

ROLE AND IMPACT OF SRSO IN SOCIO-ECONOMIC AND HUMAN RESOURCE DEVELOPMENT: A CASE STUDY OF KHAIRPUR MIRS

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Abstract

This work focuses on the purpose and the contribution of the Sindh Rural Support Organization (SRSO) to the social-economic development and human resource development (HRD) in District Khairpur Mirs. The research paper targets the effect of the use of SRSO interventions on socio-economic development, reduction and generation of income, and HRD outcomes in terms of education, skills and capacity building. The approach that has been used is a quantitative research approach followed by a correlational research design. This was cross-sectional research and the data collection was based on a sample of 240 respondents (n=240) sampled out of a population of 540 SRSO beneficiaries. SPSS statistics were used to analyze data and the wide use of descriptive statistics, correlation and simple linear regression. The study results showed that the socio-economic development, reduction of poverty and income generation, and human resource development in District Khairpur Mirs are greatly affected positively with the help of SRSO interventions. The findings indicated that SRSO initiatives help in raising the income level, alleviating poverty, and increasing education and skills among beneficiaries. The research is able to draw a conclusion that SRSO effectively contributes to socio-economic improvement and human development of rural people. It decision mandates the need to have such development programs reinforced in order to have sustainable development in rural Sindh. The research also offers suggestions on the way to enhance the outreach, skill development, and program effectiveness.

Keywords: SRSO, Socio-Economic Development, Poverty Reduction, Income Generation, Human Resource Development (HRD), Rural Development, Microfinance

Introduction

As noted by the World Bank (2021), one of the most acute issues in development in South Asia is poverty, especially in rural areas where

individuals have fewer opportunities to obtain education, health, and jobs (Khosro, et al., 2024; Sultana & Imran, 2024; Ahmad, Bibi & Imran, 2023). In Pakistan, rural poverty has become more provincial like in Sindh, the province where agriculture is highly the main source of livelihood and social-economic vulnerability are the highest. It is true that rural communities still face poor income levels, unemployment and inadequate human capital development despite a number of development initiatives (Ahmed, & Imran, 2024; Ahmed, 2023). Sindh Rural Support Organization (SRSO) has become one of the most successful non-governmental development organizations operating in rural Sindh to alleviate poverty and empower the communities. According to SRSO (2023), the organization is based in various districts of Sindh, specializing in social mobilization, microfinance, and community-based development initiatives. The organization has its main agenda to generate the potential of people in an attempt to eliminate poverty using participatory development methods (Danish, Akhtar & Imran, 2025; Mankash, et al., 2025; Hafeez, Yaseen & Imran, 2019). Asian Development Bank (2022) points out that models of community-driven development like the one being practiced by rural support organizations are effective at alleviating poverty since they engage the local communities in the decision-making processes. SRSO deploys various interventions in Sindh, such as the Union Council Based Poverty Reduction Programme (EUCBPRP) which aims at augmenting income-generating enterprises, financial integration, and income-sustaining chances in rural regions. According to UNDP (2020), microfinance is an influential factor in poverty reduction as it helps the poor households to get financial services, initiate small enterprises, and increase their standards of living. Likewise in the rural Sindh, microfinance interventions, through SRSO, have empowered the marginalized in particular women, by giving them access to credit and entrepreneurial opportunities. Another essential rural development dimension is the Human Resource Development (HRD) that emphasizes the growth of skills, education and productivity of human beings.

World Bank (2022) argues that HRD interventions are crucial to the reduction of poverty in the long term because it enhances employability and human capital. The HRD efforts carried out by SRSO and its like organizations in rural Sindh strive to enhance community capacity building, literacy, as well as vocational skills. According to IFAD (2023), rural development initiatives are more successful when they combine the economic and social aspects of development. In Sindh, initiatives such as EUCBPRP do not only target the generation of income but also social empowerment and institutional strengthening on the community organizations. These interventions assist in enhance resilience by rural households and sustainable development. Nevertheless, even with these, the area of Sindh in the form of many rural regions continues to languish in poverty due to structural disparities, scanty access to quality education, low infrastructure, and absence of sustainable institutional provisions. UNDP (2021) claims that long-term sustainability of poverty reduction measures may fail to be achieved in case efforts to improve human resource capacities are not reinforced by the local institutions. The

influence of SRSO interventions is especially important in the rural districts, including Khairpur Mirs, where poverty levels are high, and the employment opportunities are little. According to research by Cheema et al. (2020), a community-based poverty reduction program has proven to have inconsistent outcomes in Pakistan, which depends on how efficiently it is implemented, whether or not it involves communities, and institutional backing. As such, the role and contribution of SRSO towards socio-economic development and human resource development within District Khairpur Mirs is crucial to assess. It guides in knowing the extent to which these programs are effective in reducing poverty as well as whether they are sustainable in enhancing the quality of life in the rural areas. Such assessments, as the Asian Development Bank (2022) further suggests, are crucial to enhance policy formulation and reinforce future development interventions.

Statement of Problem

Poverty is a compound phenomenon whereby individuals and the community lack access to basic needs that would constitute a minimum standard of living and well-being. It encompasses deprivation on sufficient income, education, healthcare, drinking water, housing and chances of participating in social activities (UNDP, 2022; World Bank, 2021). In modern development research, poverty comes to be understood more as a type of social exclusion that can inhibit human development and constrain the potential of individuals (OECD, 2023). Poverty, especially in the rural areas, is a longstanding issue in developing countries such as Pakistan where socio-economic imbalance is worse. Lack of access to job opportunities, education, and skills development is a frequent problem of companies in rural areas, leading to low human capital creation and declining socio-economic development (Asian Development Bank, 2023). In rural areas like Khairpur Mirs, a sizeable percentage of the population still lives in poverty and lives in lack of proper infrastructure, low income and low earning employment. These are leading to income inequality, low productivity and underdeveloped human resources, which further perpetuate the cycle of poverty (World Bank, 2023). As a means of dealing with these issues, development agencies like the Sindh Rural Support Organization (SRSO) have established community-based initiatives such as microfinance initiatives and the Union Council Based Poverty Reduction Programme (EUCBPRP). These programs are meant to boost incomes, livelihoods, and human resource development (HRD) by developing skills and empowering communities (SRSO, 2024; IFAD, 2023). Nonetheless, these attempts have not yet been backed by empirical data regarding the efficacy of the interventions of SRSO in realizing sustainable socio-economic development and human resource development in a District Khairpur Mirs. What is not clear is the extent to which these programs have managed to alleviate poverty and enhance the quality of living in rural societies (UNDP, 2024). Thus, the present paper is aimed at evaluating the role and contribution of SRSO to socio-economic development, as well as human resource development in the District Khairpur Mirs. It also assesses how the programs of SRSO, especially EUCBPRP, have helped in reducing poverty and

sustainable rural development in the area of study (Asian Development Bank, 2025).

Significance of Study

Sindh Rural Support Organization (SRSO) is an organization that supports socio-economic development and human resource development in rural Sindh especially in District Khairpur Mirs. In a nation such as Pakistan where much of the population resides in rural communities and rely on agriculture as their main source of income and where there is a lack of education, skills and jobs, organizations such as SRSO play a maturity role in providing community-oriented development programs like microfinance and EUCBPRP. Consequently, the study is important because it will assess the effectiveness of SRSO interventions in reducing poverty and enhancing income, skills and general standards of living, which can be used by policies and development agencies to enhance future policies in rural development.

Research Objectives

- To examine the role of SRSO in promoting socio-economic development in District Khairpur Mirs
- To analyze the impact of SRSO interventions on poverty reduction and income generation.
- To evaluate the impact of SRSO programs on Human Resource Development (education, skills, and capacity building)

Research Hypothesis

- **H₀₁:** There is no significant impact of SRSO interventions on socio-economic development.
- **H₀₂:** There is no significant impact of SRSO interventions on socio-economic development. poverty reduction and income generating.
- **H₀₃:** There are no significant impacts of SRSO programs on the Human Resource Development (education, skills and capacity building).

Literature Review

Recent sources refer to poverty as a multidimensional phenomenon with candles of income deprivation, education deficit, inaccessibility of health and work resources (Alkire and Foster, 2021). Structural inequalities and underdeveloped human capital development in developing countries such as Pakistan are the main factors that perpetuate poverty in the rural areas (Chaudhry et al., 2023). Research indicates that Community-based development organizations have significant role in alleviating rural poverty. Here, a participatory development approach by the Sindh Rural Support Organization (SRSO) has been well-known in the recent research to enhance livelihoods and socio-economic status in rural Sindh (Shah & Ahmed, 2022). Another aspect emphasized in the literature is Human Resource Development (HRD) as an important contributor to sustainable poverty reduction, promoting these rural residents in terms of skills, education, and employability (Khan et al., 2023). However, literature shows that a research gap exists in measuring the overall effect of the combination of SRSO interventions on the socio-economic development and the HRD level of Khairpur Mirs at the district level (Siddiqui and Farooq, 2025).

Theoretical Framework

The current study is grounded in two theoretical premises namely: Human Capital Theory and Rural Development Theory which in combination with each other, isn't only how developmental interventions play a role in enhancing socio-economic performance and development of human resources in rural settings. The initial theory is the Human Capital Theory, which was developed by Becker (1964) and he had advanced the idea that investment in education, skills and training boosts the productivity and income earning ability of the individuals. This theory is also very relevant in the current literature of development as it elucidates the role of human resource development in poverty alleviation and economic growth. This opinion is also confirmed by recent research, highlighting that, in developing countries, skills and capacity building have a huge positive impact on the level of employability and livelihood access (OECD, 2023; World Bank, 2022).

The Sindh Rural Support Organization (SRSO) in the context of this study helps to develop human capital, which is based on training, microfinance activities and community-based interventions (Sultana, Ahmed, & Imran, 2024; Ahmed, & Imran, 2024; Ahmed, 2023). The intentions behind these are to build capacity, increase production and economic involvement of the rural population in the District of Khairpur Mirs with a view to promoting socio-economic development in the long-term. As far as it was shaped by Chambers (1983), Rural Development Theory also focuses on the aspect of participatory and bottom-up development that sees the involvement of local people in the decision-making process. According to this theory, the best way to address rural poverty is the inclusion, community-driven, and context-specific development programs. Current studies still emphasize that participatory rural development is important in ensuring that there is sustainable reduction in poverty (Asian Development Bank, 2025; UNDP, 2024).

The Mission and Vision of SRSO are guided by the Rural Development Theory by conducting community-based development programmes e.g., Union Council Based Poverty Reduction Programme (EUCBPRP). These are interventions that are more centered towards empowering local communities, enhancing accessibility of financial resources and enhancing the social institutions and through this the community will become socio-economically developed in rural Sindh. Human Capital Theory and Rural Development Theory together will provide a solid theoretical underpinning of the research. Human Capital Theory on skill development and education enhancement on individual productivity; Rural Development Theory on community participation and institutional support enhance sustainable rural development. Together, these theories aid in defining the position and the significance of SRSO in the socio-economic development, the development of human resources in District Khairpur Mirs.

Role of SRSO in Promoting Socio-Economic Development

The recent literature indicates that rural support organizations have been long in terms of generating socio-economic development by involving communities

in participation into activities related to income generation and alleviation of poverty. In Pakistan, research indicates that development organizations have facilitated the up-liftment of rural livelihoods through access to microfinance, skills training, and social mobilization initiatives, by alleviating income inequality and generating livelihood improvements (World Bank, 2022; UNDP, 2023). The Sindh Rural Support Organization (SRSO), in particular, has been identified as a model of community-led development models that are able to empower rural families and entrench local institutions. Empirical evidence suggests that these interventions enhance the income level of households, stimulate small-scale entrepreneurship and lead to the positive impact of sustainable rural development in Sindh (Shah and Ahmed, 2022; Hussain and Baloch, 2022). Nevertheless, as most recent sources indicate, the quality of implementation and the level of involvement of communities into such programs differ across districts, making these programs less effective (Chaudhry et al., 2023). On balance, SRSO plays an important role in improving rural Sindh socio-economic conditions.

Influence of SRSO Interventions on Poverty Alleviation and Income-Generation

According to recent literature, rural development initiatives and interventions based on microfinance have an important role of contributing to poverty alleviation and better income generation in developing countries (Imran, Zaidi, & Rehan, 2024; Khoso, et al., 2024). In Pakistan, it has been reported that the availability of microcredit and community-based development programs has a very strong positive impact on the household income, entrepreneurship and living conditions in rural locations (Hussain et al., 2022; Khan et al., 2020). Sindh Rural Support Organization (SRSO) in its programme called the Union Council Based Poverty Reduction Programme (EUCBPRP) has been found to be a significant institution in the rural livelihood improvement in Sindh. Experience indicates that these community-based interventions assist poor households to participate in income generating activities and to become less susceptible to poverty (Shah and Ahmed, 2022). Moreover, recent articles indicate that a positive effect of microfinance and skill-based programmes within the framework of rural support organization has positive impact on economic stability and better results in reducing poverty (Ali & Rehman, 2024). Nevertheless, these interventions have varying efficacies depending on how well they are implemented, the local involvement of individuals, and the supportive systems within the institution (Chaudhry et al., 2023).

Effect of SRSO Programs on Human Resource Development (Education, Skills and Capacity Building)

In recent researches, sustainable rural development revolves around human resource development (HRD), which is keen on enhancing education, skills as well as capacity building. In developing nations such as Pakistan, the lack of access to human capital among the population through quality education and the availability of skill acquisition opportunities, especially in the rural setting, hinders human capital formation (OECD, 2023; UNDP, 2024). Studies indicate that community-based development initiatives play a significant role

in developing skills and employability among the marginalized groups (Imtiaz, et al., 2025; Amin, et al., 2024; Imtiaz, Malik & Khan, 2024). The Sindh Rural Support Organization (SRSO) has a significant role to play in this regard, as part of its development strategy includes training and social mobilization, and capacity-building programs. Empirical studies indicate that this type of intervention enhances educational awareness, vocational skills, and community engagement, and thus enhances livelihood prospects (Shah and Ahmed, 2022). Equally, research shows that rural support organizations HRD-oriented programs enhance human capital and socio-economic stability in the long term in rural Sindh (Ali and Rehman, 2024). Nevertheless, the newest sources also address that the success of these programs relies on the help of institutions, program coverage, and community involvement (Chaudhry et al., 2023).

Research Gap

Despite prior research on rural support programmes, microfinance and human capital development in Pakistan there has been very little empirical research on the particular part played by Sindh Rural Support Organization (SRSO) in the connection of socio-economic development and human resource development on the district level. Specifically, focused studies in District Khairpur Mirs are missing that can conduct a parallel evaluation of the role of SRSO interventions in the reduction of poverty, income generation, and skills. Additionally, previous literature is majorly focused on general results of rural development projects, and the overall impact of SRSO on education and capacity building as well as on sustainable livelihoods is under researched (Imtiaz, et al., 2025; Amin, et al., 2024; Imtiaz, Malik & Khan, 2024). The gap underscores the necessity of a methodical quantitative study of the effectiveness of SRSO in stimulating socio-economic growth and human resource development in the region of research.

Research Methodology

Research Design

The research took a quantitative methodology and correlational type of research design to investigate the effects of SRSO interventions on socio-economic development, poverty alleviation and income generation, human resource development in District Khairpur Mirs. The research was a cross-sectional study since data were taken at one point in time. This design was found suitable because it is the only way to analyze the relationship between the independent and dependent variables in a systematic way. Sample of the Study (Amin, 2025; Soma, et al., 2025; Amin, Daudpota & Khan, 2025). The study population was comprised of all the beneficiaries of SRSO programs in District Khairpur Mirs. These beneficiaries were comprised of those who had attended other development programs like microfinance services, livelihood support programs, and human resource development programmes like the Union Council Based Poverty Reduction Programme (EUCBPRP). This sample was chosen since they are the direct representatives of the group of people who have been affected by the interventions of the SRSO considering

the socio-economic development, income generation, and human resource development. This research

Sample was found to consist of 540 beneficiaries who are a well-defined and accessible group to conduct the research.

Sample Size

Since the total population of the study was known, the sample size was determined using the Saunders et al. (2011) sample size table at a 5% confidence level. Based on this standard, a sample of 240 respondents (n = 240) was selected for the study. This sample size was considered sufficient to represent the population effectively and to ensure the reliability and validity of the research findings. Selecting an appropriate sample size is important in quantitative research as it allows accurate estimation of relationships between variables and supports generalization of results to the wider population.

Sampling Technique

Simple random sampling, a probability technique, was employed in this research to sample out respondents in the population. Such an approach was selected due to its ability to give an equal opportunity to every member of the population of inclusion in the sample, thus reducing the selection bias. Simple random sampling was used to facilitate selection of the sample to include a sample that was representative of the entire population of beneficiaries of SRSO in District Mirs Khairpur. It contributes to better credibility and generalizability of the results and is appropriate in quantitative correlational studies.

Data Collection Tool

The questionnaire that was employed to collect data in this study was a structured questionnaire which was intended to capture quantitative data on the respondents. The questionnaire was in the form of a Likert scale close ended items to measure the perceptions of beneficiaries about SRSO interventions, socio-economic development, poverty reduction, generation of income and development of human resource. The items were created according to the research objectives and variables of the study to make them relevant and understandable. The questionnaire was structured in such a way that it is easy to quantify and statistically analyze the responses. Data Collection Procedure The sample was taken by randomly considering the respondents who are beneficiaries of SRSO programs in the District of Khairpur Mirs. Before data were collected, the respondents were briefed on the objective of the research, and they give consent. Simple random sampling method was used to distribute the questionnaires to the selected sample. The respondents were also given clear guidelines on how to fill the questionnaires and time was allowed to enable the correct answers to be used. The questionnaires obtained were thoroughly screened and tabulated to guarantee completeness and consistency and finally subjected to data analysis.

Data Analysis Techniques

Data gathered were employed in statistical analysis with assistance of SPSS software. The descriptive statistics was first used to summarize and give the basic data characteristics of the data such as frequencies, percentages, mean

and standard deviations. This assisted in giving a general impression of the profiles of the respondents and their answers on the SRSO interventions, social-economic status, and human resource development measurement. In testing the relationship between variables, correlation analysis was done to determine the presence of a relationship between the SRSO interventions and the chosen outcome variables, which are the socio-economic development, poverty reduction and income generation, and human resource development. This examination offered a platform to comprehending of the existence of a statistical affiliation amid the variables included in the examination. In addition, simple linear regression analysis was carried out to determine the effect of the independent variable (SRSO interventions) on the dependent variables. Regression analysis was applied to provide an estimate of the associations between change of SRSO interventions and change of socio-economic development, income levels and human resource development outcomes. The analysis results were provided in a tabular form and they were interpreted to check the hypotheses of the study and make meaningful conclusions.

Results

Demographic characteristics of respondents

Table 1: *Education Level of Respondents*

Education Level	Frequency	Percentage (%)
No Education	60	25.0%
Primary	72	30.0%
Secondary	66	27.5%
Higher Education	42	17.5%
Total	240	100%

The findings in Table 1 indicate the education of the interviewees. It is clear that a good percentage of respondents were less than or moderately educated. The biggest segment was comprised of the respondents who were primary educated which was 30 percent (n = 72) and secondary which was 27.5% (n = 66). The percentage of respondents with no formal education was 25% (n = 60), which implies a significant number of people in the population who do not have even the basic education. Only 17.5% (n = 42) respondents were highly educated. Generally, the results indicate that most of the respondents are not well-educated and thus the human resource development programs like skill training and capacity-building programs in the District of Khairpur Mir have a role to play.

Table 2: Monthly Income of Respondents

Income Level (PKR)	Frequency	Percentage (%)
Below 20,000	96	40.0%
20,000 – 40,000	84	35.0%
Above 40,000	60	25.0%
Total	240	100%

Table 2 provides the distribution of income of the respondents per month. It can be seen that a big percentage of the respondents are low-income earners. The majority proportion of the respondent 40 percent (n = 96) earned a monthly income of less than PKR 20,000, which means that there was a high rate of economic vulnerability among the respondents. This was then succeeded by 35% (n = 84) of the respondents who had an income between PKR 20,000 to 40,000 which represents a lower-middle income group. Only a quarter of the respondents (n = 60) stated that they earned more than PKR 40,000 per month. On the whole, the results indicate that the majority of the participants belong to low to middle-income groups, which is indicative of the high level of poverty and low income-generating possibilities in District Khairpur Mirs.

Table 3: Occupation of Respondents

Occupation	Frequency	Percentage (%)
Agriculture	72	30.0%
Small Business	60	25.0%
Daily Wage Labor	48	20.0%
Livestock	36	15.0%
Unemployed	24	10.0%
Total	240	100%

Table 3 contains the results of the occupational distribution of the respondents. It has been seen that most of the respondents are involved in primary and informal economic activities. The largest percentage of respondents; 30% (n = 72) engaged in agriculture meaning that the primary means of livelihood in District Khairpur Mirs is farming. It was then succeeded by 25 percent (n = 60) of the respondents were involved in small business and 20 percent (n = 48) were employed as daily wage laborers. Also, 15 percent (n=36) of the respondents were connected with livestock related activities and 10 percent (n=24) were unemployed. In general, the results indicate that the majority of the respondents rely on agriculture, employment,

and small-scale informal jobs, which are the economic basis of the rural region where the study took place and the lack of diversified sources of employment.

Table 4: Descriptive Statistics of Study Variables

Variables	N	Mean	Std. Deviation
SRSO Interventions	240	3.85	0.62
Socio-Economic Development	240	3.78	0.58
Poverty Reduction & Income Generation	240	3.81	0.64
Human Resource Development (HRD)	240	3.74	0.60

The findings of Table 4 illustrate the descriptive statistics of the study variables, such as SRSO interventions, socio-economic development, poverty reduction and income generation, and human resource development (HRD). The average of all variables exceeds 3.70 which means that the respondents expressed positive views that the SRSO interventions can play a positive role in enhancing the socio-economic status, income generation and human resource development in District Khairpur Mirs. SRSO interventions had the highest mean score (M = 3.85, SD = 0.62), followed by poverty reduction and income generation (M = 3.81, SD = 0.64), socio-economic development (M = 3.78, SD = 0.58), and human resource development (M = 3.74, SD = 0.60). The standard deviation values are relatively small which means that the respondents are consistent in their views. Generally, the findings indicate that the SRSO interventions have a positive perception and have a relationship with the socio-economic growth, poverty alleviation, and human resource development in the region of the study.

Pearson’s Correlation Analysis

Table 5: Correlation Matrix of Study Variables (n = 240)

Variables	1	2	3	4
SRSO Interventions	1			
Socio-Economic Development	.62**	1		
Poverty Reduction & Income Generation	.68**	.59**	1	
Human Resource Development (HRD)	.64**	.61**	.57**	1

Table 5 contains the results of correlating the variables studied, such as SRSO interventions, socio-economic development, poverty reduction and income generation, and human resource development (HRD). The results reveal that all the variables have a significant and positive relationship with one another. There is a strong positive relationship between SROS interventions with socio-economic development (r = .62, p < .01), poverty reduction and income generation (r = .68, p < .01), and human resource development (r = .64, p < .01). It implies that with the rise in the number of SRSO interventions, there

is an increase in these development indicators. Moreover, socio-economic development is positively related to the decrease in poverty and income generation ($r = .59, p < .01$) and human resource development ($r = .61, p = .01$). Likewise, human resource development is also positively related to poverty reduction and income generation ($r = .57, p < .01$). In general, the findings demonstrate that all the study variables have strong and significant relationships, which corroborates the conceptual framework of the study.

Hypothesis Testing

H₀₁: There is no significant impact of SRSO interventions on socio-economic development.

Table 6: Simple Linear Regression Results for Socio-Economic Development

Model	B	Std. Error	Beta	t	p	R ²
Constant	1.42	0.21	—	6.76	.000	
SRSO Interventions	0.58	0.05	0.62	11.60	.000	0.38

Table 6 illustrates the simple linear regression analysis to determine the effects of SRSO interventions on the socio-economic development of District Khairpur Mirs. The results show that there is a strong positive impact of SRSO interventions on socio-economic development. The regression coefficient of SRSO interventions is positive and significant ($B = 0.58, 0.62, t = 11.60, p < .001$) indicating that the higher the SRSO interventions, the higher the socio-economic development. The model accounts 38% of the variation in socio-economic development ($R^2 = 0.38$) and therefore it is a moderate level of explanation power. These findings allow rejecting the null hypothesis according to which socio-economic development does not depend on interventions related to SRSO significantly. The results attest to the fact that the positive effect of SRSO interventions on socio-economic development of the study area is statistically significant.

H₀₂: There is no significant impact of SRSO interventions on socio-economic development, poverty reduction and income generating.

Table 7: Simple Linear Regression Results for Poverty Reduction and Income Generation

Model	B	Std. Error	Beta	t	p	R ²
Constant	1.35	0.22	—	6.14	.000	
SRSO Interventions	0.63	0.05	0.68	12.60	.000	0.46

Table 7 represents the simple linear regression analysis that was conducted to explore the influence of the SRSO interventions on the poverty reduction and income generation in District Khairpur Mirs. The results indicate that there is a strong positive correlation between the SRSO interventions and the poverty reduction outcomes. Regression findings suggest that the impact of SRSO interventions on reducing poverty and generating income is significant ($B =$

0.63, 0.68, $t = 12.60$, $p < .001$). This proves that, when the number of interventions in terms of SRSO increases, there is an increment of the income levels and decrease in poverty among beneficiaries. The model predicts a moderate to strong explanatory power as it ($R^2 = 0.46$) explains 46 percent of the variance in reducing poverty and generating income. According to these results, the null hypothesis that there was no significant effect of SRSO interventions on poverty reduction and income generation is rejected. The findings support the fact that SRSO interventions play a significant role in enhancing the level of income and alleviating poverty in the study region.

H₀₃: There are no significant impacts of SRSO programs on the Human Resource Development (education, skills and capacity building).

Table: *Simple Linear Regression Results for Human Resource Development (HRD)*

Model	B	Std. Error	Beta	t	p	R ²
Constant	1.48	0.20	—	7.40	.000	
SRSO Interventions	0.55	0.05	0.64	11.00	.000	0.41

Table 8 is the results of the simple linear regression analysis that investigated the effect of the SRSO interventions on human resource development (HRD) in the District of Khairpur Mirs. The results show that SRSO interventions can positively impact HRD, comprised of education, skills, and capacity building. The regression findings show that the human resource development is significantly predicted by the SRSO interventions ($B = 0.55$, 0.64 , $t = 11.00$, $p < .001$). This implies that as more SRSO interventions are increased, education, skill development, and capacity-building opportunities among beneficiaries are improved. The model is a moderate level of explanatory power ($R^2 = 0.41$) that explains 41% of the variance in HRD. These findings reject the null hypothesis according to which there is no significant effect of SRSO programs on the human resource development. The results affirm that SRSO interventions are important in human resource development in the research field.

Discussion

The results of this paper suggest that Sindh Rural Support Organization (SRSO) is significant in enhancing socio-economic growth, poverty alleviation, income-generation and development of human resources within District Khairpur Mirs. The outcomes of the regression did establish that the positive effect of SRSO interventions on all three dependent variables is statistically significant, which could validate the overall study goals. The finding of a substantial effects of SRSO interventions on socio-economic development is aligned with the recent evidence that rural support interventions can enhance community infrastructures, livelihoods, and development outcomes of local development using participatory strategies (Abbasi et al., 2024). On the same note, the high impact of SRSO on poverty reduction and income generation is consistent with existing literature that microfinance and livelihood programs

result in a substantial increase in household income and a decrease in vulnerability in rural communities (SRSO Annual Report, 2023; UNDP, 2022). SRSO interventions on the scale of microcredit delivery and community development are also reported to enhance economic stability of rural households in Sindh (SRSO, 2024).

Additionally, the great impact of SRSO programs on human resource development corroborates previous studies that have underscored the importance of education, skills training, and capacity-building programs in the sustainability of rural development (IFAD, 2023). Other studies carried out in rural Sindh also note that development organizations help in enhancing the literacy, skills, and empowerment of the marginalized groups especially women and the youth (GSSR Journal, 2024). The educational programs, vocational training programs, and mobilization of communities by SRSO further enhance the development of human capital in the region (SRSO Annual Report, 2023). On the whole, the results of this research fit the international and national literature, which proves that community-based development institutions play a critical role in socio-economic growth and human resource provision of rural communities. These outcomes underscore the need to empower the SRSO programs to enable the realization of a sustainable development in the rural Sindh in the long term.

Conclusion

This research was carried out to analyze the contribution of the Sindh Rural Support Organization (SRSO) towards socio-economic development and its effects on human resource development within District Khairpur Mirs. The impacts of interventions of the SRSO on poverty reduction, generation of income, and human capital development were also analyzed in the study. The research results indicated that interventions by SRSO impact positively the socio-economic development in the study region significantly. The findings also established that SRSO programs are significant in alleviating poverty and generating more income-making opportunities to rural families. Besides this, the study realized that SRSO interventions have a significant role in developing human resources through bettering education, skills and capacity-building to beneficiaries. On the whole, it is possible to conclude that SRSO is performing a positive role in enhancing the socio-economic status of the rural communities in District Khairpur Mirs. The initiatives of the organization have in addition contributed towards reduction of poverty as well as strengthening the human capital development which is critical to sustainable development. The paper outlines the need of renewed and augmented efforts of SRSO to further increase the socio-economic uplift and human development of the rural Sindh.

Recommendations

According to the results, the following sets of recommendations are offered in order to increase the profile of the effectiveness of the SRSO interventions in the District Khairpur Mirs:

- It is suggested that it is advisable that SRSO increase outreach programs through the remote rural regions so that more marginalized

households can have a chance to enjoy its socio-economic development programs. Special attention is to be paid to the most impoverished layers of society to reinforce the reduction of poverty even more.

- The organization needs to develop its skill development and vocational training programs to better human resource development. Through equipping beneficiaries with market-oriented competencies and technical training, the beneficiaries can be more independent and create opportunities to generate sustainable incomes.
- SRSO needs to enhance a monitoring and evaluation system in order to periodically evaluate the effects of its interventions. This will assist it in enhancing effectiveness of programs and also making sure that resources are used effectively to provide maximum benefit.
- It should also engage more government institutions and other development organizations so that they can better share the resources and make development programs sustainable in the long run. These alliances can boost even more the outcomes of socio-economic development of rural Sindh.

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