A GLANCE ON HR PRACTICES OF PSUS IN INDIA

DR.N.RAJASEKAR*; R.CHANDRASEKARAN**

*HEAD, DEPARTMENT OF BUSINESS ADMIN.,
THIAGARAJAR COLLEGE,
MADURAI-9.

**SDE(RESEARCH SCHOLAR), BSNL,
MADURAI,
TAMILNDU, INDIA.

ABSTRACT

HR Policies are the prime mover for the optimum utilization and contribution by human resources and also for their morale and motivation in any organization. HR Management is a dynamic process and hence HR policies require continuous review and updation. It has become more important now because of fast changing trends in the HR Management. After the advent of Foreign Direct Investment under the policy of globalization and entry of private operators in almost in business areas, the PSUs in India are forced to do business in competitive environment. To cope with the various challenges internally and externally the HR Professionals in PSUs have to respond quickly and appropriately employees’ aspirations to keep them highly motivated on the one hand at the same time ensuring achievement of organization’s goals. Existing HR policies of PSUs are studied as a glance highlighting the flaws. As HR professionals have to take quick decision on ‘first time right’ and ‘first thing first’ principle, a sound and dynamic HR Policy platform is inevitable. Towards this objective, the HR Manual “Model HR Policies” containing a gist of all the rules, regulations and policies governing the functioning of Personnel & Administration is prepared weeding out the flaws in existing policies.

KEYWORDS: Foreign Direct Investment, HR policies, Globalization, Public Sector Units, Probation, Private operators, VRS.