PREFACE

Effective human resource planning is a process of analyzing an organisation's human resource needs under changing conditions and developing the activities necessary to satisfy these needs.

Human resource planning formulates a strategy for the acquisition, utilization, improvement and development of manpower resources. Manpower planning is the system which ensures availability of new personnel developed in terms of quality and quantity and available as and when they are required. Thus, human resource planning refers to establishing job specifications or the qualitative requirement of jobs and determining the number of trained and skilled people required to take up these jobs, as per goals and objectives.

The present study emphasizes as to how forecasting future requirements for human resources, determination of future recruitment and selection needs, linking human resource planning with organisational planning, providing a basis for future management development programmes, ensuring optimum utilisation of human resources presently employed, assessing the surplus and shortage of human resources, control of wage and salary costs, facilitating productivity bargaining would help to improve the organisation's efficiency to achieve its goal by developing strategies that results in optimum utilization of human resources and thereby to help improve productivity at dynamic levels of adequacy.

The study, therefore, examines critically the human resource planning, recruitment and selection, training and development in the tourism sector with special reference to Sahara Airlines, Jet Airways, India Tourism Development Corporation and Hotel 'The Park'.
The entire thesis has been divided into eight chapters. First chapter introduces the significance of the study, problems and issues, research gap, scope of the study, objectives of the study, hypotheses of the study and research methodology. The second chapter deals with review of literature. The third chapter is devoted to the study of profile of tourism sector in India. The fourth chapter examines theoretical perspectives of manpower planning. The fifth chapter underlines recruitment and selection with special reference to Hotel 'The Park'. The sixth chapter presents training and development in tourism sector. The seventh chapter focuses a case study of Air Sahara, Jet Airways, India Tourism Development Corporation alongwith analysis and interpretation. The last chapter presents summary of findings, conclusions, suggestions and recommendations.

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