

Ngos and Universities Together Building Strong Nation through Human Resource

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ABSTRACT: *In the development process of a non-governmental organization managerial proficiency occupies a place of outstanding significance. An individual or an organization fails to service in we find something wrong with management. .In India its history is closely associated with the history of democratic struggle. In early eighteenth century Voluntary action was carried out by great Indians like Raja Ram Mohan Roy. They are given support by various government are of prime concern for the society to develop but where government, due to variety of reasons, have failed to develop appropriate systems to tackle handle.*

I. INTRODUCTION

In the development process of a non-governmental organization managerial proficiency occupies a place of outstanding significance. An individual or an organization fails to service in we find something wrong with management. If an individual succeeds in thriving he/she has the credibility of managing his/her affairs excellently. Conversely ,if we find them sinking the managerial deficiency happens to be an important reason .Universities occupy a predominant place in accelerating the rate of value engineering processes will remain idle. In this context an attempt is made in this article to discuss how Universities help in building strong NGOs through human resources. Non-governmental Organization (NGOs) has emerged as an important element of contemporary Indian Society. They have been variously described as the third sector, civil society, non-profits, voluntary sector ect. NGOs which by their nomenclature do not appear part any government policy or programme, are actually supported and promoted by governments. These are registered bodies and are allowed to function under certain rules and regulations. They are given support by various government are of prime concern for the society to develop but where government, due to variety of reasons, have failed to develop appropriate systems to tackle handle.

II. WHAT ARE NON-GOVERNMENT ORGANIZATIONS (NGOS) VOLUNTARY ORGANIZATIONS:

A Voluntary Organizations, properly speaking, is an organization which whether its works paid or unpaid is initiated and government by its own members without external control According to David Sills, NGOs/V.O. is defined as “a group of persons organized on the basis of voluntary membership without state control, for the furtherance of some common interests of its members, another anthropologist, Michael Baton characterized it as a group organized for the pursuit of one interest or of several interests in common. Usually it is contrasted with voluntary groups serving a greater variety of ends, such as kin groups, castes, and communities.

NGOs in India

In India its history is closely associated with the history of democratic struggle. In early eighteenth century Voluntary action was carried out by great Indians like Raja Ram Mohan Roy. Ishwar Chandra Vidyasagar, Keshab Chandra Sen..M.G.Ranade,Telang Phule, Pandite Rambai, Annie Besant and many others. Many of the formed groups or associations. Some of these were Brahma Samaj (1828),PavanhansaSabha(1849),SarvajanicSabh (1871),PrarthanaSamaj (1862),AryaSamaj (1875), widow Marriage Association (1850),AryaMahilaSamaj (1868),Ramakrishna Mission (1897), theosophical Society.Indian National Congress (1885) and the Indian Social Conference (1887).These were formed mainly to bring about change and reform in various aspects of social life.

Till the end of nineteenth century, voluntary service however, remained the domain of the volunteers and they started working through organized groups and agencies because of the complexities of problems and change in situation. After independence, governments recognized the importance of NGOs in development and external donors. As far as the government funding is concerned, there are over 200 government schemes initiated by the central and state governments through which NGOs can have direct access to resources for rural development. At the district level there are over 300 schemes and programmes in which NGOs could involve them and facilitate the flow of resource in favor of the poor. A rough estimate reveals that more than 1.2 million (12 lakhs) NGOs exist in India. According to ministry of Home Affairs in 1985-86 there were only 7000 voluntary organization under FCRA account, which has increased more than threefold to 22924 in 2001. The capital city of Delhi alone has more than 84000 registered societies under the Societies Registration Act (1882), Charitable Companies Act (1950), and the Indian Companies Act (1985), under article 25, and the CO-operative Society Act (1904), under which charitable trusts or nonprofit institutions can be registered. Besides these, there are large proportions of voluntary social formation which are non-registered and also very active in local governance. The logic for growing voluntary sector in India are also often traced to favorable government policy since seventh five year plan, and the process of liberalization and globalization that has increased penetration of foreign resource directly to the voluntary organization.

NGOs and Human Resources:

Human Resource are taken as most crucial and complex resources in an organization and it an empirically well-established fact that in today's competitive world, it is a crucial resources is also a valuable resources is also valuable resource is also a valuable resources in the NGOs would depend on efficient Human Resource/volunteers, Human Resource needed to do the various tasks of translating vision into action. It is the gap between what is available and what is required while strategic planning assesses longer term needs, any learning organization is constantly making this assessment and investing in individual improvements.

Volunteers/Human Resources help in

- Development or partnership between the organization and the people among whom they work.
- Filling some of gaps in the statutory services and making services available to the people.
- Promoting harmonious and functional relationship.
- Assisting individuals, groups and communities in understanding and analyzing their problems and thereby in arriving at certain solutions.
- Reducing the sufferings of the sick, disabled and mentally ill persons
- Liaison between the persons in need of services and other resource groups who can help in dealing with the problem of the needy.
- They can also occasionally function as a pressure group by drawing attention to unmet needs and peers for effective action.

It is observed that most of the NGOs in India are suffering enormously due to lack of efficient leadership by founders or social workers and improper co-operation between volunteers. A wide range of problems are faces by volunteers in the course of their work. They are.

- Many of the volunteers not have time to gain understanding and learn skills. These results in limiting their achievements and thereby increasing their frustration.
- Lack of proper command over the language or poor communication of the group/individual among which one is expected to work.

Many volunteers are appointed without proper training.

NGOs and Universities

Universities are the center of producing human resource required for the society. Many graduates and post-graduates of especially social sciences are interested in joining third is urgent need to search for ways and means of creating new kinds of linkage between Universities and NGOs in order to initiate and motivate the young volunteers in joining NGOs.

Traditionally, Universities are encouraging technical & professional education which have placement in various corporate, profit orientated organization and scientific labs. Universities have to realize the importance of NGOs in developing the strong nation. The following suggestions are to bring in to motivate & encourage the young graduates and post-graduates in joining the NGOs.

- 1) Universities have to arrange for campus placements by offering many NGOs.
- 2) Universities are to arrange seminars, conference, and work-shops on NGOs which give initial awareness.
- 3) Giving permission to various NGOs for stimulating and conducting various training programmes or correspondence courses to social science student.
- 4) Providing various counseling and consultancy service to the needy ones how to join NGOs, its functions and performing other procedural activities.
- 5) Universities have to introduce diplomas, certificates courseect on NGOs.
- 6) Universities have to introduce lessons on NGOs in the curriculum of social science.
- 7) Universities have to supply various successful stories of NGOs to social sciences students.
- 8) Professors of social sciences have to encourage young scholars to do research in topics related to NGOs.

III. CONCLUSION

Keeping in view above mentioned scenario, it can be concluded that volunteerism which is an important ingredient of democracy will sustain, flourish and strengthen the economy of the country. Universities and the governments have to come forward in encouraging young people to become the hall marks of creativity energy adventure and idealism in developing volunteerism. Infect on the other hand NGOs have to build a linkage with Universities in reducing its managerial deficiencies by acquiring talented human resources.

No doubt young people the world over are creative and energetic committed and idealistic and have no vested interests to protect. And to think India has nearly 40 million of them. Perhaps, no other asset could be more precious.

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