

**** CONTENTS ****

Chapter	Title	Page No.
	Declaration	I
	Certificate	II
	Acknowledgement	III
I.	Research Design:	1
	Introduction	2 - 3
	Rationale of Present study & Statement of the problem	4
	Objectives of the study & Research Methodology	5
	Methods of Data Analysis & Scope of the Study	6
	Limitation of the Study	7
	Presentation of the study	8 - 9
II.	Working of INDAL:	10
	Profile of INDAL	11 - 12
	Its origin	12 - 14
	Shareholders pattern	15
	INDAL's Objective & INDAL's Purpose	16 - 17
	INDAL's Mission	18
	INDAL's Business Operation	18 - 20
	International Trade & Research and Development at INDAL	21 - 22
	Competitors analysis	23
	About Belgaum Works	24 - 25
	Organisation Structure	26
	Structure of personnel Department	27
	INDAL the future	28
III.	Human Resources Management:	30
	Meaning of Human resources	31 - 32
	Characteristics of Human Resources	33 - 34
	Importance of Human Resources	34 - 37
	Personnel Management Vs Human Resources Management	37 - 39
	Human resources planning	40 - 47
	Human resources planning process	48 - 49
IV.	Human Resources Management in INDAL:	51
	Human resources management policy	52 - 56
	INDAL's human resources management policies	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	69 – 70
	Selection procedure	71 - 72
	Selection policy at INDAL	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