PREFACE

Human Resources Development can be viewed fundamentally as an approach or strategy to achieve integration between the individual employee and the organisation by developing an appropriate mutual relationship. The problem of integration arises from the fact that organizational interests and individual interests do not automatically coincide. In their drive to fulfill objectives such as growth and profits, organisations normally tend to function in ways that neglect or violate the interests and needs of individuals. Integrating the individual with the organisation, therefore, requires conscious and deliberate organisational and managerial action to bridge the gap.

Indian Railways is Lifeline of the Nation’s economy. It is quite evident that Railway revenue earnings are largely based on freight traffic. In order to keep Wagons in good fettle to gear up the goods traffic for earning revenues to the Railways, periodical maintenance and over-hauling of this Wagons are very much essential and hence the commissioning of the Wagon Workshop on different Zonal railways took place.

Wagon Workshop for South Central Railway was inaugurated at Guntupalli near Vijayawada on 16-07-1976 by Sri K.S.Rajan, the GM, S.C.Rly, to facilitate periodic over-hauling of Wagons.

It is one of the Premier Workshops on Indian Railways initially planned to enter for repairs to Board Gauge Wagons at the rate of 40 four wheeler Units (Wagon) per day plus 4 BOX wagons equivalent to 10 Four Wheeler Units per day. The capacity of the shops is 10,000 Four Wheeler Units per annum.

The journey in the Nation Building activity which commenced on that day has now progressively reached capacity level of overhauling 10000 FW Units per annum.

Keeping this in view the researcher proposes to Study Human resource Development System in Central Government Organization.