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The world's largest democratic country India requires a great management of its resources to be carried out for its smooth functioning. And for an effective management the huge government machinery are segregated into various subdivision such as medical services, armed forces, transport services, legal & administrative services etc. The country's greatest strength is its human resources, and for recruiting and managing qualified applicant for various government jobs is a complicated process.

There are various career openings in India for government jobs with various benefits and its plus point is that government jobs in India provides job security employees.

### Employment procedure with consideration of special Quotas

The selection process of qualified candidate for the said post is made through the initial job screening process which are done by conducting various competitive oral and written examination by posting advertisements of job vacancies in newspaper .To support equal employment opportunities in India, government have made special quotas for women, scheduled castes and tribes, minorities, sports people and various other people, so that they could advance themselves. The job segregation is done into various grades or groups. The government of India generates the sources of income for millions of people whether they may be the class 1 officer or class 4 staff, working in any corner of the country

The Specialty of government jobs is that it never goes for job cuts of its employees as compared to other sector. The strong associations of government employee unions are regularly fighting for the improved working conditions as well as monetary and other reward and recognition for workers. This could be observed through the continuous increments, provision of bonuses, and various allowances such as House Rent Allowances(H.R.A), travelling allowances(T.A), insurance and medical facilities, holiday packages, provident fund and gratuity and many other. Not only employee but their family members also are benefited with scholarship for children; pension and retirement benefits are given which may be not in private jobs.

### Merits of Being a Government Employee:

The working hours are already set and are standardized. And if any employee goes for overtime work, an extra compensation in terms of overtime payment is made. Also compensatory relief is provided to the employee for his working on weekends.

Guarantee payment for the employees for their services performed. The question of being cheated does not occur in this sector. There are also special discounts given to the government employees from other governmental agencies, various loan facilities also are easily available to them as compared to business people or even employee from private company.

Pension and retirement benefits are other strong points of government jobs. The spouse is provided with the pension and also job is given to spouse or immediate member as per their skills in case of the death of the employee. In case of the on the job death compensation is made by government as well as welfare of the family members specially in terms of children's education and other is taken care by the government.

Stability and job security are always found in these jobs and society also gives a high status for

these employees. Today also getting government job is a matter of honor and pride, which is accepted with great value.

The career opportunities in India for government jobs are many but the primary goal must be of serving the country effectively by giving high performance.

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Pramod Lomte is the author of this article. He has been demonstrating his writing skills by writing the articles for human research from last two years. He also has a keen interest in writing stuff for job related topics. He has written various articles on a [Jobs in India](#). He specialized in coverage of HR marketing.

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