Relationship between Predictors of Human Resource Development and Social Security for Attaining Bangladesh's Vision 2030

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Abstract

Bangladesh Economic Review (2023) as an important measure taken by the Bangladeshi government to foster between human resource development (HRD) and social security (SS) towards achieving the Vision 2030 in the country. Nonetheless, there is insufficient research in the recent time that empirically investigated the relationship between various underlining predictors of human resource development and social security in the country. The primary objective of this study is to explore the highlighted predictors of human resource development and social security in Bangladesh. Quantitative research design was used to examine the variables of this research. The population of this study comprised experts in education, digital technology, health, employment, women/children, social welfare, social security. Convenient sampling technique was used to choose 281 respondents. Both validity and reliability of the instrument were established. Questionnaire was the instrument used for data collection and Statistical Package for Social Science (SPSS) version 23.0 was utilized for data. Descriptive Statistics with frequencies and percentages were used to analyze demographic information of the respondents and Pearson moment product correlation was employed to determine the relation between predictors of predictors of human resource development and social security in Bangladesh. The results of shared variance from Pearson moment product correlation demonstrated that there was high level of correlation between health as a predictor of human resource development and social security; there were moderate correlations between education, digital technology and women/children as predictors of HRD and social security and there were low correlations between social welfare and employment as predictors of HRD and social security in the country.

Keywords: *Human Resource Development; Education; Technology; Health; Social Welfare; Employment; Women/Children and Social Security.*

Introduction

Bangladesh plays important roles in the soci0-economic development of Asian continent and it has been making a tremendous effort in improving its Human Development Index (HDI) in the recent time. This assertion has manifested from the Human Development Report (2021) which said the Bangladesh government has immensely upgraded its ranking at the global level. There are several impediments affecting human resource development and social security in many countries across the world. For instance, high rate of poverty, illiteracy, diseases, unemployment, social inequality, inadequate attention to welfare of women, child labour are examples of these impediments. Overwhelming studies have investigated human resource development and social security programmes in developed and developing countries including Bangladesh (Alam and Hossain, 2016).

Nonetheless, there is insufficient research exploring determinants or predictors of human resource development in the country especially when the government has shown interest in using human resource development as yardstick in achieving the country's Vision 2030 and sustainable economic development. In many countries like US, UK and Europe, human resource development is an important element for economic growth and overall development. Similarly, Bangladesh has regarded this element in its national development plan and framework. Nonetheless, several studies have not given meticulous attention to empirically investigate specific determinants of human resource development in order to achieve social security in the country. Nevertheless, the high rate of literacy, unhealthy living conditions of the poor, poverty, unemployment inadequate welfare for women and children and more importantly, child labour are culminated challenges that tend to affect effective and efficient focus on human resource development in the country (Chowdhury, Uddin, Uddin and Uddin, 2018).

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In the spirit of providing substantial direction for attaining the country's Vision 2030 as well as for achieving sustainable development, this research tries to investigate the relationship between some selected predictors of human resource development and social security in the context of Bangladesh. Undoubtedly, there are several predictors of human resource development and the ones examined in this research are: education, technology, health, social welfare, employment. Undoubtedly, the essence of investigating the predictors of human resource development is to enhance the living conditions of the poor and disadvantaged citizens in the country. More importantly, Education is regarded as a fundamental aspect in propelling human resource development because there is no meaningful economic growth that could be achieved without education.

Thereby, vocational training and entrepreneurial activities should be given a prime importance in order to enhance human resource development and social security or social safety net programme in the country (Alam, 2009; Huda, Anika, and Khaled, 2014). Similarly, healthy living among the citizens have been explained in the cursory literature especially by avoiding the prevalence of non-communicable diseases (NCDs).

Digital technology is essential to foster all apects of human endeavours in the country. The conservative ICT legal framework and aggressive state crackdowns hinder the emergence of new-media-driven citizen participation, despite the government's Digital Bangladesh initiative (Mazumdar and Alharahsheh, 2020). On the other hand, human resource development in Bangladesh is also confronted with various obstacles. These include a lack of synchronization and piecemeal approach in developing mechanisms, skill shortages, inadequate physical infrastructure, poor governance, demographic burden, educational bottlenecks, lack of transformational leadership and among which affect the efficiency of human resource development through the adoption of technology in the country (Islam, Mamun, Afrin, Ali Quaosar and Uddin, 2022). Furthermore, the deficit in governance, corruption, inadequate infrastructures, and income inequality are identified as binding constraints to the sustainability of development in Bangladesh (Sarker, Wu, Liu, and Ma, 2019). These challenges need to be addressed to ensure the successful development and utilization of digital technology and human resources in Bangladesh.

Additionally, early teenage marriage and low labour market opportunities contribute to a pronounced female dropout rate from school. However, there are opportunities for development, such as the growth of fashion education and the potential for job market opportunities in the fashion industry. Increasing the capacity of universities through efficient budget for human resource development can also contribute to improvement of accessing tertiary education among poor households in rural area in the country (Sarkar, 2014). This study is motivated by the recent Economic Review (2023) in Bangladesh as part of proactive step to achieve the country's Vision 2030 and overall sustainable development where certain factors are highlighted. However, the aforementioned highlighted factors in connection to human resource development are not empirically investigated. Therefore, this research tries to empirically investigate predictors of human resource development and social security in the country. The gap in the extant studies is that the selected predictors of human resource development are not put to together together to explain social security programmes in the country. The novelty of this study emerged from the issues arising from Economic Review (2023) in order to enhance the country's Human Development Index (HDI).

Literature Review

This part explores and overview of human resource development (HRD) and social security in the context of Bangladesh. Each of these is explained in the subsequent subheadings.

Human Resource Development

In Bangladesh, human resource development is a topic of interest in various industries. The banking industry in Bangladesh has room for improvement in HR practices, with an average HR disclosure practice of 59.25% (Mohiuddin, 2012). The apparel industry in Bangladesh is experiencing a transition to the fourth industrial revolution, and institutional pressures have a positive influence on workforce skills in this context (Huda, Anika and Khaled, 2014). Sustainable resource management is a challenge in developing countries like Bangladesh, but strategies and goals provided by the SDGs can be applied to achieve favourable

outcomes by harmonizing human resource development and economic growth as literature contends (Sharif, Ahmed and Abdullah, 2013). In the country, the ready-made garments (RMG) industry could benefit from implementing green human resource management (GHRM) practices, but there are obstacles such as organizational support and high costs (Huda, Karim, Ahmed, and Olu-Olu, 2007). Bangladesh is committed to establishing a nuclear security regime and has conducted research to explore human resource development modalities for its nuclear security force by utilizing the role of science and technology for sustainable development by advancing human resource advancement as literature posits (Alam, 2009). In this study, there are identified predictors of human resource development (i.e., education, technology, health, social welfare, employment, women/children) in fostering social security) which are elaborated in the subsequent sub-paragraphs.

First, education is an important predictor of human resource development in Bangladesh have been the focus of several studies. The country's education system has undergone significant development, with an emphasis on human capital development. Literature stresses that paramount importance of e-governance in the education sector is mainly to foster qualitative education in fostering human resource development in the country (Seddiky and Ara, 2015). This includes the incorporation of human capital development goals into the secondary English curriculum, although there may be divergent goals in pedagogy and assessment practices. The acceptance of the school education system in rural areas has been observed, with villagers prioritizing education careers or certificates for their children as an integral part of human resource development (Rana, 2011). The fashion education sector in Bangladesh has also seen growth, reflected the economic expansion of the country and offered multiple employment opportunities that will address unemployment and consequently improves economic growth (Sharif, Ahmed and Abdullah, 2013). In the tourism industry, there is a need for an educated and groomed workforce to ensure sustainable growth, and suggestions have been made for the development of tourism marketing education and research in order to achieve the prime motive of Enrich programme to improve the income of poor and disadvantaged citizens in the country (Nargis, 2019). Overall, education is an essential aspect in enhancing human resource development in Bangladesh, with the potential to transform the country's demographic burden into a dividend through effective policies and implementation. The best practices in education and human resource development in Bangladesh include the implementation of effective education policies. These policies aim to transform the education system and develop human resources for economic growth (Alam, 2009; Huda, Anika, and Khaled, 2014). Job satisfaction among teachers is crucial for quality education, and factors such as salary, service conditions, and promotion play a significant role in job satisfaction. However, there may be a disconnect between education policies and their practical application in the field, as pedagogy and assessment practices may not align with the goals of human capital development. Thus, it is important to have a well-orchestrated education policy that can immensely serve as impetus to the expansion of an adaptable workforce and overall human resource development in the country (Islam, 2021). This model should focus on training and development, workforce development, and organization development, while also considering factors such as inter-agency collaboration and international cooperation for overall betterment of educational system through efficient budget for human resource development in the country (Sarkar, 2014).

Second, health and human resource development in Bangladesh is a critical issue due to the shortage of trained healthcare providers and the increasing prevalence of non-communicable diseases (NCDs). The country's health system faces challenges in terms of shortage of health workers, lack of skills and professional experts, and inadequate public spending on healthcare (Rahman, 2006). The government has adopted healthcare policies and plans to address these issues, but there is a need for additional resources to develop, train, and support healthcare providers for NCDs at the primary care level. The country has made remarkable progress in digital health, with the implementation of a national public sector health data warehouse and initiatives to strengthen the health system and improve civil registration and vital statistics in enhancing human resource development (Das, 215). Literature posits that the overall health and nutrition situation in Bangladesh has been improved to support human resource development (Ssengooba, et al., 2007). To achieve universal health coverage and improve health outcomes, there is a need for increased investment in healthcare, better coordination between education and employment sectors, and a focus on

skill formation and innovation as part of effort in bridging the gap between human resources for health sector as literature contends (El-Saharty, Sparkes, Barroy, Ahsan, and Ahmed, 2015).

Third, digital technology and human resource development is emphatically stressed in Bangladesh. Digital and technology initiatives in Bangladesh. For instance, the Vision of Digital Bangladesh aims at transforming the country into hub of economy using a digital technology by 2030 for such a transformation (Mazumdar and Alharahsheh, 2020). However, the embracement of artificial intelligence (AI) based technologies in recruitment is still in its early stages. The study by Islam et al. (2021) identified the main antecedents of AI adoption in recruitment like the unified theory of acceptance and use of technology (UTAUT) model. Similarly, the research found that factors such as perceived credibility do not significantly impact on the adoption of artificial intelligence (AI). In terms of human capital development, literature examined the HRD practices of business firms in Bangladesh and suggested important policy measures to make training programs goal-oriented and consistent (Chowdhury, Uddin, Uddin and Uddin, 2018). Digital technology and human resource development in Bangladesh have several benefits which literature posits that digitalization has a potential to enhance the performance of employees in a particular industry (Haque and Nishat, 2022). Adopting technologies and open educational resources (OERs) in educational programmes can improve learner engagement, access to resources, and learning management (Bhattacharyya, Dutta, Nowrin, Shafique, Islam, Riazul Islam, and Anwar, 2021). However, the concept of "digital Bangladesh" and ICT for development (ICT4D) approach have been criticized for promoting neoliberal ideologies and focusing on entrepreneurship-oriented personal empowerment (Mazumdar and Alharahsheh, 2020). Development of human resources is crucial for delivering superior services and achieving real economic development in Bangladesh (Ferdous, 2016). The government's efforts to turn the country into "Digital Bangladesh" aim to improve planning and management practices, optimize resource utilization, and create employment opportunities through ICT in enhancing human resource development (Mia and Faisal, 2020). Digital and technology development in Bangladesh face several challenges such as information resource management (Sarker, Wu, Liu, and Ma, 2019). The rapid advancement of technology, including robotics and artificial intelligence, poses a risk to the country's current drivers of development, such as ready-made garments, international migration, agriculture, and NGOs which are advocating for the utilization, adoption and practices of human resource management practices (Sina and Mohiuddin, 2017; Islam, Mamun, Afrin, Ali Quaosar and Uddin, 2022). Overall, several studies have highlighted the importance of digital technology initiatives and strategies for human resource development, in the context of Bangladesh's development goals for sustainable development (Huda, Karim, Ahmed and Olu-Olu, 2007; Alam, 2009; Mia and Faisal, 2020; Mazumdar and Alharahsheh, 2020; Bhattacharyya, Dutta, Nowrin, Shafique, Islam, Riazul Islam and Anwar, 2021).

Fourth, employment and human resource development are importantly emphasized in Bangladesh through various measures especially by stressing on the skills development for ensuring employability of youths as literature contends (Alam, Ogawa and Islam, 2022; Alam, and Sharmin, 2023). Bangladesh as a country faces a shortage of skilled professionals in various disciplines, hindering its progress and development as demonstrated in extant literature that identifies multidimensionality of employability skills in order to address the challenges facing graduates in an emerging economy like Bangladesh (Chowdhury, and Miah, 2019; Sarker, Hashim, Haque and Juhdi, 2021; Uddin, 2021). Literature contends that soft skills are essential for the performance of graduates in the labour market (Chowdhury and Miah, 2016; Afroze, Eva and Sarker, 2019; Sarker, Hashim, Haque and Juhdi, 2021). The country recognizes the importance of technical and vocational education and training (TVET) in preparing a skilled workforce for rapid industrial growth (Aktaruzzaman, and Clement, 2011; Alam and Sharmin, 2023). Additionally, engaging the active workforce in overseas employment can contribute to the country's economic growth and development, as well as help achieve the targets of the Sustainable Development Goals (SDGs) (Islam, 2021). In ensuring that the sustainability of development, it is essential to address the challenges faced by expatriate workers, such as workplace safety issues and the involvement of middlemen (Mohiuddin, 2012). In addition, there are challenges such as a lack of synchronization and coordination in human resource development (HRD) efforts, skill shortages in various fields, and weak infrastructures as literature contends (Mohiuddin, 2012). To address these challenges, it is noteworthy to posit that creation of a comprehensive plan for HRD which will include both general and technical education, promotes institutional synergy, and enhances the

employability of the labour force as literature contends (Alam and Sharmin, 2023). By implementing for fostering employability skills, it would serve measures to improve the employment and drastically reduce the unemployment rate. Similarly, it should advocate for the increase in human capital development as well as economic growth through quality of life in the country (Akter and Banik, 2018; Chowdhury, Uddin, Uddin and Uddin, 2018). Hence, Bangladesh can improve employment opportunities and human resource development through quality of working life towards achieving overall sustainable development as an integral part of vision 2030.

Fifth, women/children and human resource development play significant role in fostering social security in various parts of the world including Bangladesh. It should be reiterated that, women's empowerment and economic development in Bangladesh are interconnected in fostering the overall human resource development. More specifically, as literature links roles of women with different factors in fostering women empowerment (Nawaz, 2009); human capital development (Sharif, 2020); women entrepreneurship development (Moudud Ul-Huq, 2013); gender in human right and women's entrepreneurship in enhancing small and medium enterprises (Shoma, 2019) and roles of business enterprises as an integral part of women entrepreneurship in the country (Ferdousi and Mahmud, 2019). The impact of economic development on women's empowerment is investigated through regression models using panel data from 1991-2019. Despite improvements, women in Bangladesh still face obstacles in the workplace. Women's economic choices and control remain limited, with lower labour force participation and a narrower range of occupations compared to men need serious attention in order to achieve vision 2030 and overall sustainable development (Sina and Mohiuddin, 2017). Human resource development (HRD) is a challenging task in Bangladesh, with shortages of skill and lack of synchronization in development efforts (Ferdousi and Mahmud, 2019). Undoubtedly, the Grameen Bank has been successful in applying various approaches to women-centered development, contributing to their socio-economic development in the country (Sawada, Mahmud and Kitano, 2018). Hence, there is a need to address societal and market barriers, improve gender-disaggregated data, and promote HRD in fostering economic development among women in Bangladesh.

Furthermore, addressing of children's vulnerable experience is germane is fostering human resource development in Bangladesh. For instance, child labour is an obstacle to achieving universal primary education and human resource development (HRD) in Bangladesh (Hosen, Khandoker and Islam, 2010; Zaman, Matin and Kibria, 2014). It should be reiterated that children engaged in multiple economic activities for survival, such as begging, labour, and selling goods which literature identified that there are weaknesses in the existing legal framework in solving the aforementioned problems (Islam, Rahman, and Khatun, 2013; Norpoth, Grob and Aktar, 2014). The nature and intensity of child labour vary depending on the socio-economic conditions of the country as literature contends (Islam, 2014). The country's HRD is fragmented and lacks synchronization, leading to challenges in education, employment, and population control. To address these challenges, it is crucial to improve the information base on child labour, promote policy dialogue, and collect regular data on child labour as literature suggests (Norpoth, Grob and Aktar, 2014). By developing institutional synergy, promoting useful education and training, and enhancing employability, Bangladesh can create a competitive human resource base and increase productivity. Undoubtedly, HRD plays a vibrant role concerning the improvement about the quality of life and driving the economy of Bangladesh towards real development.

Children in Bangladesh face several major challenges. One of the main challenges is stunting, with a prevalence of 36.5% among children aged 0-59 months (Norpoth, Grob and Aktar, 2014). Another challenge is the violation of children's rights, including access to education, health, nutrition, and protection. Child labour is also a significant problem, with many children forced to work due to economic pressures predominantly in urban areas (Hosen, Khandoker and Islam, 2010). Additionally, families of children with pediatric cancer face socio-economic burdens, including financial strain and lack of support (Norpoth, Grob and Aktar, 2014). These challenges can be overcome through policy interventions, such as reducing stunting through targeted interventions in the eastern region of Bangladesh (Norpoth, Grob and Aktar, 2014). Early childhood development programs that consider child, household, and community factors have also been found to be beneficial for literacy and numeracy skills development (Hosen, Khandoker and Islam, 2010). Furthermore, child rights education programs have shown to be effective in increasing

children's awareness and perception of their rights, and should be expanded and tailored to socio-cultural contexts (Hosen, Khandoker and Islam, 2010). Indeed, providing proper parental guidance and support, along with recognizing different parenting styles and characteristics of children, can contribute to fostering creativity and success in children's lives by improving their health and education spheres (Ahad, Chowdhury, Parry and Willis, 2021).

Sixth, social welfare and human resource development are essential in fostering social security which can consequently improve economic development in the context of Bangladesh (Sawada, Mahmud and Kitano, 2018). It should be reiterated that social welfare and human resource development are closely linked whereby Personnel of Garut Regency is focusing on improving the performance of human resources through organizational setting because human resources play a crucial role in utilizing organizational systems and are essential for the overall growth of a particular organization (Mahmood and Nurul Absar, 2015). In the field of social welfare, the motivation of employees is an important factor in attracting highly qualified specialists that can propel engagement for human resource and economic growth (Sharif, Ahmed and Abdullah, 2013). Social organizations are an integral part of the third sector that

fosters the overall economy, contribute directly to the broader welfare aspects of development, specifically in health and education sectors with particular attention to synergy with various institutions in the state (Mozumder and Halim, 2006). More specifically, different Non-Governmental Organizations (NGOs) have been playing significant role in fostering social capital and sustainable development which is also closely related to social and human welfare, as it addresses the social challenges faced by citizens in Bangladesh (Iislam, 2015). It is noteworthy to say that social welfare programmes do not in any way harm economic development, and policies that invest in human capabilities and promote sustained economic development are more likely to succeed (Hasan, Chowdhury and Salahuddin, 2013).

Moreover, the key issues in social welfare and human resource development, including the lack of competent and well-trained professionals, the decline in the prestige of relating to the profession of social work, as well as the low level of wages in the social sector. Social welfare and human resource development face several key issues or challenges is attracting highly qualified specialists to the social welfare system as well as the issue of the need to release the unrevealed potentials of human resources (Mozumder and Halim, 2006; Mahmud, 2008; Mohiuddin, 2012). Additionally, the performance and quality of human resources are crucial factors in organizational systems. Economic inequality is also a significant concern, and welfare states can play a role in reducing income inequality through the provision of services such as education and healthcare (Rahman, 2006; Das, 2015). However, developing countries such as Bangladesh may face challenges in obtaining the necessary resources for these services due to limited revenue sources, larger informal economies, lower tax morale and many others. Overall, these issues highlight the importance of effective personnel policies, the utilization of human resources, and the role of welfare states in achieving social development and equality in the country (Sifat, 2021).

Social Security in Bangladesh

In Bangladesh, there are initiatives relating to social security which are being regarded as mechanisms for improving various facets of human endeavours such as: reducing poverty, food security, and standard of living among the poor families in the country (Pradhan and Quazi, 2022). Similarly, some other initiatives to achieve social security in the country such as: medical coverage, Government-funded cash handouts and food stamps have been playing an important role in reducing poverty in rural areas in the country (Ahmed, 2013). Social safety net programmes are crucial factors in determining their impact on poverty reduction, food insecurity, and standard of living respectively (Sifat, 2021). Nonetheless, the amount of support, duration of support and payment interval are also essential to be taken into consideration (Sifat, 2021). However, there are challenges in programme execution and maintenance, highlighting the need for improving the designed programme and it is expected that execution of the programme should reach most of vulnerable individuals through the effort of the government (Sarker and Jie, 2017). There are public expenditures relating to social security which have shown significant impacts on formation of gross capital and GDP growth in Bangladesh (Alam and Hossain, 2016). Nonetheless, the impact on poverty and income inequality negatively affects both human resource development as well as economic growth among the

household in the country (Baser Nahar and Rahman, 2020). The government is committed to reducing poverty and improving human development through a comprehensive National Social Security Strategy that strengthens existing safety net programs and includes employment policies and social insurance (Ahmed, 2013; Sifat, 2021).

There are existing programmes on social security in Bangladesh which have clear marginal effects on reducing inequality in the aspect of income. This scenario has worsened poverty among citizens. Safety net programsme in Bangladesh have been able to reach various population segments and help decrease poverty and vulnerability (Sarker and Jie, 2017; Hossain et al., 2022). Cash and food transfer programmes have been effective in reducing poverty and food insecurity in the short term. However, the long-term sustainability of these programmes varies, with cash transfers having more context-specific effects and food transfers not sustaining their impact after the intervention ends (Helal and Hossain, 2013).

Social security programmes in Bangladesh faces several challenges. Programme execution and maintenance issues continue to be a problem, highlighting the need for improving designed programme and implementation meant for most vulnerable citizens (Sarker and Jie, 2017). Additionally, there are continues gaps affecting the citizens, particularly marginalized workers, as a result of conditions of labour market. Nonetheless, Bangladesh needs effective measures that would promote productivity and employment of labour market. Similarly, adequate social insurance to hedge various risks (Rana, 2011). Overhauling the current social security programmes is necessary to address these challenges and achieve better outcomes in order to achieve vision 2030, sustainable development and economic growth in the country (Helal and Hossain, 2013).

Social security in Bangladesh can be improved by focusing on the need for additional research on the long-term effect of sustainability cum social security programmes in the country (Sifat, 2021). The government has recognized the importance of social protection and has formulated a comprehensive National Social Security Strategy to streamline and strengthen existing safety net programmes. However, it is important to address the limitations of these programs and allocate adequate budget for their implementation. Overhauling the existing social security programmes is necessary to reduce income inequality and poverty in the long run. Furthermore, the ongoing challenges impeding HRD highlighted the need to reassess and adapt the National Social Security Strategy to address emerging needs.

Methodology

This part presents the methodological approach used in this study. Quantitative research design was used which literature affirms that it is more appropriate to collect data from the respondents (Cresswell, 2014). The population of the study comprised the concerned stakeholders in various sectors that strive to enhance human resource development (HRD) in the various components namely: education, technology, health, social welfare, employment and women/children in fostering social security. The prime aim of exploring human resource development (HRD) and Social Security (SS) is to improve living conditions of the poor and vulnerable citizens in Bangladesh. Convenient sampling technique was used to select 281 from the population of the study. The instrument (questionnaire) used for collecting data among the sampled respondents. The instrument comprised demographic information of the respondents and predictors of human resource development (HRD) (i.e., education, technology, health, social welfare, employment, women/children) in fostering social security. Five (5) parameters were used for each variable explored in this study. This means that 35 items were contained in the instrument of the study. Undoubtedly, the questionnaire used a-4 Likert scale was used which are: 1=Strongly Disagree (SD); 2=Disagree (D);3=Agree (A) and 4=Strongly Agree (SA). Thus, validity of the instrument and reliability of the instrument were determined. Opinions of experts in HRD and social security were sought on the instrument and observations and comments were used to improve on the final instrument of the study. Similarly, to determine the reliability of the instrument, a total number 30 respondents were selected and internal consistency of the instrument was determined using Cronbach's Alpha. The reliability of the instrument on various factors are as follows: education=.852, technology=.795, health=.673, social welfare=.683, employment=.653, women/children=.850) and social security=.793. It could be asserted that the

instrument (questionnaire) was reliable for this study as literature posits (Pallant, 2011). This is necessary in determining the relationships between predictors of human resource development and social security in Bangladesh. Moreso, in order to collect data, various online platforms comprised experts who were acquainted with determinants of HRD and social security were used. The data was collected within the period of one month and the instrument (questionnaires) was filled and returned within the stipulated time. The questionnaires were keyed-in into Statatistical Package for Social Science (SPSS) Version 23.0 and the analysis was carried out using Pearson product-moment correlation was used on various sub-components or determinants of human resource development and social security in addressing poverty and vulnerability of less privileged or disadvantaged citizens in Bangladesh.

Results

This section presents the overall findings of this research. The data on demographic information of the respondents were presented using frequencies and percentages. The demographics covers gender, age, country of residence, educational qualifications. Pertaining to the respondents' gender, the majority (202 or 72%) were males while only 79 (28%) were females. Regarding the respondents' age, the majority (96 or 34%) were between 31 and 35; 80 (29%) were between 25 and 30 years old; 63 (22%) were 41 and above while only 42 (15%) were between 36 and 40 years old. Concerning the country of residence of the respondents, the majority (162 or 58%) were residing in Bangladesh while 119 (42%) were residing in abroad. In addition, on the respondents' educational qualifications, the majority (81 or 29%) possessed PhD; 79 (28%) possessed Masters; 72 (26%) possessed Degree while just only 49 (17%) possessed other qualifications. It can be deduced from the demographic information of the respondents that they could serve as respondents for this study in investigating relationships between human resource development and social security.

Furthermore, Pearson product-moment correlation (PPMC) was used to determine relationship between predictors of human resource development (HRD) and social security. Undoubtedly, prior to the analysis of data obtained from the respondents, researcher ascertained that there was neither missing data nor outlier. Indeed, correlation and correlation co-efficient between predictors of human resource development (HRD) and social security were determined. As a result of the fact that sample was used in this study, thereby, "r" was used as a representation of correlation in this study as literature suggests (Palllant, 2011). Hence, correlation between predictive factors of human resource development (i.e., education, technology, health, social welfare, employment, women/children) and social security were determined.

First, the result indicated that there was a positive correlation between education as a predictor of human resource development (HRD) and social security, r=.531, n=381, p<.000. The square root of r value (r=.531) was used as coefficient of determination which indicated that there was 72.8% shared variance between education as a predictor of human resource development (HRD) and social security in Bangladesh. Thereby, the shared variance can be interpreted that, there was 72.8% variance of the scores that was received from the sample pertaining to the education as a predictor of human resource development (HRD) and social security in Bangladesh explored in this study. Table 1 indicates Pearson Product-moment Correlations between education as a predictor of human resource development and social security:

Table 1: Pearson Product-Moment Correlations between Education (as a predictor of Human Resource Development) and Social Security

		Education	Social Security
Education	Pearson Correlation	1	.531**
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	.531**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Source: Research's Data Output via SPSS (2023)

Second, the result further showed a statistically significant positive correlation between technology as a predictor of human resource development and social security with r=.579, n=381, p<.000. Indeed, the square root of r value indicated that, there was 76% variance of the scores obtained from the respondents. Table 2 shows Pearson Product-moment Correlations between technology as a predictor of human resource development and social security:

Table 2: Pearson Product-moment Correlations between Technology (as a predictor of Human Resource Development) and Social Security

		Technology	Social Security
Technology	Pearson Correlation	1	.579**
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	1.000**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Third, correlation between health as a predictor of human resource development and social security indicated r=.674, n=381, p<.000 and when square rooted, it shows 82% shared variance between health and social security. Table 3 indicates Pearson Product-moment Correlations between health as a predictor of human resource development and social security:

Table 3: Pearson Product-moment Correlations between Health (as a predictor of Human Resource Development) and Social Security:

		Health	Social Security
Health	Pearson Correlation	1	.674**
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	.674**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Fourth, finding pertaining to employment as a predictor of human resource development and social security showed r=.399, n=381, p<.000 and with the square root of r=value, it indicates 63.1% of shared variance. Table 4 indicates Pearson Product-moment Correlations between social welfare as a predictor of human resource development and social security:

Table 4: Pearson Product-moment Correlations between Employment (as a Predictor of Human Resource Development) and Social Security

		Social Welfare	Social Security
Social Welfare	Pearson Correlation	1	.399**
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	.399**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Fifth, women/children as a predictor of human resource development and social security were correlated and it was showed that r=.531, n=381, p<.000 and with the square root of r=value, it indicates 72.8% of shared variance. Table 5 shows Pearson Product-moment Correlations between social welfare as a predictor of human resource development and social security:

Table 5: Pearson Product-moment Correlations between Women/Children (as a Predictor of Human Resource Development) and Social Security

		Women/Children	Social Security
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	.531**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Sixth, the finding pertaining to social welfare as a predictor of human resource development and social security showed r=.213, n=381, p<.000 and with the square root of r=value, it indicates 46% of shared variance. Table 6 shows Pearson Product-moment Correlations between social welfare as a predictor of human resource development and social security:

Table 6: Pearson Product-moment Correlations between Social Welfare (as a Predictor of Human Resource Development) and Social Security

		Social Welfare	Social Security
Social Welfare	Pearson Correlation	1	.213**
	Sig. (2-tailed)		.000
	N	381	381
Social Security	Pearson Correlation	.213**	1
	Sig. (2-tailed)	.000	
	N	381	381

**. Correlation is significant at the 0.05 level (2-tailed).

Discussion of Findings

This section presents the discussion of major findings obtained from this research. The primary aim of this research was to empirically explore the relationship between predictors of human resource development and social security in the context of Bangladesh. Undoubtedly, demographic information of the sampled respondents indicated that they were familiar with the variables of the study.

Furthermore, literature contends that human resource development occupies a central climax of Bangladesh Economic Review in order to achieve social security and economic growth (Huda, Karim, Ahmed and Olu-Olu, 2007; Helal and Hossain, 2013; Sarker and Jie, 2017) as part of the country's vision 2030. More specifically, in order to achieve the focus of recent economic review (2023) in the country, this study specifically investigated the specific predictors of human resource development in connection with attainment of social security in the country. The predictors explored in this study are: education, technology, health, social welfare, employment, women/children in fostering social security.

Moreso, the finding has significantly demonstrated correlation between education as a predictor of human resource development and social security in Bangladesh. This finding has buttressed previous studies that the government of Bangladesh has taken vital steps towards improving science based modern educational system (Alam, 2009) and teacher education (Uddin, Khan and Solaiman, 2014) in order to accelerate the overall educational development in fostering human resource development and social security among the citizens in the country (Islam and Alam, 2013). Corroboratively, it has been established that National Education (NPE) (2010) has been instrumental in enhancing technical and vocational education and training (VET) as well as to establish digital Bangladesh for the improvement of HRD and attainment of Sustainable Development Goals (SDGs) in the country (Aktaruzzaman and Clement, 2011; Islam, 2021). Reiteratively, the study by Zeinab (2023) contends that the application of the urban design is paramount in attaining sustainable development. Literature contends that strengthening tourism industry and marketing is an integral part of way of achieving sustainable development and Vision 2030 (Muhammad, Mansur & Ariff, 2022; Yenny, 2022).

However, few other studies have identified the challenges in education and human resource development in Bangladesh which include failure of education system to produce skilled workers and foster innovation (Sarkar, 2014); a lack of public spending in education, which is failing the poverty-stricken and marginalized population such as displaced citizens which requires adaptation strategies (Hossain, Shi, Ajiang, Sarker, Sohel, Sun, and Yang, 2022); and suffering from a shortage of skill as well as lacks professional experts in various fields which serve as impediment for sustainable development and human resource advancement in the country (Alam, 2009). Nevertheless, the education quality and performance need significant improvement, including addressing issues like low quality teaching and learning, school dropouts, inadequate vocational and technical training (Aktaruzzaman and Clement, 2011; Islam, 2021). Education and human resource development in Bangladesh can be improved through various measures and addressing issues such as expanding education in underserved areas, eradicating prejudice, ensuring quality and purity, and battling corruption and embezzlement of public funds. Also, literature contends that the existing tertiary education system should focus on producing skilled human resources by implementing the recommendations stated in key policy instruments and increasing budgetary allocation for the sector (Islam and Alam, 2013). Hence, public spending in education should be increased to create a skilled workforce, foster innovation, enhance training and build citizenship and reduce the high rate of unemployment (Uddin, Khan and Solaiman, 2014).

Furthermore, the study has established a statistically significant correlation between digital technology and HRD in Bangladesh. This is in line with previous studies that posited that digital and technology can be improved in Bangladesh by implementing a framework for electronic systems, automating offices, and utilizing blockchain technology for information sharing as part of a digital human resources management tool in the country (Bhattacharyya, Dutta, Nowrin, Shafique, Islam, Riazul Islam and Anwar, 2021). Additionally, a sustainable digital transformation model can be developed to integrate digital technology into the education system, focusing on digital infrastructure, inclusive pedagogy, capacity building, and policy frameworks (Mia and Faisal, 2020). To reduce the digital divide, strong policies and effective utilization of existing facilities are necessary, along with addressing factors such as poverty, inequality, and low digital literacy (Nargis, 2019; Baser, Nahar and Rahman, 2020). The ICT industry in Bangladesh can be

further enhanced by improving employee performance, meeting employee expectations, providing a conducive work environment, and managing occupational stress levels as a central climax of Digital Bangladesh Vision 2021 (Mia and Faisal, 2020; Mazumdar and Alharahsheh, 2020).

Onwards, this study has reiterated that there is a high statistically significant positive correlation between health as a predictor of HRD and social security in Bangladesh. This is in accordance with previous studies that confirmed the government's commitment to a healthy life and livelihood among the poor citizens in the country in order to achieve vision 2030 in the country (El-Saharty, Sparkes, Barroy, Ahsan and Ahmed, 2015; Nargis, 2019). It is further buttressed that affordable and quality healthcare provisions for all citizens without discrimination have been given priority in order to enhance a healthy and nutritional aspects of human health life as part of effort to improve health and family welfares in the country. Literature also confirmed that the government of Bangladesh has made a significant progress in various spheres of human endeavours such as reducing the high-rate of fertility as well as mortality through an improvement on average life expectancy. Consequently, it reduces the rates of infant and maternal mortalities; however, adherence to universal health scheme can be used to bridge the gap between human resource and health scheme in the country (El-Saharty, Sparkes, Barroy, Ahsan and Ahmed, 2015; Nargis, 2019). The aforementioned progress and success have been made through the adoption and implementation of various initiatives on health and social protection programmes in the country. Similarly, it is important to focus on increasing knowledge and awareness about chronic diseases such as diabetes which can improve healthy living among citizens, as this can contribute to better management and prevention in achieving social security in the country (Ssengooba, Rahman, Hongoro, Rutebemberwa, Mustafa, Kielmann and McPake, 2007; Pradhan, and Quazi, 2022). In so doing, healthy living among the elderly people in the has been acknowledged in the extant literature (Barikdar, Ahmed and Lasker, 2016).

Further still, the study also investigated the correlation between employment as a predictor of human resource development and social security in Bangladesh and positive correlation has been established in this study. The study is in agreement with several studies which have further confirmed that government initiatives, enhance recruitment agency performance, provide more training and education opportunities, increase awareness among workers are paramount in improving HRD and social security among the vulnerable groups and elderly people in the country (Barikdar, Ahmed and Lasker, 2016; Sarker and Jie, 2017). In so doing, economic growth and sustainable development in relation to vision 2030 in the country could be achieved without any barrier (Helal and Hossain, 2013). Undoubtedly, in spite of positive significant correlation, various studies that affirmed impediments to the progress of employment which include insufficient government initiatives, recruitment agencies failure, lack of training and education opportunities, lack of awareness among workers, syndicate issues, illegal migration, small employment market, hazardous working conditions, unstructured jobs, misbehaviour of foreign employers, lack of workplace safety, social crisis due to migration, and overflow of illegal migrant workers (Rana, 2011). It is not disagreeable to posit that the aforementioned challenges hinder the supply of quality workers demanded by foreign individuals, companies, and countries, hamper progress towards sustainable economic development, and affect the socio-economic impact. However, there is need to tackle syndicate issues and illegal migration, create opportunities in the internal employment market, develop and send skilled workforce abroad, establish real-time databases for migrants, monitor women and risky job holders, and strengthen negotiation with host countries.

Similarly, the study has affirmed positive significant correlation between women/children as a predictor of human resource development (HRD) in Bangladesh. On one hand, the finding is in agreement with several studies that elaborated that the country has been proactive in ensuring that gender inequality is abolished by emphasizing on political, economic and social empowerment of women in the country (Nawaz, 2009; Sharif, 2020). Similarly, the implementation of various plans, policies and regulations have been instrumental to achieve a great feat in the roles and participations of women in the empowerment in the country. For instance, this study has importantly confirmed that the National Women Development Policy (NWDP) (2011) have been properly implemented to boost the roles of women in the country. On the other hand, protecting rights of children and their harmonization into human resource development in the country is paramount as literature posits (Zaman, Matin, and Kibria,2014). Also, National Child Policy

(NCP) (2011), Child Marriage Prevention Rules (2018); Women and Child Abuse Suppression (Amendment) Act (2020) and the Child Daycare Act (2021) have been been put in place and served as instruments for improving the conditions of the children in the country as literature contends (Norpoth, Grob, and Aktar, 2014; Norpoth, Grob and Aktar, 2014). To provide children in Bangladesh with the skills and knowledge they need to succeed in life, effective strategies include implementing programmes that promote their education, healthy living, positive discipline and parenting skills (Ahad, Chowdhury, Parry, and Willis, (2021).

Also, correlation between social welfare as a predictor of human resource development and social security in Bangladesh. The finding has established positive correlation between the two factors. This is in line with various studies that confirmed that the Bangladeshi government has been proactively engaging in various activities that could foster the welfare of the neglected, vulnerable, disadvantaged and poor citizens (Islam, Rahman and Khatun, 2013). In addition, literature affirms that the government has initiated various Social Security Programme (SSP) under the Ministry of Social Welfare (MOSW). Similarly, there are various social programme initiatives in Bangladesh such as: allowance for old age, allowance for widow and husband deserted women, allowance for destitute women, education stipend for students with disabilities, insolvent disability allowance, and among others. Giving prime attention to the aforementioned social welfare in fostering social security could meaningfully solve the problem of social degradation as part of efforts to achieve vision 2030, sustainable development and economic growth in the country (Rana, 2011; Ahmed, 2013; Sharif, Ahmed, and Abdullah, 2013; Sifat, 2021).

Summary of Major Findings:

The foregoing has presented the results of demographic information of the respondents as well as correlations between predictors of human resource development and social security in Bangladesh whereby significance level of the 0.05 (2-tailed) was taken into consideration. In overall, all the determinant or predictive factors of human resource development correlated with social security in the context of Bangladesh. In spite of the correlation between predictors of human resource development and social security, it can be clearly noticed that:

1. The r values of social welfare and employment are lower compared to r values of other predictive factors (i.e., education, technology, health and women/children). An inference can therefore be made that the government should improve on the social welfare for the disadvantaged citizens as well as to enhance the employment by solving problems of poverty, vulnerability and unemployment in the country.

2. Indeed, health welfare has the highest r value followed by technology. This indicates that the government has tremendously improved in the healthcare facilities as well as incorporation of digital technology into various sectors of economy in order to achieve social security.

3. Education and women/children as predictors of human resource development have the same r values which are better than social welfare and employment but they are not up to health and technology factors.

4. In nutshell, it can be concluded that the government can still perform better to improve on various predictors of HRD in fostering social security in Bangladesh in order to address poverty among the poor or low-income households and disadvantaged citizens in the country.

Limitations and Policy Directions of the Study

This study investigated selected factors of human resource development (HRD) and there are many others of HRD such as youth and development, cultural affairs, religious affairs, sport development etc. that are not investigated in this study. Nonetheless, with the predictors of HRD explored in this study, it has provided substantial direction for future studies aim at investigating human resource development (HRD) and social security in the country. Fundamentally, reforms of various sectors and enactment of policies can

be instrumental in achieving high growth and sustainable development in the country. In so doing, there is to emphasize on improved service, accountability and good governance through which annual performance agreement (APA) of the ministries, departments, agencies etc. can be harmonized into National Integrity Strategy (NIS). The government should actively engage Department of Youth Development, freedom fighters, sport experts, experts in arts and cultures, stakeholders in religious affairs etc. towards contributing to the overall national development in the country. It should be reiterated that, a multi-sectoral approach should be used by involving government, civil society, and international organizations in fostering human resource development (HRD) in Bangladesh for social security. It is noteworthy to say that, when the government tries t invest in HRD which has a significantly positively relationship with the financial performance of the economy in Bangladesh can be enhanced. Similarly, with the right plans and policies, HRD can lead to a better life for people or citizens and consequently foster the country's overall development. In other words, the importance of HRD in enhancing performance, improving quality of life, and driving economic growth in Bangladesh. Additionally, HR governance practices in the private sector of Bangladesh, such as employee development and compensation benefits, have a positive impact on sustainable human resource development. Finally, HRD efforts, particularly investments in education, have been found to stimulate economic growth in Bangladesh. Human resource development can be improved by addressing challenges such as the dominance of general education, weak infrastructure, poor population control, and lack of central planning, while promoting education and training for improving employability.

Conclusion and Recommendations

This paper has explicitly empirically investigated the correlation between human resource development and social security in Bangladesh. The paper has re-established and revalidated various dimensions or determinants of HRD in the country. More importantly, it has reaffirmed the dimensions identified by the Bangladesh Economic Review (2013) as part of effort to achieve vision 2030 and overall sustainable development. The study has been established that various health intervention programmes have been effective to enhance social security in Bangladesh. Similarly, digital technology more importantly, Digital Bangladesh has been instrumental for improving various spheres of human endeavours in the country in the recent time. Nonetheless, education and welfares of women/children should be given attention ad determinants of human resource development that have potential in fostering social security in the country. The findings of the study have demonstrated that social welfare among the citizens especially low-income households, disadvantaged people and those experiencing poverty should be empowered by addressing the multifarious challenges of social inequality in Bangladesh. In addition, employment of the vulnerable individuals in the country should be given prime importance through social welfare interventions which will enable the country reduce the high rate of unemployment. Nonetheless, several impediments have been identified despite the fact that the study confirmed the statistical positive significance between human resource development (HRD) and social security in Bangladesh.

This study has buttressed the need for efficiency and effectiveness of social safety net programme. For instance, the study has established that there are various programmes such as entrepreneurship, small and medium scales enterprises (SMEs) that could foster human resource development in improving social security among the citizens. Therefore, the following recommendations are provided:

1. Efforts should be made to transform the University Grants Commission into a Higher Education Commission and activate the accreditation council for fostering educational system at tertiary level mainly to enhance human resource development in Bangladesh.

2. The government should try to develop employment skills in the fashion industry which should provide students with modern, professional-based, and job-oriented skills and competencies in enhancing human resource development.

3. It should be stressed that all predictors of human resource development require legal measures and increased awareness in order to foster social security by providing support to vulnerable families such as financial and social assistance.

4. The government should effectively provide implementation framework for social safety net programme in the country in order to address various challenges associating with human resource development and social security in the country.

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