

PREFAE

Human Resource is an energetic and vibrant element that has the ability to alter the destinies of the nation. People possessing the requisite skills to build an organization are by and large referred to as human resource. Nothing in this world could have taken place in the absence of human beings. In order to make the most of the human resource i.e. the employees, it is essential to develop them in light of the changing techniques of production and the availability of new machines. The present study aims to examine whether the industrial units in Himachal Pradesh have been implementing the rules and regulations in respect of human resources employed with them so as to provide ground for their development and satisfaction. It also throws light on the development pattern of human resources that emerged as a result of industrialization process in the State of Himachal Pradesh.

The present work has been divided into ten chapters. Chapter I introduces the concept of human resource, its need, significance, mechanisms, etc. It also incorporates the industrial portrait of the State of Himachal Pradesh, a brief profile of the 20 industrial units covering 7 different industries considered for the purpose of the present study and the outline of the different labour laws. Chapter II deals with the available literature on related issues. It helps to gain insight about the importance of research in the area of investigation. It reflects on the variety of aspects considered by the researchers, methods adopted, populations covered, findings, etc. This guides in the formulation of the research problem.

Chapter III is concerned with research design which determines the need, scope, objective and hypothesis of the study; its methodology and limitations. It provides the track to be followed in order to complete the research project. Chapter IV helps acquaint us with the demographic profile of the employees working in the different industrial units set up in the state of Himachal Pradesh. Attempt has been made to throw a beam of light on the nature of the employees in terms of the personal profile of the employees, details of their recent employment, the factors that motivated them to join the present employer and the extent of their awareness with respect to the different labour laws affecting their working life.

Chapter V covers issues related to the job such as wage structure, bonus, provident fund, leave facilities, monetary benefits other than salary, work schedule etc. This chapter brings to light the distorted, unreasonable, haphazard depiction of the monetary compensation and benefits build on the traditional approach of rule of thumb. It reveals that employees are not compensated appropriately for their efficiency.
Favoritism, individual influence and discrimination have still been some of the factors prevailing in the administration of compensation and benefits to the employees.

Chapter VI explains the working conditions at work. Attention has been paid to explore the extent of satisfaction of the employees in respect of the different health measures and statutory welfare amenities. The provision of safety devices and the adoption of remedial measures by the employers in case of death, accident and acute illness of the employees have been analyzed along with making the respondents rank the different suggestions for overcoming health hazards.

Industrial Relations have been analyzed in Chapter VII. It deals with some of the unfair labour practices on the part of the employers, aspects related to trade union, joint consultative machinery, inter-personal relationship, etc. Chapter VIII casts a beam on the variables of human resource development namely performance appraisal, promotion of the employees, training imparted, etc. It portrays in detail the views of the respondents regarding the system of performance appraisal, promotion, and training as is prevailing in their respective industrial units. It also reflects the perception of the recruits in terms of significance of performance appraisal, promotion, training, present job and HRD parameters.

The level of satisfaction of the respondents with respect to different HRD variables and the effectiveness of the HRD parameters has been highlighted by means of Chapter IX. The finishing chapter i.e. Chapter X has been committed to the summary of findings, conclusions and suggestions with a notion to emphasize numerous ideas talked about at a number of places so that the study becomes useful and carries great weight. Bibliography is also incorporated for consultation on the related topic. The appendix consists of the questionnaire/schedule, which enables one to verify the matching questions and their interpretation.

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