

I

PREFACE

A STUDY OF PERSONNEL RELATIONS IN NATIONALISED BANKS  
IN KOLHAPUR CITY WITH SPECIAL REFERENCE TO WOMEN

EMPLOYEES

PREFACE

The growing importance of women in the employment field has become a routine practice or has not remained a surprise at all. But still the number of problems are everdiscussed just from the starting whether the women should be employed or not ? In-fact as per the section 16, of Indian Constitution there is no distinction between men and women in the matters of rights and obligations including employment. Women are actually treated with special respect and considerations as of great usefulness to society and as citizens in public activities.

Indian women also have entered all new economic fields alongwith men. But at the same time the problem of employeed women are indeed varied and multificated and manifold. There are number of studies dealing with the problems of women employees, but may not be concernjng with different sectors seperately. It got an added fillip from the point of view of women's Liberation movement.

The Sector of Nationalised Banks offers wider chances and scope to the women than many other sectors like

## II

education, medical, engineering etc. The progress of Banking industry in the last 2 decades has not only been steady but fast and varied. Nationalisation of Banks have been a dramatic decision in the economy of the country. The number of research work have also been done in this sector.

One of the important problem of employees in any sector of employment is the industrial relations. The problem of industrial relations vary according to economic, social, psychological, environments. And it has got more significance in case of women employees and particularly when the Government is itself an employer. Many studies have also been taken place in the subject of industrial relations.

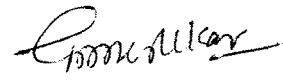
Thus it is an accepted truth that number of studies have taken place on related topics i.e. women employees, nationalised banks and industrial relations. But here the efforts are made to combine all these topics and hence the dissertation is titled " A Study of Personnel relations in nationalised Banks in Kolhapur City with special reference to women employees ".

III

The purpose of the study is not to enter into the details of policy matters but to observe the deficiencies either on the side of the employees or on the management in keeping the relations smooth. The data presented, the observations made and conclusions arrived at will be much more useful to all the parties to smoothen the relations.

KOLHAPUR.

Date : 30<sup>th</sup> April 1986.



(Mrs. G.D. Herlekar)

.....X.....