Introduction

According to the provision of section 3 of RTC Act 1950, State Government of Maharashtra established “The Maharashtra Sate Road Transport Corporation (MSRTC)”. The MSRTC has four tier organizational setup like Central Office at Mumbai, six Regional offices at Mumbai, Pune, Nashik, Aurangabad, Amravti, Nagpur, 30 Divisional Offices situated different Districts, and 248 Depots are situated almost at Tahasil Places. MSRTC provide transportation service through out Maharashtra and neighboring sates with the help of 17500 buses and it conduct 85000 trips a day and near about 1,04,000 employees are working in MSRTC in all over Maharashtra. MSRTC not only working in the area of providing transport facility to passengers but also it provide service of carriage of parcels, cargo,curier and Allied Material by using the carriage of buses. MSRTC also has 3 Central Workshops at Aurangabad (Chikalthana), Pune (Dapodi), Nagpur (Hingna). MSRTC runs one Printing press at Kurla, Vidyavihar, Mumbai for printing of tickets and other stationary, it runs Education centre also.

With consideration of given information MSRTC obviously need competent, motivated, trained, satisfied and alert Human Resource for running one of the biggest public transport organizations of India. And for fulfillment of this need, MSRTC has “Personnel Department”. Whether MSRTC is managing Human Resource with “Personnel Department” this department carry out functions like Manpower Planning, Recruitment and Selection, Training and Development, Employee welfare, Salary and wages Administration, Induction, Grievance Procedure, Employee Discipline etc.

For making organization successful not only material, land, machine is essential but also Personnel Management and effective use of manpower is essential, Edwin B. Flippo defined “The Personnel function is concerned with the Procurement, development, compensation, integration, and maintenance of personnel of an organization’s major goals or objectives. Therefore, personnel management is planning, organizing, directing and controlling of performance of those operative functions.” And according to Dale Yodev “Personnel management effectively describes the process of planning and directing the application, development and utilization of human resource in employment.” These definitions tell that for achievement of organizational goals effective and planed use of manpower is important.
In this way for achievement of organizational objective, for employee satisfaction, for improving quality of product or services and for effective use of all inputs of organization management needs to give due importance to Personnel management and this research is directed towards analytical study of Personnel Management and its functions in MSRTC.

Edwin Flippo defined “Recruitment is the process of discovering the potential applicants for actual or anticipated organizational vacancies” and “Selection means picking individuals who have relevant qualifications to fill jobs in an organization”. Personnel department of MSRTC is functioning in recruitment and selection area and this research is going to analyze this process and will try to suggest some remedies if some drawbacks come forward.

According to O. Jeff Harris “Training of any kind should have as its objective the redirection or improvement of behavior so that the performance of the trainee becomes more useful and productive for himself and for the organization of which he is part.” This definition explains that how training is helpful for improvement of performance of employee, MSRTC conduct training programs and it is part of research to study that whether these programs are based on need assessment, what kind of perception employee have about training, is it really that effective for improvement of performance of employee, is there any feedback regarding training, which methods of training are adopted by the organization.

Salary and Wages administration aimed to design a cost effective pay structure that will attract, motivate and retain competent employees in the organization. This study is going to consider salary and wages administration of MSTRC, and the research is going to focus on some element like, whether employees are getting fair remuneration, satisfaction level of employees regarding salary and wages.

Bremblett define “Discipline simply means working, cooperating and behaving in normal and orderly way, as any responsible person would expect an employee to do.” This research aim at to study Disciplinary process of MSRTC and to analyze how much this process is effective for giving proper justice to employees in case of discipline and misconduct.

Personnel management is art of getting work done by the people and therefore cooperation of workers is essential and cooperation of employees is possible when they are fully satisfied. Organization can develop such satisfaction level with the help of “Welfare.” Because welfare
develop such feelings in employees that organization is taking care about needs of employees other than salary and wages. This research is going to analyze that how MSRTC is taking care about needs of employees in the form of welfare and is there additional demand of employees regarding welfare.

In this way this research is going to consider given function of Personnel Management of MSRTC and this research would be helpful to MSRTC for improving its functions.