

Spiritual Learning and Training: A Dimension of Quality Human Resource Development in Higher Education Institutions

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Abstract

Every higher education institution is endowed with a responsibility to give quality education and train the young generation to become knowledgeable skilled in order to meet future needs. Academic excellence, skill development, personality development, increased knowledge in the field in which one wishes to develop his/her carriers are indeed essential dimensions of development. Somehow, an essential dimension of development i.e. Spirituality, is not given much attention rather it is ignored. Spirituality is understood in context of religion and praying only. But under the new light, spirituality should be viewed as development of inner human qualities and practice of the same by making conscious efforts towards developing moral values. Human resource development which refers to activities taken up for a particular period of time by an organisation to develop human resource to achieve its objectives of an organisation actually work on the employees who have required qualification and skill on which the progress of the organisation and the nation depends upon. But the base of this human resource is prepared in higher education institutions. Various programs can be introduced where they not only learn spiritual values but also understand its importance and apply it in their daily lives. Student must be given project of which they should feel responsible and should have authority.

Keywords: *Quality, Spiritual Development, Human Resource Development, Higher Education Institutions*

Introduction:

Human resource development has evolved over period of time. Its importance of it lies in the fact that it is the human resource on which development and proper utilization of other resources depends. Therefore, it is imperative to lay emphasis on development of the human resource to meet the needs of the country. Every higher education institution is endowed with a great responsibility to give quality education and train the young generation to become skilled and knowledgeable in order to meet future needs. They have a special role to play as they develop, the youth who are in raw state and over period of time develop into sort of fished products, ready

to face the challenges of the world. The main mission of Higher Education is to train the minds to think logically and rationally (Dubash, Rajabali, & Patil, 2013).

Youth - the critical phase of life, is a period of major physical, psychological, physiological, and behavioral changes with changing patterns of social interactions and relationships (Singh & Gopalkrishna, 2014).and are vulnerable to various negative influences on physical, emotional, psychological levels .The age in which one enters higher education is around 18 years which is kind of end of adolescence and entrance into adulthood. It is by end of the education one enters into adulthood ready to play their role in the family, society and organisation. Hence, the institutions have greater responsibilities to enhance the latent quality of these young people and help them develop into quality human resource.

“In the realm of education, spiritual and moral development has often been divorced from intellectual and vocational training. This division has often sprung from high-minded intentions of tolerance and respect (Baha’i, 1998). Academic excellence, skill development, personality development increased knowledge in the field in which one wishes to develop his/her carrier is indeed essential areas of development. Rather, all other dimensions of development like economic, social, intellectual, physical, psychological, spiritual development when put together shape the human resource .But the base of all these development rest on the quality of human being one is trained to become and practise virtues and that too not mere in words but in action.

Spirituality and Moral Values and its Relevance:

Spirituality is commonly understood only in context of praying, meditation and associated with religion. Here, in fact spirituality is referred to learn to develop and practise the divine virtues like honesty, truthfulness, trustworthiness, kindness, justice, and like which, not only build human personality and improves the performance of an individual wherever one works.

Since, spirituality is generally understood in context of religion and praying as mentioned above. Therefore, not much emphasis is given on it and often stands ignored. But under the new light, spirituality should be viewed as development of inner human qualities and practice of the same by making conscious efforts. Values and morals are a set of principles or standards of behavior. They give meaning and strength to a person’s character by occupying a central place in one’s life; reflect one’s personal attitudes and judgments, decisions and choices, behavior and relationships, dreams and vision. They influence thoughts, feelings and actions. Values guide us

to do the culturally appropriate things. They are the guiding principles of life and give directions, bring joy, satisfaction and peace. They bring quality to life and become internal guide posts (Muttha, 2012). Spiritual foundation should be deepened in heart and mind of the youth so that even in future when they are employed they practice it in daily life. The value-system can act as a shield and help them progress in life. Unless moral standards are met, all other development will fall flat on face on human race. These practices can set standards that may protect individuals and society from evils prevailing in the society. In way of modernization youth are often get addicted to ill-habits of consuming alcohol , tobacco, unhealthy life style , indulge in immoral acts, violence etc. If their vision is broadened and they are well trained and oriented in their duties towards the family and society their energy will get diverted and focused to the betterment of society and the world.

Quality of education and quality of human resource has a direct and intimate relationship. Looking at the chaotic society, growing disunity, incidence of moral degradation, greed for materialistic desires, violence of different nature and degree there is greater need of quality human resource to be developed. This can be checked if the moral values are reinforced into young adults all with technical knowledge and various skills are made realized the importance of keeping good character and their contribution to the society as an important aspect and responsibility as a human being.

An individual spiritually strong, morally intact, well-educated, skilled, technically sound would turn out to be a precious gems and would build strong foundation of a nation.

Human Resource Development:

Human resource Development is a process that is concerned with an organized sequence of learning activities designed to result changes in the human resource in such a way that they acquire the desired level of competence for the present and future roles. In other words, it brings about all-round development of human resource so that they can contribute their best to the organization, society and the nation. Human resource development can also be defined as development of people by providing the right kind of environment in which individual may grow to his fullest potential. The former President of India, Dr. A.P.J Abdul Kalam, a renowned scientist envisioned for India in 2020 as a strong democratic country. He believed that his vision of a strong country will be fulfilled by “building upon the contributions of each individual

citizen” this statement clearly shows the significance of Human resource development in development of the country as rightly quoted by (Dutt, 2010).

Human resource development is often referred to activities taken up for a particular period of time by an organisation to develop human resource to achieve the objectives of an the organisation. But the base of this human resource is made in higher education institutions where youths are trained, educated and provided with required skill which help them to take up jobs and responsibilities in near future. With context of the present study higher education is considered as the tools through which work force human resources are being built.

Higher Education: Purpose and Challenges:

Education does not confine to gain literacy, it has very much wider area of development includes learning new knowledge. While, purpose of higher education is not only to provide skill and knowledge that give employability but also develop human resource who contribute in development of their society and nation at large. “Higher education has given ample proof of its viability over the centuries and of its ability to change and to induce change and progress in society. Owing to the scope and pace of change, society has become increasingly knowledge-based so that higher learning and research now act as essential components of cultural, socio-economic and environmentally sustainable development of individuals, communities and nations. Higher education itself is confronted therefore with formidable challenges and must proceed to the most radical change and renewal it has ever been required to undertake, so that our society, which is currently undergoing a profound crisis of values, can transcend mere economic considerations and incorporate deeper dimensions of morality and spirituality” (UNESCO, 1998)

The challenge for the higher education institutions is to track the spiritual quotient of the students. They are the future saviors of our society, are getting increasingly inclined towards violence, social evil and lack of respect towards world around them. Today, education has a very limited purpose for the students. Their only aim is to get good marks in the examinations and to use their marks sheets for getting good jobs. They get mere bookish knowledge required for passing the examination and do not develop any value for upliftment of the society. In spite of high education, students today are losing morality. Their respect for teachers, parents, and society in general is vanishing (Jyoti, 2013).

A value which is an essential element of education system is losing its importance rapidly. “Values are a set of standards guiding the thoughts and actions of individuals. Values may be described as a system of personality traits which are in harmony with the inner nature of an individual and which are in accordance with the values approved by the society. Societal forces - cultural, institutional and personal - shape the values” (Gandhi, 2014).

Teaching staff possess knowledge and skill that they require to transfer it to the students and continuously working towards building up their efforts in this direction. Various seminars, training programs, faculty development, etc., conducted by the institution have a clear objective to train and develop their staff with changing demands of the job-world so that the students are well placed and employed. The development of the staff has a direct effect on the quality of teaching that take place. Therefore, it can be said that the higher education institutions are well aware and work towards human resources development with reference to the needs of institutions. But a quality human being needs to be raised who is not only technically sound and equipped but also have a spiritual insight wherein he is conscious of imbuing human values and practice the same. Knowledge without spiritual values can be dangerous and of no use to society. Learning is a lifelong process which should never end although formal education makes the learning specific and in-depth in order to meet the social economic needs of an individual.

Small Act of Service to Develop Spiritual Qualities in Youth:

This age group (youths) requires proper handling, as they are neither grown-up adult nor adolescent; they have their own opinion and view about people, life and situation and resist any kind of imposition of thoughts and views. This age is full of energy and power, the challenge for the higher education institution is to direct this energy into right and positive direction; so that they develop themselves appropriately and are in a position to contribute to the society. Various programs can be introduced where they not only learn spiritual values but also understand the importance of it and apply it in their daily lives. Student must be given project of which they should feel responsible and should have authority. These activities should provide opportunities wherein these youth transfer their knowledge and resources for the benefit of society. Small projects like conducting children classes and impart moral education, run literacy camps in villages and for those who are underprivileged and belong to disadvantage group, awareness

programs related to environment health, etc., can also be taken up .It is important for the faculty to act as facilitators and help these young student to indulge in affairs for the benefit of the society. It is utmost important that such activities should be conducted with sincerity and with attitude of service and should not be mere display of service to gain attention in the media. In fact these are simple acts of service to the community but have long lasting effect. The higher education institution should plan these programs in a systematic and planned way so that the purpose of such social endeavors gives lot of learning and understanding to the youths who are the next generation of Human resource (work force) of a country.

Conclusion:

Basic need for quality human resource development is that the young adults should not be left out on their own to develop them; spiritual qualities and human values should be prioritized to be inculcated and developed by the higher education institutions. Along with learning of various skills and knowledge, importances need to be given to development of spiritual values. Teaching and learning are the most important aspects in imparting knowledge. Integrated approach in teaching and learning can give better perspectives on the development of human potentials. Human potentials need to be nurtured through effective teaching and learning processes so that human being posses knowledge and skills together with values and ethics (Baba, 2015). Conscious efforts need to be made by the faculty and the heads of the higher education institution in this direction. Successful education will cultivate virtues as the foundation for personal and collective well-being, and will nurture in individuals a deep sense of service and an active commitment to the welfare of their families, their communities, their countries, indeed, all mankind (Baha'i, 1998). It is only possible when spiritual qualities are developed in youth.

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