** CONTENTS **

| Rationale of Present study & Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study 7 Presentation of the Study 7 Presentation of the study 8 - 9 Presentation of the study 8 - 9 Presentation of the study 8 - 9 Profile of INDAL: 10 Profile of INDAL 11 Its origin 12 - 15 INDAL's Purpose 16 INDAL's Purpose 16 INDAL's Purpose 16 INDAL's Business Operation 18 InDAL's Business Operation 18 International Trade & Research and Development at INDAL 21 Competitors analysis About Belgaum Works 24 - Organisation Structure 26 Structure of personnel Department 11 INDAL the future 28 III. Human Resources Management: 30 Meaning of Human resources 31 Inportance of Human Resources 33 Importance of Human Resources 34 Importance of Human Resources 35 Importance of Human Resources 36 Importance of Human Resources 37 Importance of Human Resources 38 Importance of Human Resources 39 Importance of Human Resources 31 Importance of Human Resources 34 Importance of Human Resources 34 Importance of Human Resources 35 Importance of Human Resources 36 Importance of Human Resources 37 Importance of Human Resources 37 Importance of Human Resources 38 Importance of Human Resources 39 Importance of Human Resources 31 Importance 31 Importance 31 Importance 31 Importance 31 | Chapter | Title | Page No. |
|--|---------|--------------------------------------|--|
| III Research Design: Introduction Rationale of Present study & Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the study Presentation of the study II. Working of INDAL: Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Purpose INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management policy IV. Human Resources management policy 12 - 3 1 - 3 2 - 3 1 - 3 | | Declaration | I |
| I. Research Design: Introduction Rationale of Present study & Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the study Presentation of the study II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management in INDAL: Human Resources Management policy IV. Human Resources management policy | | Certificate | II |
| Introduction Rationale of Present study & Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the study Presentation of the study II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Objective & INDAL's Mission InDAL's Mission International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management in INDAL: Human resources management policy | | Acknowledgement | III |
| Rationale of Present study & Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study 6 | 1. | Research Design: | 1 |
| Statement of the problem Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the Study Fresentation of the Study Presentation of the study II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Objective & INDAL's Mission International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management in INDAL: Human Resources management policy 51 51 51 51 51 51 51 51 | | Introduction | 2 - 3 |
| Objectives of the study & Research Methodology Methods of Data Analysis & Scope of the Study 7 Presentation of the Study 7 Presentation of the study 8 - 9 II. Working of INDAL: 10 Profile of INDAL 11 Its origin 12 Shareholders pattern 15 INDAL's Objective & INDAL's Purpose 16 INDAL's Purpose 16 INDAL's Mission 18 INDAL's Mission 18 INDAL's Mission 18 INDAL's Business Operation 18 International Trade & Research and Development at INDAL 21 Competitors analysis 23 About Belgaum Works 24 Organisation Structure 26 Structure of personnel Department 27 INDAL the future 28 IMDAL the future 28 IMDAL the future 31 Independent Vs Human Resources 13 Independent Personnel Management Vs Human Resources Personnel Management Vs Human Resources Management 14 Indument Persources 15 Indument Persources 16 Indument Persources 17 Indument Persources 18 Indum | | ₹ | |
| Research Methodology Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the study 8 - 9 II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management policy IV. Human Resources Management policy 51 51 51 51 51 51 | | | 4 |
| Methods of Data Analysis & Scope of the Study Limitation of the Study Presentation of the Study Presentation of the study II. Working of INDAL: Profile of INDAL: Its origin Shareholders pattern INDAL's Objective & INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management policy IV. Human Resources Management policy 51 51 51 51 | | | |
| Scope of the Study Limitation of the Study Presentation of the Study Presentation of the study 8 - 9 II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources planning process IV. Human Resources management policy 51 51 Human resources management policy | | | 5 |
| Limitation of the Study Presentation of the study 8 - 9 II. Working of INDAL: Profile of INDAL: Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management in INDAL: Human resources management policy | | | |
| II. Working of INDAL: Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Purpose INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human Resources Characteristics of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management in INDAL: Human Resources Management policy IV. Human Resources Management policy 51 51 51 51 51 51 51 51 51 5 | | · · | 6 |
| II. Working of INDAL: Profile of INDAL Its origin Its origin Its origin INDAL's Objective & INDAL's Purpose INDAL's Purpose INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human Resources Management in INDAL: Human Resources Management policy IV. Human Resources Management policy 51 10 11 11 12 13 16 18 18 18 21 22 24 25 26 Structure of personnel Department 27 INDAL the future 28 30 31 30 31 31 37 40 40 40 40 40 40 40 40 40 4 | | I ▼ | 7 |
| Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 11 11 12 12 15 16 17 21 21 22 24 25 26 37 30 30 31 30 31 31 32 34 39 40 40 40 40 40 40 40 40 40 4 | | Presentation of the study | 8 - 9 |
| Profile of INDAL Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 11 12 16 16 17 27 18 21 22 24 26 27 28 30 31 30 31 30 31 40 40 40 40 40 40 40 40 40 4 | II. | Working of INDAL: | 10 |
| Its origin Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Profile of INDAL | 11 - 12 |
| Shareholders pattern INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Its origin | 12 - 14 |
| INDAL's Objective & INDAL's Purpose INDAL's Mission INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis 23 About Belgaum Works 24 Organisation Structure 26 Structure of personnel Department 27 INDAL the future 28 III. Human Resources Management: 30 Meaning of Human resources 31 Characteristics of Human Resources 32 Importance of Human Resources 33 Importance of Human Resources 34 Personnel Management Vs Human Resources Management Human resources planning 40 Human resources management in INDAL: 51 Human resources management policy 52 Human resources management policy | • | Shareholders pattern | |
| INDAL's Purpose INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources Management policy 16 - 18 - 18 - 18 - 18 - 18 - 18 - 18 - 18 | | | |
| INDAL's Mission INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning Human resources Management in INDAL: Human Resources management policy 18 18 18 18 18 18 18 18 18 18 18 18 18 | | | 16 - 17 |
| INDAL's Business Operation International Trade & Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | INDAL's Mission | it in the second of the second |
| Research and Development at INDAL Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 123 23 24 25 26 27 30 31 30 31 31 40 41 41 41 41 41 41 41 41 4 | | | 18 - 20 |
| Competitors analysis About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future Human Resources Management: Meaning of Human resources Importance of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | |
| About Belgaum Works Organisation Structure Structure of personnel Department INDAL the future Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning Human resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Competitors analysis | 21 - 22 |
| Organisation Structure Structure of personnel Department INDAL the future Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | |
| III. Human Resources Management: Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | 24 - 25 |
| III. Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | |
| Human Resources Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process TV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Structure of personnel Department | 27 |
| Management: Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | INDAL the future | 28 |
| Meaning of Human resources Characteristics of Human Resources Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | Ш. | | |
| Characteristics of Human Resources Importance of Human Resources 33 - Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | 30 |
| Importance of Human Resources Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Meaning of Human resources | 31 - 32 |
| Personnel Management Vs Human Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | | 33 - 34 |
| Resources Management Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Importance of Human Resources | 34 - 37 |
| Human resources planning Human resources planning process IV. Human Resources Management in INDAL: Human resources management policy 51 Human resources management policy | | Personnel Management Vs Human | |
| IV. Human resources planning process Human Resources Management in INDAL: Human resources management policy 51 | | | 37 - 39 |
| IV. Human Resources Management in INDAL: Human resources management policy 51 52 52 | | | 40 - 47 |
| INDAL: Human resources management policy 51 52 52 | | Human resources planning process | 48 - 49 |
| Human resources management policy 52 - | IV. | Human Resources Management in INDAL: | 51 |
| INDAL's human resources management | | Human resources management policy | 52 - 56 |
| | | INDAL's human resources management | 32 - 30 |
| polices 57 | | polices | 57 |

| Chapter | Title | Page No. |
|-------------|--|--------------------|
| | Critical appraisal of INDAL's human | |
| | resources management polices | 58 – 59 |
| | Recruitment and selection policies & | |
| | Practices | 60 - 61 |
| | Recruitment polices of INDAL | 62 |
| | Critical appraisal of INDAL's recruitment | |
| | Policy | 63 - 66 |
| | Selection policy | 67 - 69 |
| | Recruitment process in INDAL Selection procedure | 69 – 70 |
| | Selection procedure Selection policy at INDAL | 71 - 72 73 - 80 |
| | Training and Development at INDAL | 80 - 95 |
| | Absenteeism problem at INDAL | 96 - 100 |
| | | |
| V. | Conclusion, Findings and | |
| | Suggestion: | 101 - 109 |
| | | |
| | Appendix I | iv |
| | Appendix II | |
| | | V |
| | Appendix III | vi |
| | Appendix IV | vii - viii |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |
| | | |