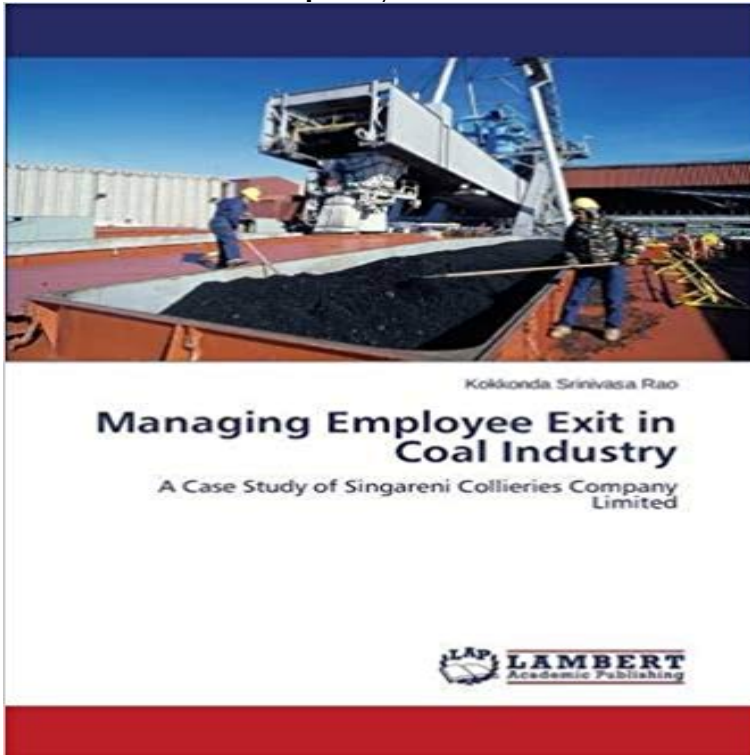


Managing Employee Exit in Coal Industry: A Case Study of Singareni Collieries Company Limited



Human resources play a vital role in an organisation and coal industry is not an exception in this regard. In the recent past many Indian organisations found a part of their existing labour force either surplus or obsolete in view of the newly introduced technologies. Exit policy has come to be crucial and pervasive element of structural adjustment. There is no scope for the survival of unskilled and semi-skilled workers as every organisation is adopting modernization and automation. This poses a problem for the industry as to what to do with the section of the workforce, which is redundant. In spite of several threats from working class as well as from union activists, the organisations are introducing a variety of employee separation schemes such as the Golden Handshake Scheme. This book will be helpful to consultants, practitioners handling HR and employee relations in public sector and students pursuing UG/PG programme in HRM in universities

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