

ABSTRACT

This research is an attempt to highlight the socio-political problems and their impact on the Human Resource Management in the province. This research looks into the factors, which are keeping these hard working and proud people shackled to the medieval practices and denying them to the fruits of 21st century.

The existing developmental paradigm at international level is characterized by the adequate management of human resources. The management of human resources is now no more a hidden phenomenon; it means to enhance the competency and productivity level of the populace for progress at both organizational and societal levels.

The research identifies the socio-political problems which are affecting the human resources and their management in Balochistan. These socio-political problems like, ethnicity, poverty, illiteracy, Sardary System (Feudal System), sense of marginalization among the masses and the increasing level of wide spread discontentment in the province, are upsetting the ongoing process of the management of human resources.

The research divides the human resources into two main sections, working populace and non-working populace. The working populace is the people who are working in formal and informal sectors like managers, officers, manual job holders in public and private sectors and those who are working on the daily wages basis in fisheries, mining and agriculture sectors. The non-working populace is the unemployed youth, women and children. The thesis then examines the management process of working and non-working populace. The working populace is managed through Recruitment, Training and Development, Motivation and Compensation, while the non-working populace is managed through education, health facilities, poverty eradication strategies and political and economic empowerment.

The research is an attempt to identify the impact of the socio-political problems over the management of working and non-working populace and suggests recommendations to lessen this impact. The recommendations suggested in the research work will be highly beneficial in addressing the problems in human resources management in Balochistan. The research is aimed at increasing the productivity and competence of the working and non-working human resources for the development of the province.