

Relevance of Ancient and Historical Perspective of Personnel Development

Dr. Shailja Pandit

Associate Prof., Oriental College of Technology, Bhopal

ABSTRACT

Egyptian civilisation to the civilisation of neon technology , dynamic growth reflects in the field of personnel development .The subjective concept of personnel development has always been influenced by the political ,social and economic system of the country , in practice. “Shri Ram Rajya” to concept of “Welfare Economics “ ,personnel have been the major agent of change in the society. Thus personnel development and development through personnel are interdependent concept . The research paper is based on secondary data collection, highlights the evolution of personnel development in The Egyptian Babylonian, Chinese Ancient Indian ,Hebrew Roman, Biblical Roman Catholic Church , Islamic civilisation.

Keywords: Personnel Development ,Ancient Civilisation , Indian Civilisation

Introduction

Personnel development has been the core of the civilisation at large . There has been many developments in the field of human resource development from many ages. There has been the demand to develop human resource on the large extent . In this way personnel are the main tool for the development in teh society and at large . There has been the continuous demand for the personnel development from many centuries. ^[1]

Traditional Indian Perspective of Personnel Development

There has been the role of personnel in vadic civilisation and the post vadic period also . The main source of the Income during the time of Indus valley civilisation was also based on trade and transport . This emphasises the role of personnel in the organisation^[2] Proper work distribution and role and responsibility assignment was adopted for the large scale of the community . This emphasis the new avenues and better working of the organisation at large .

Personnel Development during Gupta Dynasty in India

At the time of Gupta Dynasty , there has been the great king name Chandragupta Maurya . He adopted specific role for the development of teh personnel in the organisation . special powers were given to women as the major source of the security worker^[3] There has been the very clear work distribution and the proper functioning on the large level of the working and the maing functional context . there has been the approach for the development of the community through the development of the employees .

Personnel Development During the Mugal Administration

This has been observed that there has been the major importance was given to the people related to security . Different hieratical orders were designed for the development of the different hierarchy on the larger scale. Solders who walk , soldiers who sit on the horses and the soldiers who protect the king . likewise their salary was also designed^[4] The emphasis was also given on the security standards and the major concern regarding the effect of the development of personnel.

Personnel Development During British Period

There has been great emphasis on the development role of the employees and regulation .

All the development activities were adopted to make the regulatory administration in better form . this emphasis the state of difference between the regulatory administration and working and development administration and working .^[5]

British Administration introduced All India Services to India . Although at the initial stage the emphasis on to produce the Clark in India , but later the stage become improve in the condition . In this way there has been forceful development in the field of personnel development . there has been the rules and regulation which emphasis the state of the development on the large account of the working at the state of the focused development of the employees.

Personnel Development after Indepence

After inference , personnel development grew into different dimension and at large there has been the development strategies adopted on the welfare state concept . State tool lot of active role in the development of the county . As a result welfare of the nation is considered as the welfare of the citations . This highlights different administrative reforms and introduction of the grass root democratic system at large . Personnel Development depends on the government policies and the larger scale of the development approaches.

Personnel Development in 21st Century

Personnel Development in the modern century is based on the development of the large scale of private sector .public private parternership is one of the main leading policy adoppeted by millemmium development goal. this also emphasis on the state of the working and the larger perspective of the development oriented functions for the employees .

Conclusion

Personnel development has been one of the important factor for the development of the country and the world at large .this emphasis the development strategy and the major impact on the governmental working . there has been the large emphasis on the development of the employees .

Reference:

1. Human-resources firms such as Hewitt, Mercer, Watson Wyatt Worldwide, the Hay Group; McKinsey and the Boston Consulting Group offer consulting in talent-development, and Korn/Ferry offers executive coaching.
2. Foucault, Michel, *ed. (1986). Care of the Self. 2. Random House.* Translated from the French Le Souci de Soi editions Gallimard 1984. Part Two of Foucault's book describes the technique of caring for the soul falling in the category of epimeleia from the Greek to the classic Roman period and on into the early stages of the age of Christianity.
3. Jamoukha, Kholoud. "Kholoud Jamoukha Personal Growth".
4. Ventegodt, Søren; Joav Merrick; Niels Jørgen Andersen (Oct 2003). "Quality of Life Theory III. Maslow Revisited". *The Scientific World Journal. Finland: Corpus Alienum Oy. 3(3): 1050–1057. doi:10.1100/tsw.2003.84. ISSN 1537-744X. PMC 5974881. PMID 14570995. In ancient India people talked about reaching the level of existence called 'sat-sit-ananda': beingness, wisdom and happiness as one.*
5. Nichomachean Ethics, translated by W.D.Ross, Basic Works of Aristotle, section 1142. Online in "The Internet Classics Archive of MIT":<http://classics.mit.edu//Aristotle/nicomachaen.html>