ABSTRACT

Globalization dominates the competitive horizon and entails new markets, new products, new mindsets, new competencies and new ways of thinking about business. A major challenge for any organization in this era of international competition and recent economic recession seems to be ‘survival and sustainability’ amidst cut-throat competition. It is increasingly argued that the organizations, capable of meeting the challenges will be those that can acquire and utilize valuable, scarce and inimitable resources. Human resources fall into this category, particularly, if they are effectively deployed through appropriate human resource practices and management of organizational culture. An organization that has better HRD climate and processes is likely to be more effective than an organization that does not have them. HRD climate can be grouped as General climate, HRD (OCTAPACE) culture and HRD mechanisms.

The research study undertaken aimed to analyse the Human Resource Development culture and climate of steel based public sector enterprises in Kerala. The employees of steel based public sector enterprises in Kerala constituted the population of this study. The total population was 1054. The researcher personally contacted employees to fill up the questionnaire and could collect 389 filled questionnaires. Out of these, 357 filled questionnaires were selected for this study, after rejecting questionnaires for various reasons like errors, incompleteness and inadequate information.

The major instrument used for the present study was Human Resource Development Climate (HRDC) Questionnaire. Initially data was entered in SPSS 17.0 version, Statistical Package for Social Sciences for analysis. Research
hypotheses developed to study the analysis of HRD climate were tested statistically. In order to test the credibility of the work and analysis, relevant quantitative techniques such as analysis of average mean score, analysis of standard deviation, ANOVA, LSD, correlation and application of z-test have been adopted.

Results revealed that the overall HRD climate in steel based public sector enterprises in Kerala was in favourable condition. Significant differences were also observed among the organisations covered under study with respect to different dimensions of HRD climate as well as overall HRD climate. Implications of the results of the study were discussed.

**Keywords:** HRD, HRD Climate, General Climate, HRD (OCTAPACE) Culture, and HRD Mechanisms.