Introduction

Sustainable development in the Himalayas is one of the biggest challenges for the Indian government as well as anybody else either it belongs to India and foreign. Human resource are working properly on Himalaya and other hill areas in providing the different types of possibilities over there such as poverty reduction, community, environment, tourism, infrastructure, education, health, easy going through railways, innovative activities, transport facilities, job satisfaction and employment opportunity. Sustainable development is the organizing principle for meeting human development goals while at the same time sustaining the ability of natural systems to provide the natural resources and ecosystem services upon which the economy and society depend. The desired result is a state of society where living and conditions and resource use continue to meet human needs without undermining the integrity and stability of the natural systems. While the modern concept of sustainable development is derived mostly from the 1987 Brundtland Report, it is also rooted in earlier ideas about sustainable forest management and twentieth-century environmental concerns. As the concept developed, it has shifted to focus more on economic development, social
development and environmental protection for future generations. It has been suggested that "the term 'sustainability should be viewed as humanity's target goal of human-ecosystem equilibrium (homeostasis), while 'sustainable development' refers to the holistic approach and temporal processes that lead us to the endpoint of sustainability". Nowadays sustainable development is the requirement in all the areas either it belongs to the plane or hills. Development should be continued in different fields such as education, health, transport, service sector, manufacturing, innovative technology, automobiles, space and atomic power etc.

Review of literature

Hill is committed to delivering sustainable developments. We aim to minimize our impact on the environment and maximize the implementation of sustainable initiatives wherever possible. We continuously research sustainable products and services to benefit our projects and clients. At Hill, we focus on building social, economic and environmentally sustainable new homes, while working with practical and cost-effective solutions. We take a proactive approach to the challenges posed by modern-day living and support and encourage partners to find innovative ways to bring down the cost of running a home and to promote the benefits of sustainability. Our commitment to a corporate social responsibility agenda underpins our sustainable approach, whether through investment in environmentally friendly buildings, creating training and employment opportunities or delivering the building blocks for new communities. Sustainability can be defined as the practice of maintaining processes of productivity indefinitely-natural or human-made-by replacing resources used with resources of equal or greater value without degrading or endangering natural biotic systems. Sustainable development ties together concern for the carrying capacity of natural systems with the social, political and economic challenges faced by humanity. Sustainability science is the study of the concepts of sustainable development and environmental science. There is an additional focus on the present generations' responsibility to regenerate, maintain and improve planetary resources for use by future generations. Sustainable agriculture consists of environment-friendly methods of farming that allow the production of crops or livestock without damage to human or natural systems. It involves preventing adverse effects to soil, water, biodiversity, surrounding or downstream resources-as well as to those working or living on the farm or in neighbouring areas. The concept of sustainable agriculture extends intergenerationally, passing on a conserved or improved natural resource, biotic, and economic base rather than one which has been depleted or polluted. At the present time, sustainable development, along with the solidarity called for in Catholic social teaching, can reduce poverty. While over many thousands of years the 'stronger' (economically or physically) overcame the weaker, nowadays for various reasons-Catholic social teaching, social solidarity, sustainable development-the stronger helps the weaker. This aid may take various forms. The Stronger' offers real help rather than striving for the elimination or annihilation of the other. Sustainable development reduces poverty through financial (among other things, a balanced budget), environmental (living conditions) and social (including equality of income) means. In sustainable architecture, the recent movements of New Urbanism and New Classical architecture promote a sustainable approach towards construction that appreciates and develops smart growth, architectural tradition and classical design. This in contrast to modernist and International Style architecture, as well as opposing to solitary housing estates and suburban sprawl, with long commuting distances and large ecological footprints. Both trends started in the 1980s. (It should be noted that sustainable architecture is predominantly relevant to the economics domain while architectural landscaping pertains more to the ecological domain).

Opportunities of sustainable development in the Himalayas

- Human resource is developing the transport facilities over the Himalayas through the Government intervention for the economic development of hills.
- Technology and innovative activities are one of the opportunities over the Himalayas for economic and sustainable development.
- Human resources will work over the Himalayas when the industry and business opportunities will present through the government initiative regarding sustainable development.
- If the government provides the transport and railway facilities over the Himalayas then tourism activities automatically happen and will cause of the economic and sustainable development for the well-being of human as well as nature both.
- Government should take some initiative regarding the developing projects so that few employment opportunities can arise over the Himalayas.

Challenges of sustainable development in the Himalayas

- Making the road on hill areas and especially on the Himalayas in extreme cold weather is a big challenge toward sustainable development.
- Providing employment opportunities over the Himalayas is a challenge because very few people like work over there.
- Transport facility, hospital facility, schooling facility is the big challenge against the human resource efforts for the sustainable development on the Himalayas.
- Maintain the cost of living and employment opportunities for the well-being of humans is one of the great challenges against sustainable development over the Himalayas.
- The question will arise over the dignity of the Himalayas if the government takes some initiative regarding rehabilitation over there.

Objectives of the study

In India, so many developing activities are working. Some are in very good condition in terms of responsibility towards the social awareness, poverty reduction, environment, tourism, infrastructure, education, health, easy going through railways and employment opportunity community in the world. The present study has the following objectives…

- To analyse the responsibility of HR towards the sustainable development of the Himalayas in the 21st century.
- To develop the framework on the Himalayas to understand the awareness of poverty reduction,
It is being identified that the human resource practices are based on sustainable & economic development for community, environment, tourism, infrastructure, education, health, easy going through railways and employment opportunity on Himalaya on behalf of the view from the different expert like Professionals, Businessman, Corporate officials, and banking officials etc.

| Particular | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Yes        | 95        | 95.0    | 95.0          | 95.0               |
| No         | 5         | 5.0     | 5.0           | 100.0              |
| Total      | 100       | 100.0   | 100.0         |                    |

Source: Field survey

Most of the individuals like professionals, businessmen, Corporate officials, and banking officials said yes (95%) having knowledge about sustainable development through the human resource practices and only 5% are those who don’t know about that. It means they know how the human resource sector very much interacts with awareness about the responsibility towards the community, environment, tourism, infrastructure, education, health, railways and employment opportunity on Himalaya.

| Particular | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Yes        | 95        | 95.0    | 95.0          | 95.0               |
| No         | 5         | 5.0     | 5.0           | 100.0              |
| Total      | 100       | 100.0   | 100.0         |                    |

Source: Field survey

It is being identified that 95% experts said yes about human resources which is helpful in sustainable development in the Himalayas. This is creating greater transparency regarding different needs of the environment, tourism, infrastructure, education, health, transport, innovative technology, railways and employment opportunity on the Himalayas for the welfare of the society and corporate sector in the world.

Table 1: Individuals as a respondent

| Particular       | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------------|-----------|---------|---------------|--------------------|
| Professionals    | 30        | 30.0    | 30.0          | 30.0               |
| Businessman      | 20        | 20.0    | 20.0          | 50.0               |
| Corporate officials | 30      | 30.0    | 30.0          | 80.0               |
| Others           | 20        | 20.0    | 20.0          | 100.0              |
| Total            | 100       | 100.0   | 100.0         |                    |

Source: Field survey

Table 2: Age of respondent

Table 3: Do you know about the sustainable development on Himalayas through the human resource?

Table 4: Is human resource helpful in sustainable development in the Himalayas?
This is identified that 73% of individuals are agreed about the perception on sustainable development on the Himalayas through the human resource for their valuable contribution towards the economic development on hill areas through the government favourable efforts to poverty reduction and giving a message to the world.

Table 6: The main purpose of HR in sustainable development

| Particular | Frequency | Percent | Valid Percent | Cumulative Percent |
|------------|-----------|---------|---------------|--------------------|
| Social awareness | 26 | 26.0 | 26.0 | 26.0 |
| Poverty reduction | 19 | 19.0 | 19.0 | 45.0 |
| Promoting greater transparency in human working | 15 | 15.0 | 15.0 | 60.0 |
| Responsibility towards the sustainable development of Himalaya | 40 | 40.0 | 40.0 | 100.0 |
| Total | 100 | 100.0 | 100.0 | |

Source: Field survey

It is very cleared from the above information about the human its main purpose is creating social awareness (26%), poverty reduction (19%), promoting greater transparency (15%), and responsibility towards the community and environment (40%) in the whole world. So the HR is making a strong financial highway between the government and the Himalayas for sustainable development.

Descriptive

| CSR impacts on the globalization | N | Mean | Std. Deviation | Std. Error | 95% Confidence Interval for Mean | Minimum | Maximum |
|---------------------------------|---|------|----------------|------------|---------------------------------|---------|--------|
| Social awareness in the World. | 26 | 1.35 | .846 | .166 | 1.00 | 1.69 | 1 | 4 |
| Poverty reduction in the World. | 19 | 1.16 | .501 | .115 | .92 | 1.40 | 1 | 3 |
| Promoting greater transparency in the World. | 15 | 1.13 | .352 | .091 | .94 | 1.33 | 1 | 2 |
| Responsibility towards the community and environment in the World. | 40 | 1.55 | .677 | .107 | 1.33 | 1.77 | 1 | 4 |
| Total | 100 | 1.36 | .674 | .067 | 1.23 | 1.49 | 1 | 4 |

ANOVA

| CSR Impacts on the Globalization | Sum of Squares | Df | Mean Square | F | Sig. |
|---------------------------------|---------------|----|-------------|---|------|
| Between Groups | 2,996 | 3 | .999 | 2.280 | .084 |
| Within Groups | 42,044 | 96 | .438 |
| Total | 45,040 | 99 |

From the above statistical calculation of ANOVA, it is being identified that F is 2.68 while the calculated value of F value is 2.28 and P-value is .084 which is less than .05. Hence our null hypothesis (H₀) has been rejected that means there is no significant difference between the awareness of human resource towards the sustainable development on Himalaya for the well-being of poverty reduction, environment, tourism, infrastructure, innovative activities, job satisfaction, education, health, railways and employment opportunity.

Conclusion

From the above analysis and discussion, it is concluded that human resource has the responsibility towards the sustainable development about the community, environment, tourism, infrastructure, education, health, railways, innovative activities, job satisfaction, employment opportunity, poverty reduction, promoting greater transparency in government favourable efforts. The main purpose of After using the ANOVA test through the SPSS software of statistics, it is cleared that the main purpose of
HR is making awareness towards the society, environment, employment, innovation, transparency for the welfare of the society and they are well-being, in a well-organized way for the sustainable development on the Himalayas. Human resources are making a strong financial highway between the poor people as well as efficient people and government developing projects on the Himalayas for sustainable development so that GDP may improve. Technology and innovative activities are one of the opportunities over the Himalayas for the economic and sustainable development for the well-being of people who are living over there. Transport facility, hospital facility, schooling facility is the big challenge against the human resource efforts for the sustainable development on the Himalayas. Maintain the cost of living and employment opportunities for the well-being of a human is one of the great challenges against sustainable development over the Himalayas. The question will arise over the dignity of the Himalayas if the government takes some initiative regarding rehabilitation over there and no innovative activities can happen due to the bad and cold weather. Whenever the electricity, water, gas, road, transport, education, health, technology and internet will not be over the Himalayas the sustainable development cannot happen so this is one of the big challenges for the government.

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