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*(Special Issue)*

**“Twenty-First Century: Cultural and Economic Globalization”**

## **Human Resource a Challenge for the Himalaya’s Sustainable Development in 21st Century**

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#### **Abstract**

The world faces great challenges of Himalaya’s sustainability development through the efficient human resources (HR) nowadays. Sustainable development means development in all the areas of the earth either it belongs to the plane areas or hill areas. This paper aims to highlight the human resource efforts towards sustainable development in the Himalayas and have some innovative activities, poverty reduction and job satisfaction toward human development. If we are talking about sustainable development then the workers and resources over the Himalayas are not able to get the work due to the extremely cold weather over the Himalayas and the areas surrounded over there. So the sources should be available there must be efficient to fight against the sustainable development. For the micro-level study, we have taken the sample size of 100 corporate officials, professionals, banking officials and businessmen towards sustainable development through human resources. Whichever the result comes will apply to all the areas of the Indian Himalayas as a whole. Descriptive research design has been used for the sustainable development of the Himalayas. The study is based on both primary and secondary data. Primary data has been collected through face-to-face interviews with the respondent and secondary data has been collected from magazines, newspapers, reviews and the internet. Tools which is used for the study is the ANOVA test to determine the results. Some information regarding the human resource is playing a very important role through the different sources as a man, material, machine and money. These sources are helpful in recruitment and other economic development in the Himalayas and having better results in tourism and human development. Government should take some initiative regarding the sustainable development on the Himalayas through the human resources and give the message through their activities for the human being to keep the environment neat and clean and pollution less. Then the dream of India “Swachh Bharat Abhiyan” will come true due to the government's favourable effort.

**Keywords:** Innovation, HR, poverty reduction, job satisfaction, sustainable development etc.

#### **Introduction**

Sustainable development in the Himalayas is one of the biggest challenges for the Indian government as well as anybody else either it belongs to India and foreign. Human resource are working properly on Himalaya and other hill areas in providing the different types of possibilities over there such as poverty reduction, community, environment, tourism, infrastructure, education, health, easy going through railways, innovative activities, transport facilities, job satisfaction and employment opportunity. Sustainable development is the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend. The desired result is a state of society where living and conditions and resource use continue to meet human needs without undermining the integrity and stability of the natural systems. While the modern concept of sustainable development is derived mostly from the 1987 Brundtland Report, it is also rooted in earlier ideas about sustainable forest management and twentieth-century environmental concerns. As the concept developed, it has shifted to focus more on economic development, social

development and environmental protection for future generations. It has been suggested that "the term 'sustainability should be viewed as humanity's target goal of human-ecosystem equilibrium (homeostasis), while 'sustainable development' refers to the holistic approach and temporal processes that lead us to the endpoint of sustainability". Nowadays sustainable development is the requirement in all the areas either it belongs to the plane or hills. Development should be continued in different fields such as education, health, transport, service sector, manufacturing, innovative technology, automobiles, space and atomic power etc.

### Review of literature

Hill is committed to delivering sustainable developments. We aim to minimize our impact on the environment and maximize the implementation of sustainable initiatives wherever possible. We continuously research sustainable products and services to benefit our projects and clients. At Hill, we focus on building social, economic and environmentally sustainable new homes, while working with practical and cost-effective solutions. We take a proactive approach to the challenges posed by modern-day living and support and encourage partners to find innovative ways to bring down the cost of running a home and to promote the benefits of sustainability. Our commitment to a corporate social responsibility agenda underpins our sustainable approach, whether through investment in environmentally friendly buildings, creating training and employment opportunities or delivering the building blocks for new communities. Sustainability can be defined as the practice of maintaining processes of productivity indefinitely-natural or human-made-by replacing resources used with resources of equal or greater value without degrading or endangering natural biotic systems. Sustainable development ties together concern for the carrying capacity of natural systems with the social, political and economic challenges faced by humanity. Sustainability science is the study of the concepts of sustainable development and environmental science. There is an additional focus on the present generations' responsibility to regenerate, maintain and improve planetary resources for use by future generations. Sustainable agriculture consists of environment-friendly methods of farming that allow the production of crops or livestock without damage to human or natural systems. It involves preventing adverse effects to soil, water, biodiversity, surrounding or downstream resources-as well as to those working or living on the farm or in neighbouring areas. The concept of sustainable agriculture extends intergenerationally, passing on a conserved or improved natural resource, biotic, and economic base rather than one which has been depleted or polluted. At the present time, sustainable development, along with the solidarity called for in Catholic social teaching, can reduce poverty. While over many thousands of years the 'stronger' (economically or physically) overcame the weaker, nowadays for various reasons-Catholic social teaching, social solidarity, sustainable development-the stronger helps the weaker. This aid may take various forms. 'The Stronger' offers real help rather than striving for the elimination or annihilation of the other. Sustainable development reduces poverty through financial (among other things, a balanced budget), environmental (living conditions) and social (including

equality of income) means. In sustainable architecture, the recent movements of New Urbanism and New Classical architecture promote a sustainable approach towards construction that appreciates and develops smart growth, architectural tradition and classical design. This in contrast to modernist and International Style architecture, as well as opposing to solitary housing estates and suburban sprawl, with long commuting distances and large ecological footprints. Both trends started in the 1980s. (It should be noted that sustainable architecture is predominantly relevant to the economics domain while architectural landscaping pertains more to the ecological domain).

### Opportunities of sustainable development in the Himalayas

- Human resource is developing the transport facilities over the Himalayas through the Government intervention for the economic development of hills.
- Technology and innovative activities are one of the opportunities over the Himalayas for economic and sustainable development.
- Human resources will work over the Himalayas when the industry and business opportunities will present through the government initiative regarding sustainable development.
- If the government provides the transport and railway facilities over the Himalayas then tourism activities automatically happen and will cause of the economic and sustainable development for the well-being of human as well as nature both.
- Government should take some initiative regarding the developing projects so that few employment opportunities can arise over the Himalayas.

### Challenges of sustainable development in the Himalayas

- Making the road on hill areas and especially on the Himalayas in extreme cold weather is a big challenge toward sustainable development.
- Providing employment opportunities over the Himalayas is a challenge because very few people like work over there.
- Transport facility, hospital facility, schooling facility is the big challenge against the human resource efforts for the sustainable development on the Himalayas.
- Maintain the cost of living and employment opportunities for the well-being of humans is one of the great challenges against sustainable development over the Himalayas.
- The question will arise over the dignity of the Himalayas if the government takes some initiative regarding rehabilitation over there.

### Objectives of the study

In India, so many developing activities are working. Some are in very good condition in terms of responsibility towards the social awareness, poverty reduction, environment, tourism, infrastructure, education, health, easy going through railways and employment opportunity community in the world. The present study has the following objectives...

- To analyse the responsibility of HR towards the sustainable development of the Himalayas in the 21st century.
- To develop the framework on the Himalayas to understand the awareness of poverty reduction,

protection of environment, tourism, infrastructure, education, health, railways, transport and employment opportunity in the 21st century.

**Hypothesis of the study**

The following hypotheses which are linked to the objectives of the study are proposed.

**H<sub>0</sub>:** There is no significant difference between the awareness of human resources towards sustainable development in the Himalayas.

**Research methodology of the study**

For the micro-level study, we have taken the sample size of 100 corporate officials, professionals, banking officials and businessmen towards sustainable development through human resources. Whichever the result comes will be applicable to all the areas of the Himalayas as a whole. Descriptive research design has been used for corporate officials, professionals, banking officials and businessman and their perceptions towards the poverty reduction, environment, tourism, infrastructure, innovative activities, technology, job satisfaction, education, health, railways and employment opportunity for the sustainable development on Himalaya. The present study is based on both primary and secondary data. Primary data has been collected through well-designed questionnaires and open Ended interviews with corporate officials, professionals, banking officials and businessmen. Secondary data has been collected from annual reports, magazines, newspapers, the internet, review and records of hill areas on the Himalayas, the statistical department of Uttarakhand and the areas which are coming in the Himalayas. The sample area of the research will cover the whole area of the Himalayas. Analysis of data will be made by using various required statistical tools, Tables, ANOVA test etc. have been used to analyze, present and interpret the problem for drawing the result of the study. A public survey regarding their Opinion about the functioning of human resources for sustainable development over the Himalayas is also being done as a part of the study.

**Analysis of the study**

Following analysis is done on the basis of data for the 100 corporate officials, professionals’, banking officials and businessman regarding the awareness of human resource for the sustainable development towards the poverty reduction, community, environment, tourism, infrastructure, education, health, easy going through railways and employment opportunity on Himalaya.

**Statistics**

Following statistics are made for the efforts of HR towards the sustainable development of individuals, Infrastructure, awareness of HR toward sustainable development, helpful for the society, contribution to poverty reduction, the purpose of HR, and impacts of HR practices for the sustainable development on Himalaya etc.

**Table 1:** Individuals as a respondent

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Professionals	30	30.0	30.0	30.0
Businessman	20	20.0	20.0	50.0
Corporate officials	30	30.0	30.0	80.0
Others	20	20.0	20.0	100.0
Total	100	100.0	100.0	

Source: Field survey

It is being identified that the human resource practices are based on sustainable & economic development for community, environment, tourism, infrastructure, education, health, easy going through railways and employment opportunity on Himalaya on behalf of the view from the different expert like Professionals, Businessman, Corporate officials, and banking officials etc.

**Table 2:** Age of respondent

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
30-40	22	22.0	22.0	22.0
40-50	41	41.0	41.0	63.0
50-60	28	28.0	28.0	91.0
60 & above	9	9.0	9.0	100.0
Total	100	100.0	100.0	

Source: Field survey

It is very clearly said through the human resource regarding sustainable development that most of the expert like professionals, Businessman, Corporate officials, and banking officials are belong from the age between 40-50(41%) and 50-60(28%) who are sufficient in their ideas regarding the HR that are playing a very important role for the contribution towards the community, environment, tourism, infrastructure, education, health, railways, innovative activities, employment opportunity and job satisfaction on Himalaya.

**Table 3:** Do you know about the sustainable development on Himalayas through the human resource?

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	95	95.0	95.0	95.0
No	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Source: Field survey

Most of the individuals like professionals, businessmen, Corporate officials, and banking officials said yes (95%) having knowledge about sustainable development through the human resource practices and only 5% are those who don’t know about that. It means they know how the human resource sector very much interacts with awareness about the responsibility towards the community, environment, tourism, infrastructure, education, health, railways and employment opportunity on Himalaya.

**Table 4:** Is human resource helpful in sustainable development in the Himalayas?

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Yes	95	95.0	95.0	95.0
NO	5	5.0	5.0	100.0
Total	100	100.0	100.0	

Source: Field survey

It is being identified that 95% experts said yes about human resources which is helpful in sustainable development in the Himalayas. This is creating greater transparency regarding different needs of the environment, tourism, infrastructure, education, health, transport, innovative technology, railways and employment opportunity on the Himalayas for the welfare of the society and corporate sector in the world.

**Table 5:** HR makes a valuable contribution towards the sustainable development on the Himalayas

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	73	73	73	73
Strongly agree	20	20	20	93
Disagree	5	5	5	98
Strongly disagree	2	2	2	100
Total	100	100	100	

Source: Field survey

This is identified that 73% of individuals are agreed about the perception on sustainable development on the Himalayas through the human resource for their valuable contribution towards the economic development on hill areas through the government favourable efforts to poverty reduction and giving a message to the world.

**Table 6:** The main purpose of HR in sustainable development

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Social awareness	26	26.0	26.0	26.0
Poverty reduction	19	19.0	19.0	45.0
Promoting greater transparency in human working	15	15.0	15.0	60.0
Responsibility towards the sustainable development of Himalaya	40	40.0	40.0	100.0
Total	100	100.0	100.0	

Source: Field survey

It is very cleared from the above information about the human its main purpose is creating social awareness (26%), poverty reduction (19%), promoting greater transparency (15%), and responsibility towards the community and environment (40%) in the whole world. So the HR is making a strong financial highway between the government and the Himalayas for sustainable development.

**Descriptive**

CSR impacts on the globalization	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Social awareness in the World.	26	1.35	.846	.166	1.00	1.69	1	4
Poverty reduction in the World.	19	1.16	.501	.115	.92	1.40	1	3
Promoting greater transparency in the World.	15	1.13	.352	.091	.94	1.33	1	2
Responsibility towards the community and environment in the World.	40	1.55	.677	.107	1.33	1.77	1	4
Total	100	1.36	.674	.067	1.23	1.49	1	4

**ANOVA**

CSR Impacts on the Globalization	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.996	3	.999	2.280	.084
Within Groups	42.044	96	.438		
Total	45.040	99			

From the above statistical calculation of ANOVA, it is being identified that F is 2.68 while the calculated value of F value is 2.28 and P-value is .084 which is less than .05. Hence our null hypothesis (H<sub>0</sub>) has been rejected that means there is no significant difference between the awareness of human resource towards the sustainable development on Himalaya for the well-being of poverty reduction,

**Table 7:** HR impacts on the sustainable development of the Himalayas

Particular	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	73	73.0	73.0	73.0
Strongly agree	20	20.0	20.0	93.0
Disagree	5	5.0	5.0	98.0
Strongly disagree	2	2.0	2.0	100.0
Total	100	100.0	100.0	

Source: Field survey

This is identified that 73% individuals agree about the perception on the human resources which are making a valuable contribution in different types of Program like social awareness, greater transparency and responsibility towards the poverty reduction, community, environment, tourism, infrastructure, education, health, easy going through railways, innovative activities, transport facilities, job satisfaction, and employment opportunity.

**ANOVA test**

It is very clearly said through the individuals to view regarding the awareness of human resource to analyse the responsibility poverty reduction, community, environment, tourism, infrastructure and education, health, easy going through railways, innovative activities, transport facilities, job satisfaction, and employment opportunity towards the well-being of the society. This concept also develops the framework to understand the human resource developing awareness of sustainable development on the Himalayas towards the well-being of humanity and hill areas. So the Null Hypothesis (H<sub>0</sub>) has been taken that there is no difference between the awareness of human resource towards the sustainable development on Himalaya for the well-being of poverty reduction, environment, tourism, infrastructure, innovative activities, job satisfaction, education, health, railways and employment opportunity.

environment, tourism, infrastructure, innovative activities, job satisfaction, education, health, railways and employment opportunity.

**Conclusion**

From the above analysis and discussion, it is concluded that human resource has the responsibility towards the sustainable development about the community, environment, tourism, infrastructure, education, health, railways, innovative activities, job satisfaction, employment opportunity, poverty reduction, promoting greater transparency in government favourable efforts. The main purpose of After using the ANOVA test through the SPSS software of statistics, it is cleared that the main purpose of

HR is making awareness towards the society, environment, employment, innovation, transparency for the welfare of the society and they are well-being, in a well-organized way for the sustainable development on the Himalayas. Human resources are making a strong financial highway between the poor people as well as efficient people and government developing projects on the Himalayas for sustainable development so that GDP may improve. Technology and innovative activities are one of the opportunities over the Himalayas for the economic and sustainable development for the well-being of people who are living over there. Transport facility, hospital facility, schooling facility is the big challenge against the human resource efforts for the sustainable development on the Himalayas. Maintain the cost of living and employment opportunities for the well-being of a human is one of the great challenges against sustainable development over the Himalayas. The question will arise over the dignity of the Himalayas if the government takes some initiative regarding rehabilitation over there and no innovative activities can happen due to the bad and cold weather. Whenever the electricity, water, gas, road, transport, education, health, technology and internet will not be over the Himalayas the sustainable development cannot happen so this is one of the big challenges for the government.

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