PREFACE

Human Resource Management assumes immense importance as human resource management plays vital role in meeting the challenging requirements of highly skilled and competent human resources due to globalisation. Human resources take active role in the modern economic scenario of any country. The abundant physical resources alone cannot benefit the growth of the country without human resource component.

Human resources are assuming increasing significance in modern organizations. Obviously, a majority of the problems in organizational setting are human and social rather than physical, technical or economic. The failure to recognize this fact causes immense loss to the nation, enterprise and the individual. Productivity is associated markedly with the nature of human resources and their total environment consisting of inter-related, inter-dependent and interacting economic and non-economic, i.e. political, religious, cultural, sociological and psychological factors. Thus, the significance of human resources can be examined from at least two standpoints - economic and non-economic.

The human factor is the most complex factor among all resources of management. As such, its management is very hard task. It is said that if a company has managed human factor well, it has managed everything. Human resources include total skills, tools, qualifications, knowledge, values and the Behavioural aspects of the people at work. Human resources are valuable assets for an organization. Human resources have their monetary value and under the human resources accounting concept, human resources are most valuable assets.
The researcher has selected Kinetic Elevators Limited as his case study. KEL is in private sector. The researcher has examined all aspects of strategic human resources management in these organizations right from the procurement of human resources till separation. The data obtained from the organization were analysed and suitable suggestions and recommendations have been submitted for the effective management of human resources.

The study has been divided into six chapters. The first chapter presents conceptual and introductory study of Human Resource Management and its policies of recruitment, selection, development, performance appraisal, wages etc. The second chapter is on the research methodology and tools of research used by the researcher for the treatment of the subject. The third chapter has been devoted to the study of competitors of KEL, background and history of the organization under studies i.e. KEL. The fourth chapter evaluates the human resource management policies of KEL and various aspects of human resource management i.e. wage administration, performance appraisal and industrial relations etc. The fifth chapter has been devoted to the appraisal of advanced level activities of human resource management in Kinetic Elevators Limited. The sixth and the final chapter of the study is very significant part of the study. It gives an abstract of the study, analysis of data and specific recommendations. The researcher has submitted suitable recommendations and also located certain areas which can further be explored by further researchers to enrich and widen the scope the present study.