E-Summary

“HUMAN RESOURCE DEVELOPMENT PRACTICES OF THE POLICE PERSONNEL (NON-GAZETTED) - A CASE STUDY OF THE STATE OF JAMMU AND KASHMIR”

The role of Public Administration has undergone several changes since its inception; however, one prime role of public administration has never changed and that is maintenance of law and order. The society without law and order will be branded as turbulent society and no society can survive for long if it remains unstable due to non-existence of law and order. The present study endeavours to examine Human Resource Development (HRD) practices prevalent in Police department in the state of Jammu and Kashmir. The study analyzed the practices like Recruitment, Training, Promotion and Performance Appraisal followed in Jammu and Kashmir Police for Non-Gazetted Police officials by collecting Primary data with the devised interview schedule tested on the selected sample of the Non-Gazetted Police officials of Jammu zone.

The findings have pointed out that favouritism did not play any role in the recruitment process however in training process more emphasis was laid on the practical aspects rather than the theoretical aspects. In term of promotion techniques, the promotion rules were followed in all fairness but one had to wait for longer time to get the promotion whereas APR as performance appraisal technique was a subjective method to appraise the performance of the police personnel and it was further highlighted that performance appraisal should be done objectively by the Appraiser. Therefore by keeping above findings in light there has been need of further strengthening the different aspects of these selected practices in the Jammu and Kashmir police.