INTRODUCTION

History shows there is tremendous changes from the very existence of the earth till today. Change from the simple to complexity of life, change from hardship to comfort in life from far to near from natural to artificial from the part to one …. One can name the change in every field of life and walks of life. Change is the essence of life. There is no field, no area where the change has not spread its wings. This changes has lead to the transformation of the culture, societies, communities, business and education. When we look into the whole scenario of Indian Education system, we will find it has evolved with the time and need of the societies during the past centuries. To start with Ashram the first formal educational institution where children were send to learn the ideologies of life the way to tackle the problems of life and find a solution but some what in spiritual and divine method. There were many ashram with the Maharishis as the head of the ashrams. By the Colonial era the Gurukul system was almost dead in India expecting in few remote region. British for their smooth administration started a uniform system of education where the new language and new thoughts and culture were introduced. This educational institution were termed as school. Modern thinkers introduced National schools during British period which had a combination of Indian and western culture. After independence same educational system and culture prevailed. But the number of school increased with the effort of government with a view to make the country literate, number of schools were introduced in the nook and corner of the country. Population increased, private organization or an individual was given the permission to start educational institution which run under the strict control and inspection of educational department.

With the advent of new technology, the world has become one market. People, new ideas, new thoughts migrate and interact which has given rise to more and more new arenas of work and professions. Due to this change scenario or we can say globalization of market and business the need and demand of the societies have changed. The changed demand and need has given rise to the need of the new educational pattern and syllabus. This is enrolling number of students as well as the faculties. The educational institutions are becoming the Centre of the meeting of people of varied interest, culture, educational background, expectations, and one common goal. These educational institution has to cater to the need and growth of both the faculties and students. At the same time it has also to see that both are satisfied and get the worth of what they
are giving and receiving in lieu of their services and payments. The educational institution has to see that they are satisfied and happy to be in the institution for the longer period of time. They have to be provided with the incentives and environment that make them feel at home and work harder for the benefit of the institution. So that the institution can grow and survive in the competitive world.

Modern Organizational setting is characterized by constant change relating to the Environment forces and human resources. Environmental factors are related to economic, political and social patterns in which organizations exist. Human resource factor include changes in affecting employment relationships. Management of human resources is known as human resource management or personnel management. It is the part of human resources. Personnel Management is concerned with human problems of an organization so that individual can make their maximum contribution to accomplishment of common goals and at the same time attain social satisfaction.

People in any organization manifest themselves, not only as individuals but also through group interactions. When individuals come to work place, they come with not only technical skill, knowledge etc, but also with their personal feeling perception, desires, motives, attitude, aptitude, values etc. Therefore employee management in an organization does mean management of not only technical skills but also other factors of the human resources. A close observation of employees reveals that they are complex being i.e , Physiological, Psychological, sociological and ethical. The Proportions or intensities of these dimensions of the human factor in employment may differ from one situation to another but the fact remains that these are the basic things of the human factor in organizations. Undoubtedly the physical and mental attributes of human resources are highly pertinent to organizational performance and productivity. Further it is important to note that the employees in any organization are not to be viewed as static individuals since the quantity as well as quality of human resources are modified by such environmental factor as education, training, development etc. Hence the handling of human resource is entirely different from that of other resources. If human factor is properly utilized it may even prove as a dynamic motive force for running an organization. Otherwise it become as passive and destructive force.
Human resources management is relatively new and developed as a part of management (Concerned with the management of human resources). In simple terms personnel management is the task of dealing with human relationship, molding and developing the human behavior and attitude towards the job and organizational requirements. The personnel manager involves himself in administering a social system. In this process, the manager has to see that there is economic satisfaction for a reasonable livelihood, the social satisfaction of working together as members of a group and individual job satisfaction of a worker are attained.

An organization may be a manufacturing company, a banking undertaking an insurance corporation, a transportation unit, an educational organization, a hospital, a court, a club, a religious or a social unit. The nature and significance of personnel management have undergone rapid changes recognizing the people not a cost Centre but as a profit Centre. Consequently the modern personnel manager is concerned not only with the organization to provide able and willing workforce to attain company goals, but also with general society which demands contributing to minimization of socio-economic evils and maximization of social and economic welfare of its members particularly the deprived and weaker sections. The role of the personnel manager has also been expanded, in ascertaining and accommodating various needs of the people.

No other than a professional Human Resource Executive can deal better with the Human resources. So a need arises to Establish a Human Resource department in Undergraduate Colleges.