

***A STUDY OF HUMAN RESOURCE MANAGEMENT PRACTICES IN
NANDED- WAGHALA CITY MUNICIPAL CORPORATION***

By Dr H S Patange

Abstract:

Municipal Government and administration is no longer a simple affair. It has become quite complicated and complex with the phenomenal increase in the process of urbanization and consequent spurt in the emergence of the urban problems and the increase in their function. The scope of local governments has thus become very wide and includes numerous areas in its sphere of study. Considering this it can be said that the study of Human Resources Management Practices of Municipal Corporation in India is certainly significant. The Human Resource Management functions include all aspects of management. It involves planning of human resources, requirements, recruitment, selection, training etc. It also involves forecasting of personnel needs, changing values, attitudes and behaviour of employees and their impact on organization.

Keywords: HRM practices, planning, recruitment, selection, training and performance appraisal.

Introduction:

The Human Resource Management functions include all aspects of management. It involves planning of human resources, requirements, recruitment, selection, training etc. It also involves forecasting of personnel needs, changing values, attitudes and behaviour of employees and their impact on organization.

Objectives of the Study:

1. To understand the HRM Practices in Nanded- Waghala City Municipal Corporation.
2. To know the job satisfaction of the employees in Nanded- Waghala City Municipal Corporation.
3. To know the Labour - Management Relations in Nanded- Waghala City Municipal Corporation.
4. To study the awareness of the employees in Nanded- Waghala City Municipal Corporation.

Research Methodology of the study:

This study is based upon primary data. The researcher has collected primary data by means of personal visits and questionnaires. Stratified random sampling method is used. Each class in the municipal corporation is treated as separate strata, so that every class should get their representation in the study, the sample size is taken at 10% from the each strata.

Table 1 Sample Design

Sr No.	Class of Employee	No of Employees	Sample Selected
1	I	12	2
2	II	43	4
3	III	598	59
4	IV	1500	150
5	Total	2153	215

Table 2 Responses of the Respondents(%) about HRM Practices in Nanded- Waghalala City Municipal Corporation.

Sr No	Human Resource Management Practices	Responses Given by no. of Respondents(%)				
		Excellent	Satisfactory	Average	None	Total
1	Performance Appraisal	6 (2.79)	47 (21.86)	141 (65.58)	21 (9.77)	215(100)
2	Method of Disciplinary Action	16(7.44)	119 (55.35)	63 (29.30)	17(7.91)	215 (100)
3	Staff Welfare Measures	9(4.19)	119 (55.35)	43 (20.00)	44 (20.47)	215 (100)
4	Method of Remunerations	6 (2.79)	105 (48.84)	91 (42.33)	13 (6.05)	215 (100)

5	Method of Job Rotation	6 (2.79)	87 (40.47)	92 (42.79)	30 (13.95)	215 (100)
6	Job Satisfaction	8 (3.72)	43 (20.00)	118 (54.88)	46 (21.40)	215 (100)
7	Retirement Benefits	6 (2.79)	34 (15.81)	111 (51.63)	64 (29.77)	215 (100)
8	Office Automation	8 (3.72)	23 (10.70)	37(17.21)	147 (68.3)	215 (100)
9	Degree of Motivation	8 (3.72)	16 (7.44)	117 (54.42)	74 (34.42)	215 (100)
10	Work Environment	8 (3.72)	42 (19.53)	138(64.19)	27 (12.56)	215(100)
11	Labour - Management Relations	8 (3.72)	32 (14.88)	115 (53.49)	60 (27.91)	215(100)

Source: Primary survey.

Findings and Conclusions:

- ❖ It is concluded that, the highest No. of employee respondents i.e.65.58% of Nanded-Waghala City Municipal Corporation have expressed that the Performance Rating System of

Municipal Corporation is Average, Whereas, the lowest number of respondents i.e. 2.79 % have expressed that the Performance Rating by Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 55.35% of Nanded-Waghala City Municipal Corporation have expressed that the Method of Disciplinary Action of Municipal Corporation is Satisfactory, Whereas, the lowest number of respondents i.e. 7.44% have expressed that the Method of Disciplinary Action of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 48.84% of Nanded-Waghala City Municipal Corporation have expressed average about Method of Remuneration of Municipal Corporation, Whereas, the lowest number of respondents i.e. 2.79% have expressed that the Method of Remuneration of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 55.35% of Nanded-Waghala City Municipal Corporation have expressed that the Staff Welfare Measures of Municipal Corporation is Satisfactory, Whereas, the lowest number of respondents i.e. 4.19% have expressed that the Staff Welfare Measures of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 42.79% of Nanded-Waghala City Municipal Corporation have expressed that the Method of Job Rotation of Municipal Corporation is Average, Whereas, the lowest number of respondents i.e. 2.79% have expressed that the Methods of Job Rotation by Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 54.88% of Nanded-Waghala City Municipal Corporation have expressed that the Job Satisfaction of is Average, Whereas, the lowest number of respondents i.e. 3.72% have expressed that the Job Satisfaction is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 51.63% of Nanded-Waghala City Municipal Corporation have expressed that the Retirement Benefits of Municipal Corporation is Average, Whereas, the lowest number of respondents i.e. 2.79% have expressed that the Retirement Benefits of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 68.37% of Nanded-Waghala City Municipal Corporation have expressed that there is no Office Automation in

Municipal Corporation, Whereas, the lowest number of respondents i.e. 3.72% have expressed that the Office Automation of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 54.42% of Nanded-Waghala City Municipal Corporation have expressed that the Degree of Motivation of Municipal Corporation is Average, Whereas, the lowest number of respondents i.e. 3.72% have expressed that the Degree of Motivation of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 64.19% of Nanded-Waghala City Municipal Corporation have expressed that the Work Environment in Municipal Corporation is Average, Whereas, the lowest number of respondents i.e. 3.72% have expressed that the Work Environment of Municipal Corporation is Excellent.

❖ It is concluded that, the highest No. of employee respondents i.e. 53.49% of Nanded-Waghala City Municipal Corporation have expressed that the Labour - Management Relations are Fair. Whereas, the lowest number of respondents i.e. 3.72% have expressed that the Labour – Management Relations are Excellent.

Suggestions:

1. It is suggested that, the human resources plan should be scientifically prepared so as to minimize the span of control.
2. It is suggested that, the number of persons allotted to each department should be according to workload.
3. It is suggested that, the empty vacancies should be filled.
4. It is suggested that, the recruitment procedure adopted, should be proper no candidate should be selected simply on application or other Sources.
5. It is suggested that, job workload should be scientifically designed.
6. It is suggested that, there should be developed Labour – Management Relations.
7. It is suggested that, there should be developed Work Environment.

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