

# **CHAPTER I**

## **RESEARCH DESIGN**

- I] Introduction
- II] Statement of the Problem
- III] Objective of the study
- IV] Research Methodology
- V] Presentation of the study

## CHAPTER I : RESEARCH DESIGN

### I] INTRODUCTION:

Human Resources Management is concerned with the human being in an organisation. Human resources approach takes into consideration the potentiality and vitality of the people available for the organisation. Even in the age of automation as of today manpower is the most essential and indispensable resources of any organisation.

Human resources plays a crucial role in the development process of modern economics. Arthur Lewis observed "there are great differences in development between countries which seem to have roughly equal resource so it is necessary to inquire into the difference in human behaviour". It is often felt that though the exploitation of natural resources availability of physical and financial resources and international aid play prominent roles in the growth of modern economics none of these factors is more significant than efficient and committed manpower. It is in fact said that all development comes from the human mind.

Since, every organisation is made up of people acquiring their service developing their skills motivating them to high levels of performance and ensuring that they continue to maintain their commitment to the organisation are essential to achieving organisation objective. This is true regardless of the

type of organisation: government, business concerns, education, health, recreation or social.

Human resources management is the process of managing the people of an organisation with a human approach. Human resources approach to manpower enables the management to view his workers as an important resource. It is an approach to develop and effectively utilise the manpower not only for the benefit of the organisation but for the growth, development and self satisfaction of the workers or employees. Human resources management is a management function that helps management in recruiting, selecting, training, developing, remunerating, maintain and retaining members for an organisation.

Indian Aluminium Company Limited [INDAL] today one of the largest public sector company in India and the first to embark on the production of aluminium in the country. It is the multinational company with Canadian collaboration with a nation wide network of production facility and offices. With an around 6000 employees all over India. The INDAL plant at Belgaum was established in the year 1968. INDAL has gained monopoly in the production of "Alumina Specials". They produce different graded [special items] among alumina and export it to different countries. There are around 1000 employees working at Belgaum plant.

## **I RATIONALE OF PRESENT STUDY:**

INDAL as already started is one of the largest public sector undertakings in India in the field of Aluminium, but the financial health of the company is deteriorating over last several years.

9 // One of the important reasons for poor financial health of any business house lies in the improper Human Resources Management. This interested the researcher to analysis the impact of the Human Resources Management on the financial health of INDAL. The researcher plans to study the Human Resources Management policies and practices at INDAL, Belgaum. In order to make concrete suggestions for the improvement. The suggestion made on the basis of the study may help INDAL in improving its financial health. This provides a strong rationale for the study.

## **II STATEMENT OF THE PROBLEM:**

“A CASE STUDY OF HUMAN RESOURCES MANAGEMENT POLICIES AND PRACTICES AT INDAL, BELGAUM”.

### **III OBJECTIVES OF THE STUDY:**

The present study has the following specific objectives.

1. To study the process of Human Resources Planning at INDAL.
2. To study the Human Resources Policy of INDAL.
3. To study the recruitment and selection process of employees at INDAL.
4. To know the training and development techniques of INDAL.
5. To study the absenteeism problem.
6. To make constructive and useful suggestion based on finding of the study.

### **IV RESEARCH METHODOLOGY:**

The data required for this study is collected form both sources i.e. primary and secondary.

#### **PRIMARY SOURCE:**

Primary data required for this study is collected through

- a. Interaction with the respective officers and their sub ordinates,
- b. Interaction with workers,
- c. Field investigation with the help of questionnaire to officers and workers
- d. By interviewing the management officials.

## **SECONDARY SOURCE:**

Secondary data required for the present study is collected through.

- a. Annual Reports of INDAL,
- b. INDAL's Magazines and Manuals,
- c. Personnel Records,
- d. Government Publication and Reports,
- e. Articles in Newspaper and Magazine,
- f. Reference Books.

## **METHODS OF DATA ANALYSIS:**

The data so collected with the help of primary and secondary sources were analysed<sup>ed</sup> and tabulated to bring about uniformity<sup>there</sup> their in and it was analysed by using the tools of statistical analysis like tabular analysis and percentages, etc., to draw meaningful conclusions.

## **SCOPE OF THE STUDY:**

Any study on Human Resources Management Policies and Practices is likely to be subjected to certain constraints in view of the nature of the subject itself because the human factor is difficult to interpret and its probable future actions are difficult to forecast. Researcher considered that it is not feasible to extend the scope of the study is to cover each and every aspect of Human

Resources Management Policies and Practices at INDAL, like promotions, transfers, performance appraisal, employee morale, wage and salary administration, health and safety measures, welfare facilities, employee grievance and redressal procedure. Due to certain limitations of money and time it is not possible to study in depth each and every aspect of the problem.

#### **LIMITATION OF THE STUDY:**

Since, the study is undertaken as a part of the fulfilment of the requirement of the degree course of M.Phil. in Commerce and Management the researcher has limited his study only to some aspects of Human Resource Management Policies and Practices at INDAL that to only of Belgaum unit. The dissertation is required to be submitted to the university within a prescribed period of time and therefore, the study is limited to certain aspects like recruitment, selection, training and development, and absenteeism.

NIC  
NIC

✓

NIC

## **V] PRESENTATION OF THE STUDY:**

The present study is divided into Five Chapters including the present one.

### **Chapter I - Research Design:**

Which gives a brief Introduction and rationale of present research. It spells out the objective of the present research and describes the methodology followed. Lastly it gives out the presentation of the study.

### **Chapter II - Working of INDAL:**

This chapter provides profile of INDAL, Its Origin and Organisational Structure.

### **Chapter III - Human Resource Management:**

It contains meaning and importance of Human Resource, Human Resource Planning, Human Resource Planning Process and conceptual framework.



**Chapter IV - Human Resource Management in INDAL:**

Which deals with Human Resource Policy of INDAL, Recruitment and Selection process followed by INDAL, Employees Training and Development Methods at INDAL and Absenteeism problem at INDAL.

**Chapter V - Conclusions, Findings and Suggestion:**

It concludes the study on the basis of various finding of the analysis and makes suggestion.