

HUMAN RESOURCE DEVELOPMENT

I.M. Gunawardena, Subject Matter Specialist,
(Communications), Education & Training Div.,
Department of Agriculture, Peradeniya.

Introduction:

Progress can be accelerated in almost in any organization through improving human resources. An individual may achieve his goal not due to resources available to him, but due to his sheer resourcefulness. Thus human resource is more important than physical resources provided human resources are developed and managed properly.

Where human resource development programs are inadequate or non existent, then self development should be the first goal. To the individual who seeks to improve himself the following 21 steps could be of some value.

The 21 steps:

1. Get more knowledge: Read, listen, get information, opinions, ideas from well-informed people inside and outside your organization.
2. Build your reputation: Make yourself known by better quality work or product. Develop a favourable name for yourself in your organization. Do people associate your name with an ability or skill beneficial to your co-workers customers or clients? If yesCongratualtions.
3. Activate Co-workers: Get people to understand and follow your instructions.
4. Impart information: Make yourself correctly understood both by your subordinate (or clients), and superiors.
5. Judge people: Guage individuals correctly. Establish good relations with people to mutually achieve and share job satisfaction.
6. Work with your subordinates: Establish cordial and effective relationships with those who work for you. Ability to get willing co-operation of other people can be improved, and must be improved.
7. Listen: Learn from the words of others, how they think, Then think. If helps to broaden outlook, develop empty? and understanding.

8. Get Co-operation. Motivate people to join you in accomplishing your organizational goals.
9. Maintain good relations with your superior.
Be friendly and businesslike in your dealings up the line.
10. Use time effectively Be sure to get sixty minutes of work from each hour. Wasted time is lost for ever.
11. Decide without delay. Arrive at a logical conclusion, and stick to it.
12. Plan your work and then work your plan.
13. Do your paper work. Never disrupt the smooth flow of communications and reports by becoming the bottleneck of your organization. Avoid procrastination.
14. Dig for information. Uncover the facts you need to advance your work.
15. Delegate. Make your subordinates be responsible for some of your activities, (while retaining sufficient control). Perhaps it will make them more alive and active if you did it tactfully.
16. Solve Problems: Crack those tough shells that interfere with efficiency.
17. Pace your energy expenditure. Conserve your energy to complete the day without undue fatigue.
18. Concentrate. Stick to the complex difficult task (or problem) until you complete it, or find a workable, suitable solution.
19. Memorise - remember things that matter.
20. Budget your time. Some people become financially bankrupt, when they fail to budget,
we can save ourselves from being morally bankrupt, by allocating and ensuring the due share of work time to the organization that employs us.
21. Aim high. Think in terms of time, future and common well being rather than looking for promotions and higher pay. we should strive to do the best job possible right now.

Usually success is measured by the amount of physical wealth one possess. But a man of value is measured by not what a man keeps on gathering, but by what he gives to the society.

Some people prefer to be men (or women) of value rather men ((or women) of success.

Discarding the shabby garment of selfishness, what should a man aim to be ?

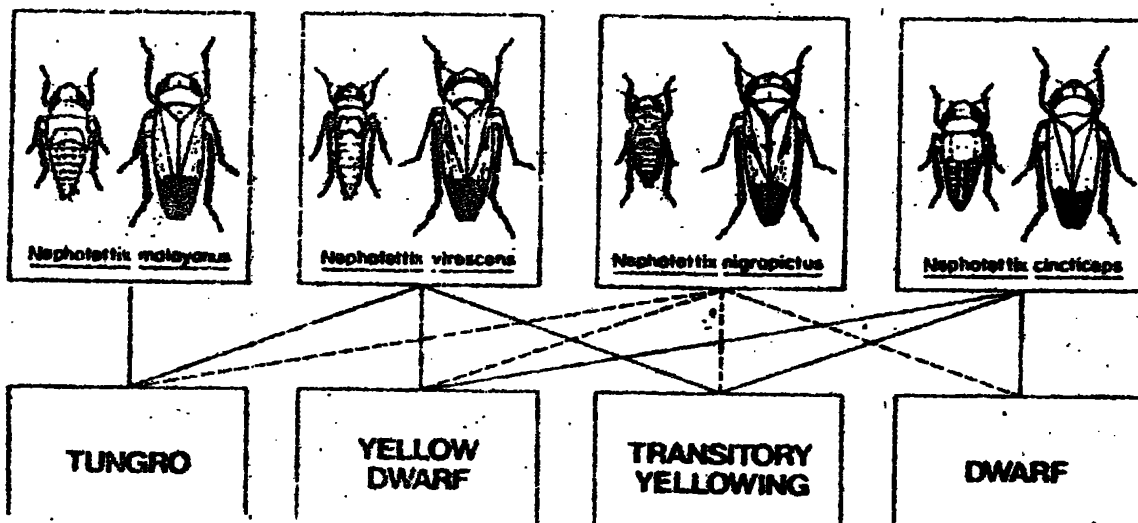


Effect of Custard Apple Oil, Margosa Oil, and Margosa Cake on green leaf hopper population and on Tungro Virus Disease.

In a study at IRRI, it was found that - spraying a mixture of custard apple seed (Annona squamosa) oil and margosa seed oil were effectaive in reducing Green leaf hopper population on rice plants. The rice crop treated with the oil mixture alone, or in combination with margosa cake + urea had relatively low green leaf hoppers and less Tungro virus disease infection.

In this study a 1:4 (Vol:Vol) mixture of custard apple and margosa seed oil at 50% concentration was sprayed. Spraying was done at weekly intervals from seedling to maximum tillering stage. The dose was 8 litres/ha.

Green leaf hopper species.



Diseases transmitted by Green Leaf Hoppers.