Objectives of the study:

The present research study is undertaken with the following objectives in view.

- To review development of Gujarat Electricity Boards and Paschim Gujarat Vij Co. Ltd.
- To review organization structure and functioning of Paschim Gujarat Vij Co. Ltd.
- To study manpower planning, recruitment, selection and placement practices.
- To study different training and managerial development facilities.
- To study utilization and control of human resources with special reference to
  
  I. Promotion policy  
  II. Transfer policy  
  III. Appraisal system  
  IV. Disciplinary action  

- To study wage and salary administration.
- To study human resources maintenance activities with special reference to
  
  i. Staff welfare activities  
  ii. Safety policy  
  iii. Communication  
  iv. Motivation  

- To present conclusions of the study and to put forward suggestions with a view to make human resources management practices more effective with special reference to Paschim Gujarat Vij Co. Ltd.