

**HUMAN RESOURCE MANAGEMENT
IN
TEA INDUSTRY OF NEPAL**

Prithbi Bikram Rai

A THESIS

Submitted to the Faculty of Management

TRIBHUVAN UNIVERSITY

For the Degree of

DOCTOR OF PHILOSOPHY

2008

Recommendation

We hereby recommend that this dissertation entitled "**Human Resource Management in Tea Industry of Nepal**" prepared by Prithbi Bikram Rai under our supervision be accepted by the Research Committee for the final examination in fulfillment of the requirements for the degree of **DOCTOR OF PHILOSOPHY** in Management.

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3. Supervisor :
4. External Expert :
5. Internal Expert :
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Recommendation of Supervisors

We certify that the thesis entitled "**Human Resource Management in Tea Industry of Nepal**" submitted by Prithbi Bikram Rai to the Faculty of Management, Tribhuvan University for the degree of Doctor of Philosophy of this University, was completed under our supervision and guidance. This thesis is the candidate's original research work. We have carefully read his final work, and we are fully satisfied with the language and the substance of his thesis submitted to the Faculty of Management.

To the best of our knowledge, the candidate has also fulfilled all the other requirements of the Ph.D. programme of the Faculty of Management, Tribhuvan University.

We, therefore, recommend that this thesis be considered for the award of Ph.D. Degree.

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Subject: Recommendation for the Final-submission of Dissertation Report

Sir,

We certify that **Mr. Prithbi Bikram Rai**, Lecturer, FOM, Tribhuvan University, has completed his research work on '**Human Resource Management in Tea Industry of Nepal**' for the degree of **Doctor of Philosophy** of this University, under our supervision and guidance. The candidate's research work fulfills all basic requirements such as language and substance of Ph. D. thesis.

We, therefore, recommend for the Final-submission of the dissertation report to the Faculty of Management, Tribhuvan University.

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DECLARATION

I hereby declare that the present study entitled "**Human Resource Management in Tea Industry of Nepal**" is based on my original work. Other works on the subject have been duly acknowledged at the relevant places, and for which, I am indebted to them. The results presented in the study have not been submitted elsewhere for the award of any degree.

Kathmandu

May, 2008

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Kathmandu
May, 2008

Prithbi Bikram Rai

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LIST OF ABBREVIATIONS

ADB / N	Agriculture Development Bank / Nepal
AEC	Agro Enterprise Center
CBS	Central Bureau of Statistics, NPC
CEDA	Center for Economic Development and Administration, TU
CTC	Crush, Tear and Curl
DOL	Department of Labor
FNCCI	Federation of Nepalese Chambers of Commerce and Industry
FOM	Faculty of Management
F/Y	Fiscal Year
GON	Government of Nepal
HR	Human Resource
HRM	Human Resource Management
ILO	International Labor Organization
INGO	International Non-Government Organization
ISC	Industrial Service Center
LRC	Labor Relations Committee
MAN	Management Association of Nepal
MOF	Ministry of Finance
MGA	Ministry of General Administration
NARC	Nepal Agriculture Research Center
MOL	Ministry of Labor
NTDC	Nepal Tea Development Corporation
NASC	Nepal Administrative Staff College
NTCDB	Nepal Tea and Coffee Development Board
PE	Public Enterprise
OGS	Out Growers Scheme
Ph.D.	Doctor of Philosophy
PSC	Public Service Commission
TPC	Trade Promotion Center
TU	Tribhuvan University
NPC	National Planning Commission
DECONT	Democratic Confederation of Nepalese Trade Unions
GEFONT	General Federation of Nepalese Trade Unions
MD	Managing Director
NTUC	Nepal Trade Union Congress
VDC	Village Development Committee