of Japanese miracle lies in the assimilation and introduction of modern technology into production and human management techniques through her indigenous and intelligent ingenuities We must precisely do that.

The 21st Century is acknowledged by all as the “Knowledge Century” which means that Knowledge or brain power should be reflected in a country’s competitiveness and military prowess. But more importantly it should be reflected in what the Nobel Laurate, Amartya Sen, has called “human capabilities” Human capabilities are a function of the well-being of a people and the investment we make in human capital formation. The ability of a nation to make best use of its knowledge or brain power will ultimately determine its place in the comity of nations in the present century. Recently the P.M has set up a National Knowledge Commission to come up with creative ideas to promote the knowledge base and to exploit our vast latent potential. The Commission is actively at work at present and is sure to discover fresh frontiers of knowledge in research, and training. This would help India to reach soaring heights of perfection and to become a powerhouse of intellectual endeavour and ‘knowledge engine’ of the world. There is absolutely no doubt that standing on the threshold of new achievements and progress India will before long become a front ranking global power.

JAI HIND

**CONVOCATION ADDRESS BY D. PURANDESWARI (MOS)
HUMAN RESOURCE DEVELOPMENT ON THE OCCASION OF
AWARDING DIPLOMA AT THE ANNUAL CONVOCATION OF
INDIAN SOCIETY OF TRAINING AND DEVELOPMENT, NEW
DELHI ON MAY, 13, 2006.**

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professional excellence should be high on the agenda of the corporate world, particularly in the changing global scenario when new technologies and competitiveness are emerging at a fast pace.

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The example of Japan should be an eye opener for us. The quality of human Resources together with their ceaseless efforts towards perfection alone would achieve higher rate of growth in a country and make possible a paradigm shift in human welfare and quality of life.

Training is a fascinating area. It is a great enabler which provides the necessary inputs to acquire newer, relevant and appropriate knowledge and skills. Latest technology can be acquired, innovative systems developed, even massive financial resources can be raised with comparative ease, the key input for organizational excellence-its 'people' retain a kind of mystery in unfolding its enormous potential. What was once believed to be the domain of so called HR professionals is now a matter of great relevance and concern to all professional managers, administrators and leaders. While every one accepts the need and importance of training, not all managers treat it with the seriousness of

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purpose it deserves. Training adult professionals requires an innovative approach that will excite the trainers and the trainees. It is not a case of mere transfer of knowledge. It involves assimilation of concepts, development of newer skills and bringing about a significant shift in the behaviour pattern. However, training is not an end in itself, but means to an end which must necessarily relate to the organizational needs and requirements while being in line with its strategy and purpose. And I am indeed delighted to note the ***Indian Society for Training & Development*** has done a yeoman service for last 36 years to initiate, popularize and formalize the process of ***“Training the Trainers”***.

Here I would like to complement ISTD – a body of professionals which has worked untiringly for the cause of training and certainly made an enviable contribution at the national level. I have no doubt that ISTD is not going to rest on its past achievements and laurels but will strive more vigorously to pursue this noble cause. With its international linkages, it is so uniquely placed to acquire, assimilate and share the most contemporary thoughts and concepts in this

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area. I wish ISTD all the very best in times to come. For the Diploma students, while on one hand it may be the end of a journey culminating in this convocation, on the other it is the beginning of a more challenging phase of actually putting their learning to use. I wish all the successful Diploma students good luck in their respective pursuits.

JAI HIND