

THE IMPACT OF HRM PRACTICES IN INDIAN SUGAR INDUSTRY

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ABSTRACT

Human Resource Management (HRM) as a function of management has come a long way. The traditional version of HRM, Personnel management (PM) is a concept that can be appropriately related to the old model of organization, is bureaucratic in character, with less suppleness, and higher degree of centralization and formalization, i.e., adherence to rules and regulation. HRM, on the other hand refers to the overall philosophy about the organization and how people should be managed and is not merely limited to certain specific functions. HRM focuses on congruence and commitment instead of compliance and control. Human resource is considered as the backbone of any economic enterprise. In recent years the economist has added "Human resource" besides land, capital and technology as the key factor for building and developing the nation. The human resource management is a proactive central strategic management activity which is different from conventional personnel management. Human resource management is a sun set concepts. The HRM has tremendous relevance to productivity industry. Human input is the single largest that goes in the sugar industry. The level of efficiency of production of this input reflected in the quality of product provided in its totality and a planned approach is needed for maximizing the human resources. The sugar industry is one of the large scale organizations in the employing of human resources with entire satisfaction of employees. It was decided that to know their human resource policies of employees and level of satisfaction is carried out by the researcher in this study.

Keyword - HRM Practices, Indian Sugar Industry, Productivity Industry.



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