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**RECRUITMENT, TRAINING AND DEVELOPMENT IN CARRIAGE REPAIR
SHOP, SOUTH CENTRAL RAILWAY, TIRUPATI**

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ABSTRACT

Recruitment is the first stage in selection. It is the process of attracting people to apply for jobs in an organization. The organization makes the vacancies known to a large number of people and the opportunities that the organization offers. In response to this knowledge, potential applicants would apply to the organization. Recruitment is different from selection which begins after recruitment has ended. While recruitment is a process of attracting people, selection is a process of choosing a few among those who have been attracted. Technically, though these two terms are different, in common language, they are often used interchangeably. After the process of selection is over, training is given to those who were selected. Training completes a significant step in the induction of the individual into the organization's way of life. The basic objective of training, however, is to establish a match between man and his job. Thus training is designed to improve knowledge, skills and attitude and thus equip the individual to be more effective in his present job or prepare him for a future assignment. A significant objective of training is to update the knowledge of the individual and thereby prevent the obsolescence of the employee. Also one of the objects of the training is to provide the employee an opportunity to climb up the promotion ladder. So the organization carries out all these stages of recruitment, selection and training. Promotion is yet another stage in the recruitment and selection process which provides the employees to move to the higher position in the organization. The Carriage Repair Shop, South Central Railway, Tirupati carries out all these activities related to human resources management.
