

RESEARCH THESIS

EFFECTIVENESS OF HUMAN RESOURCES DEVELOPMENT PROGRAMMES

IN PAKISTAN



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## ABSTRACT OF THE PAPER

Quality of human resource in a country depends on the quality and effectiveness of HRD programmes; which may include basic, technical / vocational education and knowledge & skill development. Human resource development (HRD) is a deliberate approach to enhance knowledge and skills for the prosperity of society in general and individuals in particular. Three main factors necessary for the human resource development are education, technical / vocational education and on the job / off the job training. According to experts states are required to invest extensively in order to achieve sustainable economic growth and development. HRD in Pakistan is probably on the least priority of government's agenda.

The paper has been divided into five chapters. **Chapter I** gives introduction to the subject. It also deals with broad conceptual framework and dimension of research and methodology. **Chapter II** is the literature in which significance of HRD programmes, factors affecting HRD and different variables have been discussed in light of the previous studies on the subject. In **Chapter III**, different variable affecting the HRD have been discussed with the help of secondary data, in order to evaluate the effectiveness of HRD programmes in Pakistan. **Chapter IV** gives the findings and analysis of research which is based on the well orchestrated research instrument. Finally, in **Chapter V** some pertinent conclusions have been drawn and offered suitable recommendations to address HRD problems in Pakistan.

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## Acronyms and Abbreviations

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<b>Abbreviation</b>	<b>Explanation</b>
ADB	Asian development bank
CIA	Central Intelligence Agency
GDP	Gross Domestic Product
HDI	Human development index
HEC	Higher Education Commission
HRD	Human Resource Development
HSC	Higher Secondary (School) Certificate
NAVTEC	National Vocational & Technical Edu Commission
NGO	Non Governmental Organisation
NSSB	National Skill Standards Board
PSLM	Pakistan Social and Living Std Measurement
SSC	Secondary School Certificate
TVE	Technical and Vocational Education
UOK	University of Karachi
VET	Vocational Education and Training