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Human Resource Management has come to occupy the place of Traditional Personnel Management. HRM is not only a new term but a new concept with a greater emphasis on development of human resource capabilities to be utilised for better accomplishments. The central idea of human resource management is recognising the people individually not collectively. A man need be differentiated from the other because of different mental structure. All men are alike and as such they can not be dealt with similarly to produce similar results. The human resource management well recognises this difference and views actuating as the theme of HRM philosophy.

India is a mixed economy where we can find coexistence of public sector and private sector. A sizeable amount of public money is invested in public sector undertakings most of them are not functioning properly. One of the different causes of their mismanagement is poor human resource management. This is very peculiar that instead of acting as a examplar of human resource management, public sector undertakings has been producing examples of bad human resource management. An enterprise running under ownership and control of the Government is expected to act as a model employer providing equal opportunity of growth to its employees. Exceptions are every where and so are ‘Navratna’ public sector undertakings. Bharat Heavy Electricals Limited (BHEL) is one among them. Following successfully the sound HRM policy and practices this organisation has not only won growth for itself but also provided an equal opportunity of growth to its employees. Because of pioneer status of BHEL in the area of HRM the topic “Human Resource Management in Public Sector – A Study of BHEL” has been choosen for research work.
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