

Human Resource Management: A Study of Human Resource Practices in 'Maharatna' Central Public Sector Enterprises in India

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Abstract : The paper discusses best practices developed and followed by 07 'Maharatna' Central Public sector Enterprises in India. The paper begins with brief analyses of the contribution of 'Maharatna' companies in the growth story of India Inc. Progressively; it enlists Human Resource practices and approach of these 'Maharatna' companies in the areas such as Recruitment, Pay structure, Employee Benefits and Development, Rewards and Recognition practices, Performance Management Systems, etc. In the later part of the paper, HR factors that led some of these 'Maharatna' companies from average employers to 'Best Place at Work' are discussed in brief.

Keywords : central public sector enterprises in India, Maharatna companies in India, human resource management, best place to work

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