How to place a right man at the right spot at the right time?  
(An introspection from the angle of human resources development)  
Macroscopic Analysis

K. Ramachandra  
Research Scholar, New Delhi

ABSTRACT:

This essay deals with the impending need to select and place the right person to the right job and the very right time. This applies to all spheres of human activity – especially in the Government. At the moment, we see innumerable people occupying inappropriate positions at various levels. Even those at the helm of affairs are, more often than not, called “misfits” as they are either unable to deliver expected results or they are blatantly proving to be “non-performers” in the public eye. This paper analyses the pressing need to identify those “unique” personalities, imbibe suitable moral and cultural values and mould them to be “Active performers” – with special reference to India.

OUR TRADITIONAL LEGACIES:

Ever since our inception, we have inherited certain cultural values either superstitiously or without even logically thinking whether it is “worth doing”. For instances we have been taught by our elders that we should not be deprived of the primary education - however far the school may be! Ironically, the school curriculum has hardly changed from the time of Lord Mecaulay who devised the “school system” during the British Raj when they ruled India for almost 150 years. Right from time immemorial, we have neither brought any “innovation” nor any novelty to the educational system. Simply speaking, we have only aped what our forefathers did or direct us to do. Upon growing up, we again aped the western culture without even realizing if it would suit us within the framework of our “tradition” and “cultural background”. Even the eminent thinkers. Educationists or Jurists never ventured to inject new ideas or forward thinking in order to stand ahead of the crowd. Likewise, we had faced many problems in inculcating moral values to those who might not have the typical cultural background. According to statistics, around 80% of the population lives in villages or rural areas. Therefore, if not Government alone, someone or some other Organisation has to take care of them as the urban areas get automatically widened due to various Government or private offices. Nevertheless, the general public can be groomed to a certain extent to face the numerous challenges. Few suggestions are as follow:

COMPULSORY MILITARY TRAINING:

This is all the more peremptory for all youth before joining any service. Until now, India does not have such a system. Like in most western countries, this would imbibe ethics, discipline and would make the individual not only a hard worker but also a complete human being. This, simultaneously, paves the way to understand the meaning of “dedication” and value of money. For the nation, this moulds each person to be a sincere and devoted worker. Even when the person has to enter the public life later, it becomes so easier to grasp things faster than the common man! Further, this will also foster strength and confidence at a very young age.

RURAL HEALTH CENTRES:

Similar to “Compulsory Military Training” all medical and para-medical students should be asked to serve at least TWO Years in a remote village of their choice. This again will instil discipline and self-
confidence at the prime of youth and will help them choose their own career. This besides, the rural folk will never be deprived of the medical facilities on a continuous basis – thanks to the rotation of medical and para-medical teams. In the long run, the nation will be proud of well-mannered, well-behaved and ardent followers of moral code which will make them responsible and committed citizens.

Perhaps, India can emerge as one of the few countries who have highest percentage of educated and dedicated citizens who can accept more challenges and solve the domestic issues on their own.

INDIA’S REPRESENTATIVE SYSTEM:

The oft-repeated question is: Do we elect right persons to represent us in the Parliament? Do we have the right parties who have clear vision and pragmatic mission? It has been a hackneyed phrase to mention that two-party system can only produce tangible results. In a vast democratic country like India it is indeed incredibly difficult to stop the mushrooming of parties every now and then. Well, we as responsible citizens should often introspect whether we choose the competent and qualified persons to represent us in the Parliament! Interestingly, if we were to believe the newspapers, more than 40% time is lost in disruptions and, even if works, only FOUR hours a day the Parliament transacts business!! Furthermore, there are lot of fingers being pointed at politicians and their integrity! Out of 545 elected members of House of People (Lok Sabha), hardly 30% persons have unblemished background without even a single blot in their past career! Indeed, this prompts to series of questions like the following:

1) Are we electing the right people to represent us?
2) Do they have formal education in order to speak up at the Parliament?
3) How often our representatives attend the Session and ask questions on the floor?
4) How many of them behave decently without going to the well of the House and damage Common properties like mike, table of the house etc?
5) How many of them visit their respective constituencies and how often in a year?
6) How many representatives are easily accessible by the common man?
7) How many of them use their Constituency Fund to the optimum level?
8) How many of them talk/discuss about the genuine problems faced by the public?
9) How many problems are being escalated to higher authorities if the Parliament rules out?
10) Do they give a proper feedback to the public as to what is actually happening inside Parliament?
11) How many of them pay the taxes and rent dues regularly without being a defaulter?

DO WE HAVE RIGHT MEN AT THE RIGHT PLACE?

Precisely, if we are getting positive answers to all above questions, then we can afford to say that we do have right men at the right place! Undoubtedly, that is not the case! This drives home the point that we do not strictly follow the basic norms of “democracy”. No wonder we are unable to prove ourselves that we are atop other similar democratic nations – thanks to the loopholes in our legal system!! We do come across so many controversial judgements and rulings that the common man gets lost as they are not comprehensive at times! Ironically, there is NO fixed qualification or age to enter the Parliament!! This subsequently brings in a host of illiterate or inexperienced lot who really spoil the entire scene and erodes the very value of democracy!! Sooner or later there should be a system in place which prescribes or fixes bottom line to be able to even stand for election. Unless and until there exists a strict moral code of conduct, the vision of “ideal democracy” is far from achievement! In fact, there should be a mass movement to create awareness among the public. The Election Commission - an institution which conducts the elections all over the country should take bold step not to allow anyone with slightest blot or criminal background to enter the threshold of the sacred
To be able to achieve this, there should obviously be no intervention whatsoever from the political or judicial side! Understandably, this step is too difficult to implement in a vast nation like India. Therefore, it requires high degree of commitment and relentless approach to establish an error-free system at least for once!! Quite truly, next election is bound to produce remarkable results in terms of the basic norms for the selection of Member of Parliament! Similarly, those elected representatives should also be severely punished in case they are found guilty in any civil or criminal proceedings! In simpler words, there should not be any mercy or exception to those who are the actual representatives of the common man. Given this to be implemented for couple of times, India would certainly produce a high degree of chosen representatives who would discharge the duties beyond any doubt. However much one expects such a precision, it would bear fruit right upto the commoner!

CONCLUSION:

From the above study, it becomes evident that right men are NOT at the right place in most of the cases and hence, after about 65 years of independence, it is indeed a Himalayan task to put or select right men for their right job! However, a beginning is always possible in terms of an attempt to streamline the entire system for the future betterment. Remarkably, the onus does not lie on the Government only and a lion’s share has to be performed by the common citizens by means of raising the voice or giving the feedback to the Election Commission whenever possible so that appropriate action is taken within the framework of the constitution. Perhaps in about 20-25 years, the entire system can be revamped in order to give a fresh look of right persons at the right places! As discussed, it requires a high degree of commitment and dedication as the task ahead is not so easy to achieve. Simultaneously, our Constitution and legal system also need a thorough revision to remove the “loopholes” which are evident in abundance! In other words, it needs lot of expertise and sittings of legal luminaries if the Constitution and Legal system have to be “re-written” to have far more results.

From the foregoing lines, we can also elucidate that it is absolutely imminent to have right persons at right spots to achieve right results. Though an uphill task, It is certainly possible to achieve the goal in the long run. Of course, one needs to put the heart and soul without which it may not be possible.