PREFACE

Human Resource Management is a unique and thought provoking subject which takes care of an employee from the entry to an organisation to not only till his retirement but also the post-retirement phase of life. Thus, it starts with recruitment then retaining the employee through proper recognition, reward and retiring him with a promise of peaceful health and wealthy post retirement life. Means it is a 5 R policy i.e., Recruit, Recognise, Reward, Retain and Retire.

HRM provides a comprehensive review of essential personnel management concepts and techniques in a highly readable and understandable. Human Resource Management has an edge over personnel management as HR provides transformational leadership over transactional leadership of personnel management.

Now-a-days the facilitative management style is adopted all over the world in most of the industries with Human Resource Management as a tool for facilitation compared to the personnel management which is useful for negotiation.

Human Resource Management works for long term goals with team work. This activity is very essential in Industry which has more number of employees. Road Transport Organisation is one such organisation where more number of employees do work to transport the passengers from one place to another place. Therefore, the topic of Human Resource Management in Andhra Pradesh State Road Transport Corporation is chosen as a subject for study.

Andhra Pradesh State Road Transport Corporation a memoth organisation which has crossed 80 years mile stone with its dedicated service in transporting the passengers across the state from nook and corner.
Its name is there in Guinness World of records for the largest fleet in entire world. It has bagged number of National Awards and stood as role model organisation for all the other State Transport Undertakings in India. It is pioneer organisation for introduction of many innovative projects such as first night travel express buses in India, computerisation of total depots etc.

The Corporation has started as Nizam State Rail Road Transport Department in 1932 with 16 buses and has shown a multifold growth in tenure of 8 decades. The Corporation owns 22,680 vehicles, operates on 8,015 routes with 75 lakh kilometres operation daily in transporting 1.35 crore passengers to their destinations. 95% of the routes in the state are nationalised and 95% of revenue villages are connected. 1,23,615 committed employees are working 24x7 with a motto of providing safe and reliable transport service to the passengers.

In this scenario, the Human Resource Management plays very vital role in gaining the confidence and concern of employees their benefit in turn growth of the organisation.

For study the total corporation HR practices are taken into consideration with reference to APSRTC, Mahabubnagar region.

Through the study all the possible measures are touched upon for better HR practices in the organisation.

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