

S.S.M.13. CHANDRASEKHARAN PILLAI, N.—Recruitment and Training of Managers in the Public Sector concerns in Kerala—1984—Dr. N.Parameswaran Nair

The principal objective of the study was to investigate the salient features of the human resource development system that are available in the various public sector units in the State and to make significant comparison with practices prevailing in private enterprises, and in the governmental system. The specific objectives examined in the present study include the following: viz

1. manpower planning - policy and practices followed in public sector undertakings in Kerala.
2. the recruitment and selection methods and procedures.
3. the general aim of management training in public sector enterprises.
4. the systems of management training in the public sector enterprises with reference to its organisation and administration.
5. the management training system prevailing in the various public sector units and their adequacy to attain the goals laid down.

According to the present study the rationale behind the establishment of public enterprises is not just profit alone, but also the fulfilment of certain national objectives of economic and social transformation. It is necessary to develop a distinctive ethos or value system for the effective management of public enterprises. Indeed, the public enterprise managers should be stern custodians of public interest.

There is a certain lack of professionalism in managing public sector concerns in Kerala. Modern methods and style of management are also conspicuous by their absence. It is suggested in this study that all the public sector units have to attempt to define their objectives and set targets for future after consideration of their internal and external environment.