

## Relevance of Ancient and Historical Perspective of Personnel Development

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### *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.*

**Key Words: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.

## **Traditional Indian Perspective of Personnel Development**

There has been the role of personnel in vadik civilisation and the post vadik 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 <sup>[1]</sup> 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 .

[2]

## **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<sup>[3]</sup> 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 <sup>[4]</sup>

### **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. The emphasis was also given on the security standards and the major concern regarding the effect of the development of personnel<sup>[5]</sup>

### **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 emphasizes the state of difference between the regulatory administration and working and development administration and working. <sup>[6]</sup>

British Administration introduced All India Services to India. Although at the initial stage the emphasis was on to produce the Clark in India, but later the stage became 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 emphasize the state of the development on the large account of the working at the state of the focused development of the employees. <sup>[7]</sup>

### **Personnel Development after Independence**

After independence, personnel development grew into different dimensions and at large there has been the development strategies adopted on the welfare state concept. State took lot of active role in the development of the country. As a result welfare of the nation is considered as the welfare of the citizens. 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. <sup>[8]</sup>

## **Personnel Development in 21<sup>st</sup> Century**

Personnel Development in the modern century is based on the development of the large scale of private sector .public private partnership 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 .

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