

ACKNOWLEDGEMENT

"Industry is not a machine : it is a complex form of human association. The true understanding of industry is to understand the thought of those engaged in it. Indeed if the fundamental problem of industry can be reduced to a single question, that question would be : How best can we achieve and maintain a fair balance between the things of production - the machines, buildings, materials, the workers, foremen and the managers ? Industry cannot be rendered efficient while the basic fact remains unrecognised that is primarily human. It is not a complex of matter but a complex of humanity. It is not a mass of machines and technical processes, it is a body of men. It fulfills its function not by virtue of some impersonal force but by human energy."

"In this age of science and technology we have cared much for machines and neglected men. Winning efficiency from our machines we have forfeited efficiency in our workers. The need of industry is to keep pace in the art of human leadership and understanding and co-operation."

Hence the need to undertake 'A critical study of human resources in Railway Workshop Hubli'. The Railway Workshop Hubli has completed a century of its establishment, and no one has cared to study its human resources earlier. This is the biggest public sector enterprise in the northern part of Karnatak State.

This Workshop provides employment to more than 4700 workers through its various sections and divisions called 'Shops'.

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Kolhapur

Date :

(A.M.Goruwale)

Nehru College, Hubli