

HUMAN RESOURCES POLICIES IN FOOD CORPORATION OF INDIA WITH SPECIAL REFERENCE TO SPORTS PROMOTION

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ABSTRACT

The purpose of this paper is to examine the human resource policies of Food Corporation of India and their impact on human resource and their development as well as on the contribution of the growth of the country. The study is a review of HR policies and their working for sports promotion. Food Corporation of India has a very effective human resource policy which can be measured by their perceived quality. The paper gives broader evidence of sports promotion in HR policies of Food Corporation of India. The study defines and analyzes the various methods used by FCI, to promote sports. Different schemes of encouragement of sports like stipend scheme and promotion, based on excellent performance in sports activities in FCI are discussed. All these activities ultimately contribute as representation in various national and international games. All recruitment of sports person in corporation is based on talent. Food Corporation of India is working for its primary objective of operation of effective support price, to protect the farmer's interest, make a smooth flow of food grains in the country and ensure national food security by maintaining satisfactory level of stocks as well as encouraging the sports activities.

KEYWORDS: Support Price Method, Food Grains, Food Policy, Sports Promotion Board.

Introduction

Food Corporation of India was established under the Food Corporation Act 1964 to fulfil the certain objectives of our food policy like safeguard the farmer's interest by effective support price method, to encourage the public distribution system to distribute the food grains all over the country and to ensure national food security to maintain optimum level of stock of food grains. Food Corporation of India worked to satisfy its basic objectives and have an important role in success of India in overcoming the poor management of food grains storage and distribution and provide a stable system for food security. Human Resources Management is an important feature which need to revive and study because today different economies of the world is developing Human Resources Management philosophies in different forms. The main emphasis of this paper is on how to improve industrial relation in the organization and so studied a specific point, sports promotion because Food Corporation of India has a very strong policy to improve the performance of sports persons through various schemes in its Sports Promotion Board (SPB).

Objectives of the Study

- To evaluate the contribution of FCI in sports promotion
- To identify the efforts done by FCI for sports promotion
- To know the sports promotion policies of FCI

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Sports Promotion Board

Sports promotion board (SPB) of Food Corporation of India is actively encouraging sports and other activities like culture in the organizations. This sports promotion board of FCI was established in 1964 with a proper board including chairman and directors who are their ex officials and president. Same and region zone level committees are working with ex officials as executive directors and GMs. FCI in associations with their sports promotion board organizes every year. All India zonal tournaments of various sports as TT, badminton, football, cricket etc. All India public sector tournament is also organized by sports promotion board in association of all India public sector of sports promotion board employees who have interest in sports, FCI mortality them to take participating in various tournaments in all main fields of sports through all India public sector tournament or national championship etc. then FCI provides financial assistance to them to motivate their participation in accredited international events. Here are some basic features of sports promotion board, its schemes and activities:

- Sports promotion board of FCI and the other zone level sports promotion committees are affiliated and recognized by various national and international organizations/federations and association and these sports federations and associations permits the sports persons of FCI to take part in various tournaments organized by these and even encourage their participation in national and international championships. FCI teams who are associated and affiliated with these sports federations can take direct part in national championships. Many teams of FCI are very goods in various championships in various sports. Since last some year's football team of FCI is regularly taking part in the super division/admission league of Indian football association in Kolkata. The teams of FCI are playing with or against many famous football teams of Kolkata like Mohan Bagan etc. Table Tennis, Cricket etc are also performing amazing in various tournaments nationally and internationally.
- Recruitment of sports persons according to the provisions of FCI regulations and policies of government of India. Recruitment of sports persons is done in some instances it has been seen that some sports person who have an extraordinary record in sports are directly recruited on the basis of their sports performances in national and international sports. Many posts approved time to time for meritorious sports person recruitment they same in zonal sports committees are directed to recruit some sports on the basis of the individual sports performance.
- Stipend is also provided to the young talented sports persons in stipend schemes to fulfill the objective of national sport policy of the FCI. The stipend is divided into groups according to the age of sport person, 15-21 years and 21-24 years and Rs.3000/- and 5000/- respectively is paid monthly to them. All sports persons who are giving good results in national/international sports under the FCI team are availing the stipends. We can see a number of extra ordinary performers who were earlier getting stipends in the corporation and made success the stipend schemes of SPB.
- Talent search scheme is also working in FCI under its sports promotion board. Recently this scheme was launched to replace the 18 numbers quotes of stipend scheme which was working in various ways in separate sports as Athletics, TT, tennis, swimming, etc. These all sports are under the recruitment/stipend scheme of the FCI. Talent search scheme of FCI has some specific characteristics as sports person who has done some remarkable work in major national talent search scheme. The stipend quota of 18 available with SPB is used for talent search scheme. Many organizations like national sports federation and many sports centers are being approached. FCI's official and senior sports persons are even deputed at the venue to identify new talented sports persons by SPB. FCI gives advertisement in the paper with all conditions of eligibility and other details on FCI website to spread the news of the schemes and recruitment for the same. FCI uses its internal resources also for the recruitment of the sports person through the recommendation of its senior sports person who has performed well in various tournaments. FCI is paying extra attention to promote women sports and so award 1/3rd of the total scholarship quota to the women players specifically.
- FCI sports persons have a major contribution in organizing commonwealth games held in oct. 2010 at New Delhi. E.B.Shyla, Shiny Wilson, K.Malleshwari, S.P. Singh, Davinder Dhillon, Kawaljeet Singh etc. gave their contribution.
- Food Corporation of India provides in-scheme incentives to encourage sports person board for remarkable performance in national and international sports.

Conclusion

After the study of the topic, it is seen that FCI is performing a number of activities to promote sports and established itself as a pioneer in promotion of sports. The sports persons of FCI have won many achievements in various National and International games.

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