FOREWORD

Human relations have always been an area of my interest and concern. Working or dealing with people, eternally, is a challenging task. It is rightly said that animality plus rationality is equal to humanity. Organizations without people are no organizations. People are the real force and source of energy. Organizations are insignificant if they are not manned with people.

Long back, I had initiated an endeavour of research in the personnel area of textile industry of Gujarat state but, had to extinguish the attempt, for number of textile mills started being closed down. Later in the year 1991, the GOI opened Indian economy. The LPG wave surged economic scenario of our country. Every sphere of Indian industrial spectrum was subject to influence. The characteristics of economy underwent change. Regardless of nature of industry and scale of operations, the human factor in business attracted attention of the concerned.

I consider that whilst fertilizer is an indispensable input to agriculture, human being is indeed a very vital and imperative element of both organization in particular and society in general. It is because of this datum that I chose this topic of my research.

There is a lot of illusion about the perception in context to HRD in industrial corners. I contemplated that my efforts would certainly pour a drop into the ocean of knowledge in HR area. Whereas ‘personnel’ is a conventional jargon HRM is being spelled popularly at present. Nevertheless, the usage of the term HRD is mixing with or replacement of HRM. This is sherely a misconception.
The efforts have been made to distinguish HRD from resembling terms in this work. Chapter – 1 focuses light on concepts and historical evolution of the discipline of Human Resource Management and speaks about research design. Chapter – 2 presents the historical background of fertilizer industry in general and the major four fertilizer units of Gujarat in particular.

Chapter – 3 on ‘The Review of Literature’ offers the work done by renowned management thinkers and practitioners in the field. It is divided into two parts (A) Research Methodology, and (B) Human Resource Development. Chapter – 4 is devoted to need and importance of information system for HRM. The chapter that follows then, is on ethical issues. The reason why it has been covered is its gravity in organizational and public administration.

The last chapter portrays summary, findings and contextual suggestions. The researcher wants to reiterate at the outset, that his intention is not to show HRD inferiority or superiority of any organization. This is purely an academic research exercise and subject to be influenced by number of limitations, flaws and drawbacks. This is exclusively an evocative and not at all, a provocative work.

Vallabh Vidyanagar

G.V.Mehta