

# 8th International Conference on Multidisciplinary Research

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## **Personnel Development: A comparative study of Public Sector Undertakings and Private Enterprises**

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### **Abstract**

*Personnel Development is very important issue. It deals with the employees of the organization at large . in proper way personnel development has to be executed in integrated way . there has to be a clear margin for the development of personnel development in the organization . this research paper deals with different comparative aspects of personnel development in public sector undertakings and private enterprises.*

**Kew words: Dynamic world, personnel development change of technology**

### **Introduction**

Personnel development in public sector undertaking and private enterprises has become a big issue for the different developing countries. Although India is considered as major developed country after 21<sup>st</sup> century . there are important issues related personnel development in public sector undertaking and private enterprises the issue of comparison are discussed in this research paper.

### **Different areas of comparison**

Personnel development of public sector undertakings deals with different strategies and also the major execution . This has major priorities in the larger amount of areas and many segments. There has been larger perspective regarding this. Personnel development in public sector undertakings differs in terms of autonomy with political parties in the contrast with private enterprises. Private enterprises are considered as individual identity and they takes difference in this way .

Personnel development is one of the part of administration. As a result of British slavery the personnel development was developed under the colony rule in form of regulated system

Under regulatory administration the positive approach towards personnel development <sup>[1]</sup>was not accepted . the approach was not development oriented . The British were creating only clerks , who are suppose to work for the non decision making task . The concept of development administration was associated with personnel development after the independence of India.

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## British Legacy to Personnel Administration

1. **Secretariate staffing** was introduced by the committee established in 1920 , recommended to utilise Indian men power for the supplementary agency for British government . The British administration become very much concern about the overall development of the British administration but less concern towards the development of personnel administration of india .
2. **All india services** was also introduced by the British government<sup>[2]</sup> . in 1926 the first public service commission was established . British decided less age for Indian youth to appear for all India services . on the other hand brutish youth got the chance to appear for the exams , at comparatively higher age .
3. **Revenue administration** The personnel development was more of regulatory kind . this focused the collection of the revenue and regulate the state. There was less development oriented approach adopted .
4. **Accountability** the status of accountability was also decided by the factor applied by the British administration . Personnel were made accountable to the higher authorities working in Britain
5. **Local self government** – the present form of local self government came into existence by the reforms introduced by Ripin .Although the system of sabha and samiti was existing during the vadik period. British did the same for their benefit
6. **Federal form of government** –Federal form of government was chosen as a form of rullig the country . the democratic system adopted the federal form of the government .
7. **Role of Collector** :British Administration generated the concept of collector. An incharge to collect the revenue for the district . He was given high powers and authorise .

## Impact of British Legacy over India

India administrative system has not been able to develop a form according to the environment of India . There are many laws like IPC and many more ,from the British time . This need change and modification

## Conclusion

There has been an urgent need to change the system and make advance modifications. This requires an wider approach of working and understanding in integrated way <sup>[3]</sup>. This is important by the organisations to understand the importance of personnel development <sup>[4]</sup>

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