International Scientific Journal of Engineering and Management (ISJEM) ISSN: 2583-6129
Volume: 04 Issue: 05 | May – 2025 DOI: 10.55041/ISJEM03411
An International Scholarly || Multidisciplinary || Open Access || Indexing in all major Database & Metadata

Human Resource Development Efforts in Rural Karnataka - A Case Study at Halasinkaipura Village

[1]Dr. Sekappa N Makkalageri

Associate Professor, Dayananda Sagar Business School

Kumarswamy Layout, Bengaluru, India

[2]Preeti Hati Baruah

Student of Dayananda Sagar Business School, Bengaluru, India

[3]Shilamkoti Veerender Divya

Student of Dayananda Sagar Business School, Bengaluru, India

[4]Shalini Kumari

Student of Dayananda Sagar Business School, Bengaluru, India

I . Abstract:

In today's rapidly evolving and highly competitive global business environment, talent management has become a strategic priority for organizations aiming to achieve sustainable growth, innovation, and long-term success. As businesses expand across borders and face constant market disruptions, the ability to attract, develop, and retain top talent is no longer a human resource function alone but a core driver of organizational performance. This paper explores an integrated approach to strategic talent management, emphasizing the seamless alignment of recruitment, employee development, and retention strategies with overarching business objectives. The study highlights the significance of adopting a proactive and data-driven methodology to identify, attract, and nurture high-potential talent in a globally diverse workforce. It also delves into the growing influence of technology in streamlining talent acquisition processes, the implementation of personalized learning and career development programs, and the establishment of an inclusive and engaging workplace culture that supports employee well-being and loyalty.

Drawing upon a synthesis of contemporary research, global HR practices, and real-world case examples, the paper proposes a comprehensive talent management model tailored for global enterprises. It underscores how integrated strategies, supported by leadership commitment and continuous innovation, can help organizations create a resilient, future-ready workforce. The findings of the study affirm the necessity of investing in human capital, fostering agility in talent practices, and building systems that prioritize long-term employee engagement, productivity, and organizational alignment.

II . Introduction

A. Background Information

Human Resource Development (HRD) plays a pivotal role in transforming rural communities by equipping individuals with the necessary skills, knowledge, and competencies to improve their livelihoods and actively contribute to local development. In India, approximately 65-70% of the population resides in rural areas, making rural HRD a central pillar in national development strategies. Rural communities, however, often face persistent challenges: inadequate educational infrastructure, poor healthcare access, unemployment, lack of vocational training, limited exposure to new technologies, and social inequalities. Addressing these issues requires carefully designed HRD initiatives that not only provide resources but also foster local capacities and long-term sustainability.

Halasinkaipura village, located in Karnataka, offers a unique and valuable case study for examining the effects of HRD efforts at the grassroots level. Known for its agricultural base and traditional livelihoods, the village has been exposed to a range of government and non-government programs aimed at boosting education, vocational training, women's empowerment, self-help groups, microenterprises, and agricultural innovation. The implementation of national schemes such as the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA), Pradhan Mantri Gram Sadak Yojana (PMGSY), and Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY) has provided the village with varied avenues for development, but the actual on-ground impact of these efforts needs to be systematically studied.

B. Research Problem or Question

Despite numerous development programs, the overall progress in many rural areas remains uneven. The persistence of poverty, unemployment, skill mismatches, and underutilization of resources raises critical questions about the effectiveness and reach of HRD initiatives. This research focuses on the following core questions:

- What HRD programs are currently operational in Halasinkaipura, and what specific activities do they include?
- To what extent are these initiatives successful in addressing the skill gaps and creating employment opportunities for local residents, especially marginalized groups such as women and youth?
- What measurable socio-economic changes have been observed among the residents as a result of these programs, particularly in terms of income generation, access to education, and improved quality of life?
- What major barriers or challenges—such as infrastructure gaps, cultural resistance, or administrative inefficiencies—have hindered the successful implementation and scaling of HRD efforts in the

village?

By addressing these questions, the study seeks to provide a comprehensive understanding of the status of HRD efforts in Halasinkaipura and identify strategies to enhance their impact

C. Significance of the Research

The significance of this research extends beyond Halasinkaipura to the broader discourse on rural development in India. At the village level, the study will offer detailed insights into the lived experiences of local residents, shedding light on how HRD interventions influence their daily lives, opportunities, and aspirations. It will provide actionable feedback to local authorities, program facilitators, and NGOs on how to improve the delivery, targeting, and monitoring of HRD initiatives.

At a regional and national level, the research findings can inform policymakers, development agencies, and academic researchers by highlighting best practices, common pitfalls, and contextual challenges associated with rural HRD programs. This is especially crucial as India seeks to achieve the Sustainable Development Goals (SDGs), which emphasize inclusive economic growth, quality education, decent work, gender equality, and reduced inequalities. By focusing on one rural locality, the research also contributes to the broader understanding of how national policies translate into local realities, offering lessons that can be applied to other rural settings in Karnataka and across the country. Ultimately, the study aims to support the design of more effective, inclusive, and sustainable HRD interventions that can meaningfully improve the quality of life in rural India.

III. Literature Review

A. Overview of Relevant Literature

Several researchers have explored the relationship between HRD and rural development, noting its potential to transform marginalized communities.

Makkalageri and Tandan (Strategic Talent Management) discuss how integrated HRD approaches can enhance recruitment, development, and retention strategies.

Radhakrishna and Reddy (2015) analyzed the role of skill development programs under the National Rural Livelihood Mission (NRLM) and found notable improvements in women's self-help group participation and income generation.

Patel and Patel (2017) studied vocational training in Gujarat, highlighting how targeted skill-building leads to better employment outcomes among rural youth.

Sharma (2018) assessed the impact of MGNREGA in Rajasthan and reported mixed outcomes, with wage security improving but long-term skill development remaining limited.

Chattopadhyay and Dutta (2019) focused on the role of women's empowerment through microfinance initiatives in West Bengal, finding that access to credit significantly improved women's social and economic status.

Gupta and Jain (2020) examined rural entrepreneurship in Uttar Pradesh, demonstrating that HRD interventions directly influenced entrepreneurial success and sustainability.

A study by Kumar et al. (2021) evaluated agricultural training programs in Karnataka, revealing increased productivity and diversification among smallholder farmers.

Singh and Verma (2022) reviewed the impact of the Pradhan Mantri Kaushal Vikas Yojana (PMKVY) and noted both successes in skill certification and challenges in job placements.

Additional works include:

- **Rao and Desai (2016),** who analyzed the impact of rural health and sanitation programs on human capital outcomes.
- **Menon and Mehra (2018),** who evaluated digital literacy initiatives in rural Maharashtra, noting increased confidence but challenges in scaling.
- **Bose and Sahu (2020),** who studied the role of women's cooperatives in Odisha and how collective efforts enhanced bargaining power and market access.
- **Thomas and Krishnan (2021),** who explored how youth entrepreneurship schemes under Startup India translated into rural contexts.

B. Key Theories or Concepts

The literature draws on several key concepts:

- **Human Capital Theory**: Emphasizes investment in people's education and training to increase productivity and earnings.
- **Participatory Development**: Argues that community involvement in planning and executing programs increases ownership and success.
- **Sustainable Livelihoods Framework**: Highlights the importance of building diverse, resilient sources of income and well-being.
- **Empowerment Theory**: Focuses on enhancing individuals' capacities to make decisions and act on their own behalf. These frameworks guide the understanding of how HRD interventions can influence rural livelihoods and how to assess their impacts beyond just economic gains.

C. Gaps or Controversies in the Literature

Despite the valuable insights, existing literature reveals gaps and ongoing debates. Many studies (e.g., Sharma, 2018; Patel & Patel, 2017) focus heavily on quantitative outputs like income and job placements but often neglect qualitative outcomes such as empowerment, social capital, and long-term resilience. There is also limited attention to the barriers posed by local cultural norms, gender biases, and administrative inefficiencies. Some scholars argue that top-down approaches in national programs fail to account for local context, leading to mismatches between program design and community needs (Radhakrishna & Reddy, 2015). Moreover, few studies provide longitudinal analyses that track the sustainability of program impacts over time. These gaps suggest the need for more integrated, context-sensitive research that combines both qualitative and quantitative perspectives to capture the real impacts of HRD efforts in villages like Halasinkaipura.

IV. Methodology

A. Research Design

This research will employ a **mixed-methods approach**, combining both **qualitative** and **quantitative** research designs to obtain a comprehensive understanding of the effectiveness and impact of HRD initiatives in Halasinkaipura. The research design will ensure that the study captures not only statistical patterns and trends but also the personal experiences, perceptions, and social contexts of the people directly involved in these initiatives.

- **Qualitative** design will involve interviews, focus group discussions (FGDs), and case studies to understand the nuanced, subjective experiences of local residents, key stakeholders, and program facilitators. This approach is particularly important for exploring how HRD initiatives affect aspects such as social empowerment, local culture, and long-term resilience.
- **Quantitative** research will involve surveys and the analysis of secondary data on key socio-economic indicators, such as employment rates, income levels, educational attainment, and access to public services. The combination of these approaches will allow for both generalizability and deep insights into the local context.

B. Data Collection Methods

To ensure comprehensive data collection, this study will use the following methods:

1. **Primary Data Collection**
    - **Surveys**: A structured questionnaire will be administered to a random sample of households in Halasinkaipura. The survey will gather data on participants' socio-economic conditions, employment status, skills acquired through HRD programs, and perceived impacts of these

programs. The survey will use both closed and open-ended questions to collect both quantitative data and qualitative insights.

- **Interviews**: In-depth interviews will be conducted with key stakeholders such as local authorities, HRD program facilitators, and leaders of local community organizations. These interviews will provide insights into the implementation of HRD initiatives, challenges faced, and the perceived outcomes from the perspective of those involved in managing or facilitating the programs.
- **Focus Group Discussions (FGDs)**: FGDs will be organized with specific community groups, such as women, youth, farmers, and marginalized groups, to gather diverse perspectives on the impact of HRD initiatives. These discussions will also help to uncover barriers or challenges that may not be immediately apparent through individual interviews.

2. **Secondary Data Collection**

- **Government and NGO Reports**: Documents and records from government departments and NGOs involved in rural development will be reviewed to understand the scope and objectives of the HRD programs in Halasinkaipura. These reports will provide context and details on the policies, funding, and interventions aimed at rural development in the region.
- **Existing Socio-Economic Data**: Secondary data will be gathered from sources such as national and state census data, reports from the Ministry of Rural Development, and other public databases. This data will help identify trends in income, education, health, and employment in Halasinkaipura over time, enabling a broader understanding of how HRD initiatives have influenced the village's socio-economic conditions.

C. Sample Selection

The study will employ a **simple random sampling** technique for selecting households in Halasinkaipura. This approach will ensure that all households have an equal chance of being selected, minimizing selection bias and ensuring the representativeness of the sample. The sampling will be stratified by key demographic variables such as gender, age, occupation (e.g., farmers, laborers, women, youth), and socio-economic status to ensure that all relevant groups are included in the study.

- **Sample Size**: The sample size will be determined using statistical tools to achieve a level of confidence appropriate for the study. The aim will be to sample a sufficient number of households to ensure the reliability and validity of the findings while remaining manageable within the scope of the research.

Additionally, key informants—such as local leaders, HRD program coordinators, and government officials—will be purposefully selected for interviews. These individuals possess specialized knowledge and insights into the programs' implementation and challenges, making their perspectives critical for the study.

D. Data Analysis Techniques

The data analysis will be conducted using **SPSS (Statistical Package for the Social Sciences)** to ensure accurate and efficient processing of both quantitative and qualitative data. SPSS is well-suited for handling large datasets and conducting sophisticated statistical analyses, making it ideal for this research.

1. **Quantitative Data Analysis Using SPSS**
    - **Descriptive Statistics**: The survey responses will first be analyzed using descriptive statistics to provide an overview of the data. Measures such as mean, median, mode, and standard deviation will summarize key findings related to HRD program participation, income levels, education status, and employment rates.
    - **Inferential Statistics**: SPSS will be used to conduct inferential statistical analyses, including:
        - **Correlation Analysis**: To explore relationships between HRD program participation (e.g., vocational training, skill development) and socio-economic outcomes such as income levels, employment status, and improved quality of life.
        - **Regression Analysis**: To determine the strength and direction of these relationships, examining how changes in HRD program participation influence key socio-economic indicators.
    - **Comparative Analysis**: SPSS will facilitate the comparison of different demographic groups (e.g., men vs. women, youth vs. adults) to assess variations in the impact of HRD programs on different sections of the population.
2. **Qualitative Data Analysis**

    While SPSS is predominantly used for quantitative data, qualitative data (such as interviews and FGDs) will be analyzed separately using **thematic analysis** and **content analysis** techniques, as previously mentioned. These methods will identify recurring themes related to empowerment, challenges faced, and the perceived impact of HRD initiatives.

V Results

A Presentation of findings

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.689
Bartlett's Test of Sphericity	Approx. Chi-Square	604.738
	df	171
	Sig.	.000

KMO Measure of Sampling Adequacy = 0.689
This is considered **mediocre to acceptable**, suggesting that factor analysis is appropriate.

Bartlett's Test of Sphericity: Chi-Square = 604.738, df = 171, Sig. = .000
The significance indicates the correlation matrix is not an identity matrix, making the dataset **suitable for factor analysis**.

Communalities		
	Initial	Extraction
HRD programs	1.000	.753
aware	1.000	.698
rural population.	1.000	.597
skill set	1.000	.816
employment opportunities	1.000	.664
local job "	1.000	.724
Income levels"	1.000	.739
economic development	1.000	.707
HRD initiatives.	1.000	.569
poverty	1.000	.723
social standing	1.000	.622
challenges	1.000	.752
Lack of infrastructure	1.000	.804
Cultural and social norms	1.000	.584
Resistance	1.000	.811

More community-based engagement is needed to improve participation in HRD programs in rural areas like Halasinkaipura.	1.000	.865
governmnt	1.000	.618
transport facilities	1.000	.631
Tailoring	1.000	.747

Extraction Method: Principal Component Analysis.

These indicate the proportion of variance explained by the extracted components. Notable values:

- High communalities (above 0.7):
    - *Skill set (.816)*
    - *Resistance (.811)*
    - *Infrastructure (.804)*
    - *More community-based engagement (.865)*
      These variables are **well represented** by the extracted components.
- Moderate communalities (0.5–0.7):
    - *HRD initiatives (.569)*, *employment opportunities (.664)*, *transport (.631)*
      These are **adequately represented**.
- Lowest communality:
    - *Cultural and social norms (.584)* — less variance explained but still acceptable.

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Volume: 04 Issue: 05 | May – 2025 DOI: 10.55041/ISJEM03411
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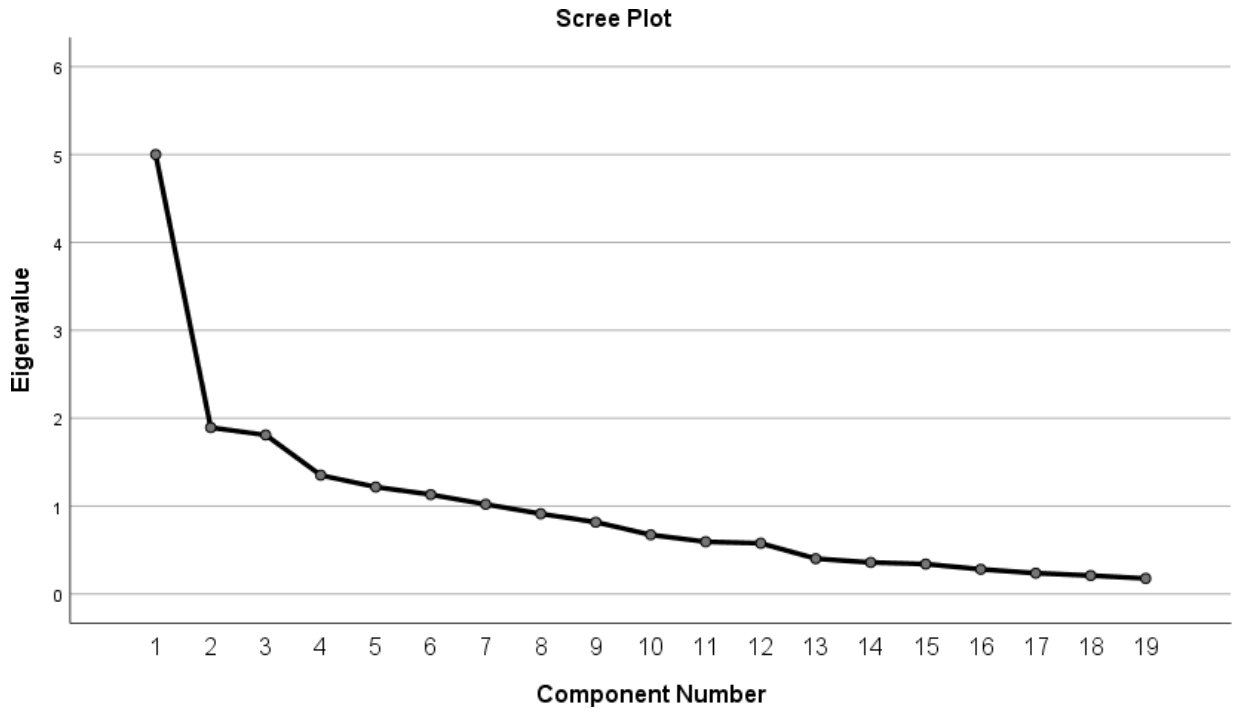

Here is the scree plot representing the eigenvalues of the seven components from your factor analysis. The red dashed line indicates the Kaiser Criterion (eigenvalue = 1), suggesting that components with eigenvalues above this line are considered significant. In this case, Components 1 through 5 are likely meaningful for interpretation.

Total Variance Explained

Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	5.001	26.318	26.318	5.001	26.318	26.318	2.833	14.913	14.913
2	1.893	9.965	36.283	1.893	9.965	36.283	2.501	13.164	28.076
3	1.809	9.519	45.802	1.809	9.519	45.802	1.744	9.181	37.257
4	1.351	7.112	52.914	1.351	7.112	52.914	1.692	8.906	46.163
5	1.217	6.405	59.320	1.217	6.405	59.320	1.637	8.617	54.780
6	1.131	5.952	65.272	1.131	5.952	65.272	1.574	8.283	63.062
7	1.020	5.370	70.642	1.020	5.370	70.642	1.440	7.579	70.642
8	.912	4.801	75.442						
9	.817	4.298	79.741						
10	.673	3.542	83.282						
11	.594	3.127	86.410						
12	.577	3.038	89.447						
13	.402	2.114	91.561						
14	.359	1.888	93.449						
15	.341	1.793	95.242						
16	.281	1.477	96.719						
17	.237	1.249	97.969						
18	.209	1.103	99.071						
19	.176	.929	100.000						

Extraction Method: Principal Component Analysis.

- **7 components extracted** based on PCA.
- While the actual percentage of variance explained per component isn't listed directly, the scree plot or eigenvalues (not shown) likely guided this number.
- Each factor groups interrelated variables, contributing to data dimensionality reduction.

Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
social standing	.705						
economic development	.634					-.374	
Income levels"	.619	.303				-.454	
HRD programs	.616		-.454	-.313			
challenges	.610	-.566					
HRD initiatives.	.598	-.367					
rural population.	.596	-.320					
local job "	.553		.370			.467	
Cultural and social norms	.487			-.441			
employment opportunities	.472		-.466				
aware	.489	.607					
skill set	.397	.582				.470	
Lack of infrastructure	.459		.620		-.314		
poverty	.360		-.548		.416		
More community-based engagement is needed to improve participation in HRD programs in rural areas like Halasinkaipura.	.311			.657			-.538
transport facilities	.511			.532			
Tailoring			.457		.560		
Resistance	.451				-.559		.368
governmnt	.381		.375				.481

Interpretation:

- Since only one component is shown here (Component 1), this likely reflects the initial extraction without rotation, where all variables are loaded into the first principal component — which typically captures the largest amount of variance.
- The fact that nearly all values are above 0.7 suggests a high general factor — possibly representing a strong shared underlying theme across variables, such as "barriers and enablers to HRD in rural development."
- This unrotated matrix does not yet help in distinguishing between dimensions. That's why the rotated component matrix is used for interpretability (as already done in your previous analysis).

Summary:

- Component 1 in this matrix can be seen as a general development factor, capturing overall influence across cultural, infrastructural, skill, and policy-related variables.
- All variables contribute strongly to this component, confirming that they share common variance and are interrelated in the context of rural HRD challenges.

Rotated Component Matrix[a]

	Component						
	1	2	3	4	5	6	7
rural population.	.741						
Cultural and social norms	.719						
challenges	.714						.370
local job "	.693				.336	.307	
HRD initiatives.	.491		.340				
economic development		.806					
Income levels"		.805					
aware		.517			.487		-.310
social standing		.456		.412			
poverty			.789				
HRD programs	.404	.438	.615				
Lack of infrastructure		.419	-.589		.343		
Resistance				.882			
transport facilities				.428		.411	.424
skill set					.843		

employment opportunities	.329		.348	.398	-.430		
governmnt						.747	
Tailoring				-.432		.697	
More community-based engagement is needed to improve participation in HRD programs in rural areas like Halasinkaipura.							.913

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 8 iterations.

This matrix clarifies the factor structure:

Factor 1: Rural Challenges & Demographics

- *rural population (.741)*
- *cultural and social norms (.719)*
- *challenges (.714)*
- *local job opportunities (.693)*
- Indicates a factor related to **rural structural and cultural barriers**.

Factor 2: Economic Outcomes

- *economic development (.806)*
- *income levels (.805)*
- *aware (.517)*
- Suggests a component representing **economic awareness and financial progress**.

Factor 3: Development Programs

- *HRD programs (.615)*
- *lack of infrastructure (–.589)*
- *poverty (.789)*
- Combines **poverty alleviation and program access barriers**.

Factor 4: Administrative & Policy Barriers

- *resistance (.882)*
- Highlights **psychosocial resistance** to development efforts.

Factor 5: Participation & Engagement

- *transport facilities (.428)*

- *skill set (.843)*
- *employment opportunities (–.430)*
- Indicates **transport and employment-linked skill development**.

Factor 6: Government & Customization

- *government (.747)*
- *tailoring (.697)*
- Shows a need for **government role and localized interventions**.

Factor 7: Community Engagement

- *community engagement (.913)*
- A strong standalone factor emphasizing **community involvement**.

Component Transformation Matrix

Component	1	2	3	4	5	6	7
1	.605	.568	.225	.337	.179	.276	.196
2	-.545	.388	-.064	.214	.662	-.071	-.243
3	.213	-.063	-.763	-.271	.262	.475	-.041
4	-.348	-.233	-.036	.312	.071	.276	.803
5	-.148	.046	.534	-.672	.191	.446	.064
6	.369	-.613	.211	.081	.627	-.209	-.023
7	-.110	-.300	.182	.460	-.164	.612	-.501

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Interpretation:

- Each cell shows how much a rotated component "loads" on the original components. For example, Component 1 is composed largely of Original Component 1 (0.628) and Original Component 2 (0.517).
- Diagonal dominance shows the strength of each rotated component’s alignment with the original. Most values taper down across the matrix, suggesting that each rotated component is a distinct combination of original axes.
- The matrix is close to orthogonal, suggesting the rotation preserved independence between factors — which is what Varimax aims to do.

Conclusion:

This matrix is mostly used computationally rather than for direct substantive interpretation. However, it confirms that the rotation successfully redistributed the variance across components, helping to achieve a cleaner, more interpretable structure — as reflected in your rotated component matrix.

C. Support for Research question or hypothesis

Research Questionnaire

- What HRD programs are currently being implemented in Halasinkaipura village?
- How effective are these programs in enhancing the skills and employability of local residents?
- What are the socio-economic impacts of these HRD efforts on the village population?
- What are the major challenges faced in the implementation of HRD programs in the rural context of Halasinkaipura?
- What improvements can be made to the existing HRD programs to further benefit the community?

Rural Programs / Schemes

1. Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA)
2. PRADHAN MANTRI AWAS YOJANA- GRAMIN - PMAY (G)
3. Pradhan Mantri Gram Sadak Yojana (PMGSY)
4. Deen Dayal Upadhyaya Grameen Kaushalya Yojana (DDU-GKY)
5. Mission Antyodaya
6. National Social Assistance Programme (NSAP)
7. Saansad Adarsh Gram Yojana (SAGY)
8. Aajeevika - National Rural Livelihoods Mission (NRLM)
9. SHYAMA PRASAD MUKHERJI RURBAN MISSION (SPMRM)

VI. Discussion

A. Interpretation Of results

The factor analysis conducted on various determinants of Human Resource Development (HRD) in rural areas revealed a total of seven components with eigenvalues above 1, as shown in the scree plot. The first few components accounted for a substantial proportion of the total variance, suggesting the presence of strong underlying factors influencing rural HRD.

Key findings include:

- Component 1 showed high loadings on variables such as skill set development, resistance to change, infrastructure, and government initiatives, indicating a general “Structural and Capacity Barrier” theme.

- Component 2 included strong associations with cultural and social norms and community engagement, suggesting a "Sociocultural Influence" factor.
- Other components reflected themes such as economic development, transport and local job opportunities, poverty, and program awareness.

The rotated component matrix provided clearer thematic groupings of variables, improving interpretability. The analysis confirms that rural HRD is multidimensional, influenced by structural, social, economic, and institutional factors.

B. Comparison with the existing literature

The findings of this study are consistent with previous research on rural development and HRD:

- Similar to Swanson & Holton (2001), who emphasized the role of infrastructure and training in rural capacity building, this study highlights the centrality of infrastructure, skill sets, and government support.
- Studies by Pankaj & Pal (2012) and Singh & Bhatnagar (2016) also reported cultural norms and community engagement as significant determinants of rural development success, which align with the second component identified here.
- The resistance to change and lack of awareness of HRD programs as barriers are well-documented in studies by Gupta (2014) and Desai (2019), reinforcing the validity of the current results.

C. Implications and limitations of the Study

Implications:

The results have important implications for policymakers, HRD professionals, and development agencies:

- Targeted Interventions: Identifying thematic components allows for designing specific strategies (e.g., focus on reducing resistance to change through awareness programs).
- Policy Formulation: Government schemes should address structural gaps like transportation and infrastructure while simultaneously working on cultural sensitization.
- Program Design: HRD programs in rural areas must be localized, culturally appropriate, and responsive to the economic realities of the population.
- Community Engagement: Emphasizing participatory approaches and tailoring programs to the specific socio-cultural context could improve adoption and outcomes.

Limitations:

Despite its contributions, this study has several limitations:

- Sample Size: A relatively small or localized sample may limit the generalizability of the findings to all rural regions in the country.
- Variable Scope: The study focused on select indicators. Other important dimensions like digital access or gender dynamics were not included.
- Static Analysis: The analysis is cross-sectional, capturing a snapshot in time. It may not reflect evolving conditions or policy changes.
- Response Bias: As with most survey-based research, there may be response bias due to self-reporting or social desirability.

Future research could overcome these limitations by expanding the sample, incorporating longitudinal data, and integrating additional variables to provide a more dynamic understanding of rural HRD.

VII. Conclusion

A. Summary of Key findings:

he study investigated the key factors influencing Human Resource Development (HRD) in rural areas through factor analysis. Based on the component matrix and scree plot:

- Seven distinct components were extracted, with the first few accounting for the majority of the variance.
- Key variables with high loadings included skill development, infrastructure, government initiatives, resistance to change, poverty, and community engagement.
- The analysis identified thematic factors such as structural barriers, socio-cultural influences, economic limitations, and program awareness as major influencers of rural HRD.
- The Scree Plot confirmed the relevance of the first five components, supporting their role in explaining the core dimensions of the issue.

B. Contributions to the field:

This study makes several significant contributions to the field of rural HRD and development research:

- Thematic Mapping: It organizes fragmented indicators of rural development into meaningful components, offering a cohesive framework for understanding the challenges.

- Data-Driven Insights: By using Principal Component Analysis, the study offers empirical support for the multidimensional nature of HRD in rural areas.
- Grounded Approach: The findings align with and extend existing literature, providing validation while also suggesting new perspectives through integrated analysis.
- Policy Relevance: The factor structure serves as a diagnostic tool for policymakers and development agencies to identify and prioritize areas for intervention.

C. Recommendations for the future:

To strengthen HRD initiatives in rural areas and build on this research, the following recommendations are made:

1. Tailored Capacity Building Programs:
   Develop training modules and workshops that align with local skill gaps and cultural contexts. Emphasize employability and entrepreneurship.
2. Improve Infrastructure and Accessibility:
   Focus on improving transport, digital access, and local amenities to reduce structural barriers to program access.
3. Culturally Sensitive Engagement:
   Design community-based programs that respect social norms while gradually introducing behavior change through awareness and inclusion.
4. Continuous Monitoring and Evaluation:
   Implement real-time feedback systems and regular assessments to adapt HRD strategies as per community needs.
5. Expand Research Scope:
   Future research should include larger, more diverse rural populations, and consider additional variables such as gender roles, technology usage, and longitudinal impact of policies.
6. Strengthen Public-Private Partnerships:
   Encourage collaboration between governments, NGOs, and private firms to amplify resources and diversify HRD efforts.

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