PREFACE

Human resource management assumes a unique role in establishment and maintenance of industrial development or organization development. Success or failure of organization is largely determined by the quality of personnel and HRD policies and practices that organization has. After independence and with the launching of Five Years Plans, efforts have been made toward rapid economic development of India. The size of industrial workmen in India has increased remarkably due to economic growth. The investment in and the scope of industries in India have been growing from Plan to Plan. Therefore, it is now the fact realized that concrete co-operation between employees and management is highly essential to fulfill the individual, organizational and national goals.

Frequent industrial conflicts, unrest, grievances, disputes not only affect the management and employees but also the development of the nation as a whole. Impact of recent economic reforms, privatization, liberalization and globalization processes have changed the shape of HRD practices. The scenario of HRD practices is changing very fast.

On the other hand Chemical industry is one of the major and oldest industries in the Indian economy. It is one of the capital intensive, indigenous and vital industries. Since its inception Chemical industry has provided employment to thousands of people across the country. Demand and supply of skilled manpower, human resource planning, training and development, motivation, leadership, human resource development mechanism, performance appraisal, career planning and development, their wage and salary structures, trade unions, collective bargaining power, industrial discipline, government policies and the role of management has been changing from time to time.
• OVERVIEW OF CHAPTERS

The present study concentrates on HRD practices in different Chemical Units of Gujarat State. Gujarat is one of the highly industrialized states in the country. Now a day’s Chemical industry occupies a key role in the growth and development of the State.

Under present study thirty chemical units have been included. This study is an attempt to focus HRD practices, particularly after India became the member of World Trade Organization.

The present research study is divided into six chapters.

Ch.1 This FIRST CHAPTER provides broad understanding of human resource management and human resource development. It also focuses on functions, importance and process of human resource management. This chapter provides a base to understand human element and its value in managing enterprise. An overview of HRD concept covering components of HRD aspect, human resource planning, training and development, motivation, leadership, human resource development mechanism, performance appraisal, career planning and development, have been presented in different sub topics. For different situations different HRD models have been discussed. At the end of this chapter the role of today’s HRD manager and the profile has been narrated.

Ch.2 This SECOND CHAPTER focus on aspect of growth and prospects of chemical industry in Gujarat state. It also makes an attempt to present overview of chemical industry in India.

Ch.3 This THIRD CHAPTER highlights on chemical units under the study. It discusses history, key inputs, structures and general information about chemicals units. It also provides certain statistics, problems and prospects of Chemical industry in Gujarat. This chapter also provides some primary information of human resource development of respective Chemical units.
Ch.4 In this FOURTH CHAPTER a detailed literature review has been presented. The purpose of referring the research paper, journals, articles and websites was to get evidence and support some of the finding of the study. It also clarifies research methodology used in fieldwork study.

Ch.5 This FIFTH CHAPTER explains HRD practices in chemical units of Gujarat. It also highlights on data collection, classification, tabulation, analysis, and interpretation of data and information to derive meaningful conclusions. It also focuses on statistical tests.

Ch.6 This SIXTH CHAPTER titled “Findings & Suggestions” gives brief summary of the preceding chapters and provides some findings and suggestions for maintenance and improvement of harmonious and cordial HRD practices for Chemical units.