

Human resource and technology in today's fast-changing times

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The present era has been a turnaround in every aspect involved in human life vis-a-vis the fast-changing technology. The breakthroughs in technology aspects have hit the human being all around the planet, in a big way. It merely has opened up a whole new arena enabling each one to connect to every other person on the earth in more than a single way and at the same time has made each individual susceptible to a multitude of externalities. Moreover, the times where knowledge and wisdom were limited to a few intelligent is over and long gone. Presently, with those small devices in the palm, every little thing of knowledge can be accessed from any corner of the world. What industry needs to tap today, is no more the person with vast knowledge but is the right individual with a positive intent, who could decipher the knowledge in the best, intelligent and most profitable manner. This aspect of ready access has given rise to a threat of dilution in firewalls and restrictions as well, giving rise to a sense of breach in trust between the employees and employers.

The very aspect of ethics has become the most sought-after attribute in an individual. If we track the transition, it was at the beginning of a skill-based community framework, which got transformed to the industrial framework, marking the beginning of the industrial revolution. Gradually, the man-force that involved human muscle-power besides the power of tamed animals at the start of industrial revolution, got transformed into human resources. As the application of human brain apart from the muscle power started to become

more relevant in tackling the day to day activities, and finally the modern day has arrived where technology that is the outcome of human mind is the very base for each aspect of day to day life. (Para need rephrasing). Taking of India, the market that India involves is very different from the rest of the world, due to many reasons, the primary of them are:

1. The market size in India is of vast size, but with a different attribute that is purchasing power as well as the requirements of them is varied to the utmost extent. Moreover, majority in India is still dependant on agriculture for livelihood, also a vast population still delves with poverty and inadequacy.
2. India is endowed with the gift called demographic dividend, but the very stage to reap the benefits is not yet fully ready, the youths are not however adequately trained for the modern-day technological parlance.
3. Apart from the above two, the biggest hurdle being faced is the pace with which the country has advanced in the service sector. It has been phenomenal, and has outrun the manufacturing sector by a significant margin (the present share of each sector in the country's GVA is: Service sector contributes nearly 54%, Industry 29% and Agriculture & allied activities contribute around 17%; the growth rate for the three areas for the current year is 8.3, 4.4 and 2.1 respectively) (source?); thereby indulging the country in a skewed sort of growth.

There are many more reasons that aid in taking on the Indian market with a different view than the rest of the world and accordingly act to mitigate the various aspects of the market, including Human resource and the fast-changing technology-generated implications.

Further, the energy sector in the country is feeling the stress from every possible angle, thereby opening up the opportunities in multiple dimensions, also presenting threats in the equal number of aspects. In this changing time, there happens to be a small breathing zone and find profit for the industries, related to energy. The ever-expanding need for energy and ever-tightening environment protection norms, both are acting antagonistically are squeezing that little zone rapidly. Adding difficulties to the situation is the fast-changing technology, the rapid advancements in technology is making the instruments obsolete faster than anticipated. Apart from that, a threat is also being projected from the renewables in case of the power sector and biofuels in case of fuel sector. The more the penetration is happening for renewables especially solar, the bigger the market it is capturing and hence the lower the cost of generation is happening owing to the concept of the mass scale of production applied to the solar panel manufacturing.

Further the concepts of micro-grid, net metering etc. are creating turbulence in the power market. The environmental compliances and even the lower costs for the renewable energy are making them more sought after than some traditional thermal based power generations. This results in many of the power plants laying stranded without any schedule. Moreover, the precarious situation of the distribution sector is forcing them to look for cheaper options. The whole cycle has resulted in making India a power surplus country although there many homes where even a single bulb does not glow for even a single minute. (*not sure about the hypothesis*).

Energy is at the core of every little modern day development, the turmoil in the energy sector is getting pinched into all the allied sectors. Be it the agricultural sector where the solar powered pump set is bringing revolutions in the life of farmers, also to the enhancement in crop production through increased crop intensity, be it the usage of bad lands for creating mega solar parks, be it the automobile sector where there has been a revelation through R&D for the efficient electric vehicles and so many stories.

Talking of technology, the up gradation is happening like flipping the pages of a book. For example, the size of the storage devices has been a real inspiration, now gigabytes of data can be stored in a minute flash drive. For mobile phones, every single day they are getting enhanced with some or other attribute. Even data is on-the-go with the free wi-fi systems available in most of the places or even tiny OTG supported storage devices enable a person to access an unfathomable amount of data. The driverless cars are no more a myth and so are many more.

Thus, the present era where human resource and changing technology have come up posing a big challenge for every industry, they need to be appropriately mitigated to make the industry flourish and make the human race reap-in the benefits.

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