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COURSE NAME:

**Doctorate Degree in Human Resource Management and Development**

Assignment Title:

**(Poverty, Inequality and Economic Development Essay ")**

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ATLANTIC INTERNATIONAL UNIVERSITY

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Introduction

This course will practically address some of the economic challenges faced by poverty, inequality, and economic development and how education can reduce the effects and causes by adding value to a country's economic base. It will explore how education help to achieve this goal, and what steps or measures can be taken as global citizens to ensure this goal is reached. The assignment will include a cover page, an introduction to the subject, as stated above, a conclusion, a bibliography of all sources used, and a statement of originality. The course further provides foundational concepts and is linked to several other course assignments that were done in the same field of study. And these include Human Right:20 Freedom of Assembly and Association, in part of being human, is for us to share ourselves and support others, with the right to assemble.

* **AIU course: Human Rights 28: Free and Fair World,**
* **Human Rights 3: Right to Life**
* **UN’s Sustainable Development Goal 4: Quality Education Globally.**

All three assignments provided foundational concepts of contributing to the society's well-being that will also increase economic growth, Education, and having the right to life. All selected and past course provides information that can further support the well-being of a country's economic system for future generations.

**FINAL VIEWS**

The theoretical evidence assisted the writer in determining the validity of the collected data. The study also provides a review of seminal and modern evidence of scholarship and shows a scholarly theoretical base that was relevant. This Assignment adds potential practical value in assisting the government with its efforts in sustaining economic growth and reducing the levels of poverty and inequality internationally.

It offers evidence that will shed light on what previous studies have done in the same field. This study also draws attention to any strengths or weaknesses of the earlier studies done and offers evidence that will either prove or disprove our study.

In summary, it provides sufficient justifications, the value of this study's inclusion, and its quality. It shared the appropriate procedural steps in carrying out this study. The framework adds value and rigor to the task of addressing the practical research problem.

The authors did not have much control over the main factors contributing to business success within the global market. This assignment draws sound conclusions and recommendations for different stakeholders and further research.

Poverty Impact

Studies have shown that economic development didn’t contribute to the decreased levels of poverty over the years. It was argued by the authors that both factors play a critical role in a country's economic growth. Some have also agreed that the increased levels of poverty vary between countries. Research also suggests that increased levels of poverty are connected to education and sustainable growth. It is the catalyst for a country to eliminate the growth of poverty, by educating everyone and giving them access to quality education.

On the other hand, some studies had concluded that the reasons for the increase in poverty result from the following elements of factors :

* The levels of economic growth
* Poor employment and employee relations
* Weak regulations
* Increase a country's inflation growth
* Increase in population density
* Push and Pull factors

It is the catalyst that drives a country's economic growth. it is responsible for the creation of jobs and improving living standards. It adds value to maintaining a competitive advantage globally. It contributes to employment opportunities and the creation of a dynamic and competitive economic force that will generate employment and income. As it is an integral role in introducing and promoting new technologies, facilitating international trade, and enabling the efficient use of resources. However, the importance and benefits are that will contribute to building resilient infrastructure and promoting sustainable industrialization that will further foster innovation. Also, economic growth, social development, and climate change relied on investing in infrastructure, and sustainable industrialized systems. It is a great investment as it is a financial benefit for economic infrastructure in most national and international countries. inclusively sustainable industrialization combines with innovation and infrastructure increases competitive advantage that will generate employment and income. It plays a key role in introducing and promoting new technologies, facilitating international trade, and enabling the efficient use of resources. And finally, will it be a catalyst for improving the standards of living for everyone. If industries adopt this approach it will positively impact a country's economic and environmental system.

Research has shown that the UN Sustainable Development Goal 9 focuses on building resilient infrastructure, promoting sustainable industrialization, and fostering innovation. From what I have read, theoretical and empirical studies have reported that in 2018, 96 percent of the world’s population lived within reach of mobilized cellular signals, and 90 percent of people could access the internet through a third-generation (3G) or higher quality network. Some of the conclusions drawn indicate that sixteen percent of the global population does not have access to mobile broadband networks. The findings also suggested that the manufacturing value increased by 15.2 percent in 2005 to three percent in 2017. This significant increase was driven by the fast growth within the manufacturing industries across Asia. Less developing countries have adopted the approach of industrialization in a more agro-industry, textiles, and garments with the expectations of creating more jobs that will lead to high economic growth that will contribute to sustained employment for the next generation and higher income and production.

Studies have shown that most countries are continuing to exceed developed economies in renewables investment and are working to build dynamic, sustainable, innovative, and people-centered economies, promoting youth employment and women’s, promoting youth employment and women’s economic empowerment, in particular m, and decent work for all. The local authorities and communities can renew and plan their cities and human settlements to foster community cohesion and personal security and stimulate innovation and employment. For example, during the 19th Century, the world economy was mainly agriculture, and small families were learning their jobs by serving an apprenticeship. They develop their skills and abilities by watching the well-advanced employees. Employees were given small wages, housing, and food as a form of compensation. As a result of the Industrial Revolution in that same period, huge factories and sophisticated machines were developed. For the effective operation of these machines, the employees had to be trained. Managers were given the assignment to train them in the necessary skills and set their work schedules. This is how the birth of H.R.M. took place as a discipline. In 1856, an industrial engineer named Fredrick Taylor developed a theory of Management. The purpose of the study was to analyze the work to determine task complete production. The level of work was divided between managers and employees. The key points that were emphasized were how to improve job efficiency and increase work productivity through their employees' expense. They were provided wages, incentives, times, motion studies, and tasks assigned to each employee based on their abilities and skills.

At the turn of the 20th Century, various departments emerged. They were the first H.R.M. Department that was recognized during the period. These departments were the early departments. Their duties and responsibilities varied from Company to Company. These departments' primary responsibilities were Recruitment and Selection of employees, Training and Development, Time and Motion Studies, Social Welfare, and Union Relations. The objective of the H.R. Department and its function during this period were to increase productivity and profits.

The essential duties of H.R.M. Departments in this period were Productivity, selecting and recruiting, Training and Development, Social Welfare of employees, negotiating issues concerning industrial relations, orientation, development of policies, Performance Management Systems, Performance Appraisal, and Improvement plans, Reward Management.

I strongly believe it can be achieved. To effectively address this question, in my opinion, to achieve industrial, innovation, and infrastructural prosperity for any country, from what I have read on goal #9 education is key to its success as it adds value to a country's economic growth base. Creating employment opportunities and higher income that will further add stability. it will further assist in the allocation of all resources and help them in meeting their goals by providing a strong and effective planning administration; forceful legislation that protects employers and workers alike. An effective development strategy: The country’s efforts must be focused on achieving a sustainable economic base.

Establishment of standards and regulations that will contribute to a country’s infrastructure promoting regulations that ensure company projects and initiatives that are sustainable to manage. Sustainable industrialization and fostering innovation. As in Africa’s economy

To collaborate with NGOs and the public sector to help promote sustainable growth within developing countries.

I suggest that governments in developed countries should think about how industries impact the economy, life, well-being, and the utilization of social media as an instrumental avenue in pushing all policymakers to prioritize the Sustainable Development Goals, in particular Goal #9.

For further exploring the benefits of the industrial revolution, this is where the transition of employment was shifted from manual labor to sophisticated machinery, as is explained in the paragraphs below.

**Scientific Management**

was introduced in the period 1856 to 1917 by the industrial engineer Frederick Taylor. The theory advocated the application of matters to analyze the work and to determine how to complete production tasks efficiently.

Taylor Principles:

* 1. He develops a theory of Management
  2. Employees were scientifically selected and trained
  3. Employee's skills match the tasks
  4. Equal division of work and responsibilities between managers and employees

Scientific Principles were:

* Time and Motion Studies
* Wages Incentives
* Functional organization

The Benefits of the Taylor System Technique:

* + - 1. Special Incentives were provided
      2. Higher wages
      3. Shorter working hours
      4. Better working conditions
      5. Individual rewards for employees based on performance

Education is a powerful tool; it can help raise the next generation with the knowledge that promotes economic growth. According to most studies done infield, education can lead to a world of industrialization and infrastructure, because it will assist countries in the allocation of resources and in meeting their goals and objectives within the specific field of studies.

The Importance of education is an important issue in one’s life. It is the key to success in the future and to having many opportunities in our life. Education has many advantages for people. Everyone has a right to a quality education. It’s how society helps itself and its communities to grow. That is why goal #4 of the 17 United Nations Sustainable Development Goals is quality education, and it feeds into many other goals. Nevertheless, there are also some challenges to quality education, it was noted by the UN that the biggest challenge is the lack of resources and teacher training.

Education helps each step evolve. Giving everyone access to quality education helps bridge the gap in gender inequality. Ultimately achieving the goals of quality education can help improve the quality of Industrialization, Innovation, and Infrastructure Development guidelines. Finally, it makes a major contribution by integrating Innovation and Economic Growth subjects that will contribute to increasing knowledge and create a positive impact on attitudes and behavioral actions. Making this Goal part of a school curriculum will create a positive impact on children on the importance of not understanding the necessity of having strong economic facilities concepts but also the negative effects on Industry, Innovation, and Infrastructural development in general aspects, the quality, and wider environment. Education will make a significant contribution to this field and society as a whole.

Conclusion

The course was focused on the United Nations 9th Sustainable Development Goal, which is Industry, Innovation, and Infrastructure globally by 2030, on education can help in achieving this goal and what steps can be taken as a global citizen to ensure this goal is reached.

We conclude by making several recommendations that can be pursued by the government of any country. In addressing the global challenge of poverty, inequality, and Economic Development, we can ensure that economic growth is accessible to all, it is recommended that civil society organizations should work to keep governments accountable, invest in educational programs and development, and promote the inclusion of all to the right of attaining education, especially in indigenous communities where education is limited.

And generating awareness of these roles and turning them into action will lead to win-win solutions and increase sustainability and integrity for both people's development and a country's economic development. The main objectives are to provide opportunities for all, being the present and future generations. And to maintain a strong economic stability and educational support system.

The support objectives will help countries in developing and sustaining decent work and economic growth and adapting to the challenges of climate change, which will in turn help to promote inclusive and sustainable economic growth, employment, and decent work for all. Also, for the future generation.

Education is an investment that is available to all countries in achieving a society with quality education. It is the change agent that contributes to the health and customs of a country. It drives the strategic goals and economic development. It is essential for the success of number #17 sustainable development goals.

Finally, education helps each step evolve. Giving everyone access to quality education helps bridge the gap in gender inequality. With quality education, they can work towards a world with Industrialization and Economic Growth for all. Ultimately achieving the goals of quality education can help improve the quality of life (Innovation and infrastructure that will lead to Economic Growth). This course was done in alignment with Africa’s Infrastructure Deficit.

Formal and Informal Learning gain

I will also ensure that a standard of performance is set for all employees. They must have clearly defined targets and standards which is acceptable and can be used to judge their progress. I will ensure that each employee is satisfied with the level of learning provided, in addition to establishing the platform to determine whether they can learn under difficult circumstances and whether their development needs are being met.

Currently, I manage the Compliance Department and supervise five Compliance Inspectors. My role as a Senior Compliance Officer involves training and development, assisting with the development of all training programs that are designed to address performance indicators and areas of improvement, guiding all compliance staff, and ensuring that all targets are conscientiously pursued and achieved.

Throughout the year performance is evaluated in line with the Turks and Caicos Islands National Insurance Board Performance management-based system. I apply the performance cycle, setting smart goals, and monitoring performance in quarterly and annual reviews.

**Planning stage**: I set performance targets for the fiscal period, and both I and the employee agreed by signing and dating.

Monitoring stage: I will meet with employees on a weekly and quarterly basis, to evaluate performance against the agreed target.

Review Stage: I will evaluate the overall progress of employee performance, to determine whether goals were achieved. I provide the incumbent with a copy of his last assessment for the previous year. During the meeting, he is provided with a current job description. After the meeting the incumbent is provided with a copy of his current job, listing all areas of key knowledge, skills, and experience that need improvement. Here courses are identified, and the personal, academic, and professional development plan is recommended. The development plan is agreed upon by the supervisor and employee. The planned objectives are reviewed by the date agreed. The learning outcomes from my career professional development plan have motivated me to continue looking forward to advancing my career, by pursuing self-study and training to enhance my technical and interpersonal skills. Seeking out and participating in opportunities aimed at being a more effective leader. Evaluating my development plan initiatives and scheduling performance meetings with staff members to obtain the resources needed to make their job more productive and satisfying.

The development will focus on broadening skills and knowledge for future responsibilities and promotional opportunities within my present organization. Ensuring that lines of open communication across all levels of management, active involvement of staff in the decision making, and ensuring transparency and directing of information are done effectively.

**Recommendations**

This chapter gives an overview of recommendations given for others to consider for future situations and for implementing the plan of this assignment. New initiatives should be delivered through local management. The assignment recommended that the organization implement an effective Performance Management and Appraisal System that will assist the organization in evaluating performance on a quarterly and annually basis. The system will also help in determining whether strategic goals and objectives are being met or not. Understand what is expected from the incumbents, when it is expected, and what standard is expected. Determine whether performance objectives are being met. Understand the employees' critical areas of accountability. Make qualified decisions within the employees' competencies and avail them of learning and development opportunities to meet their performance targets competently.

**Specific objectives to be implemented include:**

1. The establishment of a performance and learning culture.
2. Encourage upward communication and the adaptation of a participative and democratic leadership style in alignment with the organization's strategic direction.
3. Manage, and encourage jobholder’s development needs; evaluate performance fairly and objectively. (**Job Description and Job Specification**)
4. Recognize fully effective and better performance categories and manage classes of performance that are not fully effective and lower.

**Limitations of the assignment**

This research was limited to desk research only for the foreseeable future etc., in the wake of the current and changing legislation. The researcher had to reach most of the participants via email; this was one of the key challenges in collecting the primary data. The researcher considered a few alternative ways of obtaining data. In the wake of health challenges worldwide, research techniques such as face-to-face interviews or Focus Group discussions are no longer optional; the researcher had to consider alternative ways in more excellent qualitative research; innovative measures also had to be considered.

Bibliography

<https://www.un.org/sustainabledevelop>ment/infrastructure-industrialization/

STATEMENT OF ORIGINALITY

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This Course Work assignment is a result of my work. All academic sources used in this study are fully acknowledged and disclosed, in line with the MLA System Referencing.

Student SignatureDate:June 2022

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