PREFACE

Human resource management is an important area for both organizational science and business practice. However, bridges are infrequently crossed between those who are involved in managing human resources and those who conduct research about human resource management. It is concerned with the quality of human behaviour and relationship as they influence performance of the individual as well as that of the organization. The major challenge confronting modern management thought and practice is that of a viable human resource development strategy to cope with the increasing demand for super skilled personnel by rapidly growing business and commerce, trade and industry, corporate and multinational entities, and the burgeoning public sector and government systems.

The human resource management function has become increasingly important in today's fast changing world. Several trends, such as global competition, technological dynamics, increasingly knowledgeable and sophisticated customer and more educated work force, are all forcing companies to organize more responsively. No organisation can think of viability of operations and effectiveness without the efficient utilisation of human resources. Various mechanism such as manpower planning, recruitment, selection, promotion, transfer, training and development, performance appraisal, motivation of human resource and workers participation in management etc. are the most important part of human resource management and corner stones of any organization. The study is mainly focused on the human resource management practices in Himachal Pradesh State Electricity Board. For this study the help is taken from employees of the electricity board. The data were collected through personal visit to various departments of the Board.

It is my privilege that I could do a study on Himachal Pradesh State Electricity Board, the largest public sector organisation in Himachal Pradesh.
The whole study has been divided into eight chapters. The first chapter deals with introduction of human resource management, its objectives and functions, mechanism such as manpower planning, recruitment, selection, transfer, promotion, performance appraisal, training and development, motivation of human resources, workers participation in management etc. Second chapter of the study consist research design, review of literature, need of the study, formulation of hypothesis, objectives of the study, outlines the methodology of research and limitations of the study, scope of the study is also mentioned in this chapter.

Chapter third is concerned with the origin and organisation structure of the Himachal Pradesh State Electricity Board, which include, strength of the Board employees, constitution of the Board, secretariat of HPSEB, technical organisation of the Board, rural electrification. Powers and duties of officers and employees of the Board and organizational setup of the HPSEB.

In the fourth chapter, existing human resource management practices in HPSEB has been discussed in detail. The procedure of recruitment and selection of all kinds of employees has been discussed and the benefits provided to the employees by the organisation has also been discussed in this chapter. The fifth chapter deals with the evaluation of human resource management practices in HPSEB. In the sixth chapter an empirical evaluation of workers participation in management has been made, and seventh chapter is related with the satisfaction of employees regarding the human resource management practices of the organisation. In the chapter no. fifth, sixth and seventh an attempt has been made to study the views, opinion and responses of the employees with regard to human resource management practice in the board. The collected data has been analysed with the help of various statistical methods and it has been presented in the number of tables and figures.

In the last chapter conclusion and inference have been summarized and suggestions for further improvement have been made.