PREFACE

After the independence, Indian economy was not in a position to face the socio-economic problems of the country. Keeping in view, Government feels that industrialization is only key to overcome the problems of the economic development. This belief was all the more convincing in India because of the country's large size, its own defense industries.

The Industrial Policy Resolution of 1948 gave government a monopoly in armaments, atomic energy and sailboard and exclusive rights to develop minerals, the iron and steel industries, aircraft manufacturing of telephone and telegraph equipment. There is no deal of the fact the private and public sector has by and large been successful in discharging some of its social obligations and such as the reduction of religious opportunities and the safeguard of the existing employee's interest. But from the viewpoint of economic objectives such as the attainment of the production targets and yielding a reasonable return on the huge capital employed. The performance of both the sectors continues to be critical and unsatisfactory. Most of the private and public sector undertakings have been in red for the years together. They have failed on the economic front. In most of the undertakings, the human resource management has not received as much attention it ought to have received. Except in some of the progressive and dynamic organizations. The approach to the industrial relations in the private sector has been basically similar one as in the public sector.
The management of human resources is a very complicated and challenging task for those who are entrusted with successful running of an organization and this implies considerable knowledge of various aspects of "Human Resource Management", including that of industrial law, psychology, sociology, administration etc.

The discipline of human resource management has gained importance since professionalisation of management is now regarded as a 'must' for the successful running of industrial enterprise. The present works which studies and analyses in depth these and other issues of vital significance in the man-management area in the public and private enterprises in general and the Indogulf (Jagdishpur) in particular. Clearly spells out how the Indogulf has been successful in maintaining harmonious industrial relations and thereby adding to the peace and prosperity of the organization.


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