Human Resource Management in Indian Railways

Author: Dr. Gori Shanker P.G.T. Commerce
A.M.S.S. School Bawala (Taru) Nuh

Abstract:

Human Resource Management is a process of bringing people & Organization together so that the goal of each are met. The core aim of Human Resource Management is to attain the organization effectiveness. Transport is one of the service sectors in India. Indian Railways is the life line of India. Indian Railways carried 19 millions of passengers and 2.29 millions tones of freight every day. The real assets of Indian Railways are the Human Resource; hence the present paper proposes to examine the HUMAN RESOURCE MANAGEMENT IN INDIAN RAILWAYS with the help of the following objectives. The Indian Railways organization structure depicts the superior subordinate relationship in vivid manner. The density of human resource in Indian Railways is at 22 Human Resource per kilometer. The electrification network is at 29 percent to the total route kilometers. The number of electric engines should further increase in number in order to render best services to the goods and commuters in Indian Railways. The net revenue reflects the contribution of Indian railways to the Indian exchequer. Hence, the Railway Board ought to take decisions in tapping the small consignments also to boost up the productivity and net revenue. However, the Indian Railways should focus on the core activities and the non-core activities should be given to the BPO. The USA railroad length network is the largest in the entire globe while the Indian Railway stands fourth largest in the Network through the on the other. The Recruitment and Selection of group A&B officers is empowered to UPSC while The Railway Recruitment Board is empowered to recruit the group C and D staff. However, the RRBs have to follow the recruitment and selection pattern of the UPSC.

The Reward Management is excellent through implementations of fifth pay commission apart from that the productivity linked bonus is confined to group C and D staff. However, the group A&B officers may be extended the above benefit. Human Relations are linked with productivity. The higher the Productivity the better the human relations.

Keywords: Human Resource Management, Reward Management, Human Resource Planning, Human Relations,

1. INTRODUCTION

Human Resource Planning aims at anticipating the movement of Human Resource in the organization on account of Turnovers, Transfers, Retirement and Promotions. Recruitment and Selection aims at to select the right person at the right place. Training helps in upgrading the skills, knowledge and attitudes while Development is to enhance the skills, knowledge, and Personality Development. Training and Development helps in synchronization of Human Resource in an effective manner for achieving the goals of the organization. Reward Management is one of the tools for encouraging the desired employee behaviors while the Human Relations will help in boosting the morale of the employees.

- Of all the resources, the Human Resource is vital for utilization of scarce resources in an effective and efficient manner. The author of Personnel Management C B. Memorial states that the organizations performance and resulting productivity are directly proportional to the quality and quantity of human resources, hence, the significance of the Human Resource. (2)

Service sector is the life line of the economic growth of the country. Transport is one of the service sectors in India. Indian Railways caters to the needs of the commuters and movement of bulky goods for longer distances in India. Indian Railways are the life line of India. Indian Railways are the cheapest, fastest and safest means of transport in India in comparison to Roadways.

Indian Railways is one of the gigantic public undertakings enriched with fixed assets. viz: 64015 Route Kilometers, 7030 Railway Stations while the Railway Bridges are 1, 30,776 in number. About 29 percent of Total Route kilometers has Electrification network in Indian Railways. The Indian Railways Fleet is substantial with 4963 Diesel Traction, and 3586 Electrical Traction, while 2, 11,763 Wagons, and 49110 Passenger service Vehicles,

The Total strength of Human Resource in Indian Railways is at 13.86 Lakhs during the year 2003-04. The Medical and Health services of employees are taken care with the help of 121 Hospitals and 586 Health units. Apart from that the 133 private hospitals recognized for medical treatment also do render the yeomen services. About 46 percent of the employees are provided with Railway Accommodation facilities. The total area of 4.31 lakhs in hectares of Land is the hallmark of Indian Railways. Indian Railways carried 19 million passengers and 2.29 millions tones of freight each day during the year 2003-04.

The Railway Board synchronizes of scare resources with the help of Human Resource in Indian Railways. Human resource helps not only in tapping the fixed and scare resources of organization in an effective and
efficient way but also in attaining the goals of organization in a rapid manner. In fact, they are the real assets of Indian Railways. Hence, the present paper proposes to examine on Human Resource

Objectives of the study:

- To Comprehend the status of HRM in the overall strategy of the Indian Railway to modernize itself for meeting the challenges of twenty first century.
- To study the impact of recent policy initiatives such as man power planning, bench marking, strengthening of training, institutions and computerization of personnel functions on the overall physical and financial help of the Railway.
- To suggest further measures required to be undertakes by the Indian Railways in the realm of HRM to achieve their strategic objective of being the leader in the transport sector and the backbone of the nation’s

RESEARCH METHODOLOGY

The Research Methodology of the study includes the above core objectives. The data is collected from the primary & secondary source. The period of study is from 1950-51 to 2003-04. The statistical tools are applied in accordance to the requirements of the study purpose. As per the secondary data is concerned the reliability of data will depend upon the collective agency mainly Government agencies and the agencies related to the organization under study. Primary data is concerned from the questioners and personal interviews of concerned people.

CONCLUSIONS

The Top Management in Indian Railways consists of Railway Minster and Railway Board. They take the right decisions at the right time and in the right way keeping in view the objectives of Indian Railways.

The Human Resource per kilometer during the year 2003-04 is about 22 is an indicator of human resource density in Indian Railways. The number of Railway stations in Indian Railways have increased significantly by 17.63 percent during the above study period depicting the network increased.

The socio-economic development in India is through the development of the railway stations. The Electrification network to the total route kilometers in Indian Railways should be enhanced substantially by 50 percent in the future years to come in order to render the best services.
The fleet in the Indian Railways has increased substantially pertaining to the Diesel Engines, Electrical Engines, Wagons and Passenger Vehicles.

The Productivity is highly significant on one hand and the contribution of Indian Railways to Indian exchequer is substantial through Net revenue of Rs 9174.45 crore on the other. The Railway Board deserves high degree of credit for the spectacular achievement.

The market share of the Indian Railways is at 30 percent to the total market share during the year 2003-04. hence, the Railway Board should tap the small consignment along with the bulk consignments. However, the Indian Railways should focus on the core activities and the non core activities should be given to the BPO

The total costs of Human Resource reduce is substantial at Rs 3, 273.46 crores during the above study period. In forthcoming 5 years the Human Resource strength may further decline in Indian Railways and in turn the Human Resource strength might be as low as 12 Lakhs by 2014-15.

However, the number of Railway Recruitment Boards should be reduced drastically to five in number and recruitment and selection ought to be on the lines of the UPSC.

About 5171 gazette officers are trained and developed every year by Railway Staff College at Vadodara and by the six centralized institutions. They render yeomen's service in Indian Railways. While the number of staff trained by the zonal railway institutes have increased substantially by 164 percent during the above study period.

The implementation of the 5th pay commission resulted in decline of the net revenue during the year 2003-04. However the productivity linked bonus benefit should be extended to the group A and B officers in Indian Railways.

The cordial relations are linked with the productivity. The AIRF (ALL INDIA RAILWAYMENS FEDERATION) AND NFIR (NATIONAL FEDERATION OF INDIAN RAILWAYS) THE recognized unions are playing a pivotal role in maintaining the cordial relations in Indian railways and also redressing the grievances of the employees in an amicable manner. The USA railroad length network is the largest in the entire globe while the Indian Railway stands fourth largest in the Network through the route kilometers. Indian Railways stands second in the deployment of Human Resource with 14 lakhs during the year 2003-04. Indian Railways stand fourth largest as far as the freight tones are concerned. However Indian Railways has the highest PKMS with 694764 millions in the entire globe. The value added reflects the contribution of the Indian Railways to the Indian exchequer. The value added by the Human Resource has increased substantially by 184 fold during the above study period. Thus, the Human Resource Management is effective in Indian Railways during the above study period.
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