PREFACE

Human Resources are the paramount importance for the success of any organization. It is a source of strength and aid. Human Resources are the wealth of an organization that can help it in achieving its goals. Human Resources Management is concerned with the human beings in an organization. This reflects a new outlook, which views organization’s manpower as its resources and assets. As HR is the total knowledge, abilities, skills, talents & aptitudes of an organization’s work force, the values, ethics, beliefs of the individuals working in an organization also form a part of human resource. Obviously it is a resource like any other natural resource.

Human resource management is the process by which the employees of an organization are helped in a continuous planned way to acquire and to sharpen capabilities required to perform various function associated with their present or expected future jobs. Develop their general capabilities as individuals also discover and exploit their own inter potentials for their own and or for organizational development purposes.

HRM has a great role to play in the global village as geographical boundaries of a country have only political relevance and the economic relevance has taken the of other areas. The rise of multinational and transnational corporations has placed new requirements on HR managers have to ensure a proper mix of employees in terms of knowledge, skills and cultural adaptability to handle global assignments. Organization, it all depends on the philosophy and vision it has adopted to roll the ball. Philosophy of an organization has a set of assumptions and beliefs about the way the
organization should function. At the same time, vision of an organization has a long-term orientation, which is derived from the philosophy. The organization creates projections about where it should go and what major changes lie ahead. The philosophy, vision or the policies drawn up to taken up the vision should be imbibed by the people in the organization and it is the task of the HR managers to ensure that people are in line with the vision of the organization.

If the organization wants to survive, it has to step into the role of a parent in looking after the employees. Similarly the employees should realize that the organization is the mother and must play a more supportive role for sustenance. For a mutual understanding of the two, the human resources must be continually developed to acquire capabilities and adopt the values according to the changing requirements of the organization and environment.

There is an imperative need to make in depth study of these HRM, concepts, approaches, that have developed from the olden times to the present day. It is also necessary to study the policies and practices as whole. Which actually shaping the economy of nation and also changing the very cultures.

This study makes an attempt to know about the latest trends in the select organization (APSRTC) and more appropriately the status of HR profession and its role in the present day is dynamic. The study helps to know the HRM practices existing in the organizations and would further support in giving necessary inputs for better world,