



IJITCE

ISSN 2347- 3657

International Journal of

Information Technology & Computer Engineering

www.ijitce.com



Email : ijitce.editor@gmail.com or editor@ijitce.com

A STUDY ON THE DEVELOPMENT AND IMPLEMENTATION OF HR POLICIES AT BSNL

Dr. S. Sivasankara Rao N. Mounika B. Upendar

ABSTRACT

Media transmission is a rapidly evolving business with a significant risk of deteriorating quality. From magneto trading to cutting-edge New Technology Digital Switches, our country has witnessed many advancements. We have not only seen oscillations in transmission development, starting with transport frameworks and progressing to DWDM structures that provide long division circuits throughout the length and breadth of the country. Media correspondences are both a free service and a necessary infrastructure. Starting now, an in-house planning center is a critical connection for selected planning of experts and employees in a short timeframe length field.

Organizing is a framework by which a person refines and reestablishes his or her potential, cutoff, and reasonableness by refining and reestablishing his or her know-how and know-how the aptitudes required to carry out their growth on a regular basis. In a similar way, planning draws a person in to make the appropriate and necessary direct and air towards the job and people. Regardless, if orchestrating is provided, the professions and lifestyles of workers in affiliations are suggested. To cope with their lead, it rotates the Rules and Procedures. It is the use of data to enhance the presentation of one's current job or to prepare one for a standard progression.

For their variety and delight of shared desires, trick and character must make and advance at the same time; this must be feasible on an extremely important level via sifting through framework, because arranging is the most important method and it is a cost development to the relationship via Human aid improvement for the improvement of the pro. No connection can acquire an up-and-comer who completely sifts through the development and gathered leveled requirements, so the chairman she/he has been chosen, established, and introduced in an alliance should be provided form running conditions to exchange and lead them to sensible for the process.

Any organization's most valuable asset is its ready workers. When there is a limit between the improvement of stray pieces and the workers' current subtleties, BSNL arranges. Right now, the most important sub-structure, express, and one of the most important employable parts of Human Resource Development is finding everything out. Sifting through changes the leveled limit, authenticity, progress and improvement, tolerably interest sensitivity, apparent quality, and progress to a consistent head degree. If the secret to figuring things out isn't provided, the workers will get disillusioned. Separating through increases the affiliation's capability, assurance, creativity, and involvement.

The sold make in my evaluation is to find the abundance of organizing and development in reaching the connection's goals, to consider the extraordinary structures for sifting through seen at BSNL, the rationalization on which sifting through programmes are remoted through and managed, and how the introduction assessment allows in watching getting ready wishes.

Associate Professor M. Com, (Ph.D)
Assistant Professor

Assistant Professor, M.A. (Ph.D)
Department: MBA
Pallavi Engineering College Hyderabad, Telangana 501505.

Data mix from different sources was the outcome of this enhancement. As both a quiet head in an evaluation, I utilized both major and partner data for the assessment. Essential information was gathered via assessment and individual social occasions, at the very least by the assistant.

Certain HRD division reports were utilized to provide information on the outstanding number of experts, the schedule for getting ready attempts, the number of individuals who attended, and other similar issues. Direction readings, alliance data, and the internet were also included in the private data.

The survey's analysis got aided, and the purpose for the assessment became met. The assessment was carried out with the use of real mechanical accumulating, and the evaluation employed two tests: rehash check and relationship.

These exams provided a particular concept about the most epic districts that are unmistakably linked and those parts that are not significant and are not persistently looked at. From that point onward, it aided the assessment in recognizing the basic components that quiet head for reasonable separation and advancement in the affiliation.

This assessment provides a point-by-point concept of the power's approach to the approach program and how the professionals use it, beyond what many would consider feasible and character in task execution. Through the investigation, it was discerned that the filtering through and advancement programs are stumbling but that a few of the viewpoints mentioned should be redesigned right now.

INTRODUCTION

HUMAN RESOURCE POLICIES

Human resources policies are concepts and behavioral norms that "formulate, refine, divide into details, and take action" in order to achieve the goals of the organization.

The following are covered under the HR policy:

1. Hiring policy which takes into account variables like as reservations, sex, marital status, etc.
2. Conditions of employment, including compensation policy and procedures, hours of work, overtime, promotion, transfers and layoffs.
3. Medical care benefits, ESI and business health benefits programmers.
4. Regulations on housing, transportation, uniformity and allowance.
5. Training and development policy, including the requirement for training and development techniques and frequency.

6. Policies on industrial relations, including trade union recognition, collective bargaining, grievance procedures, participatory management, and communication amongst workers.

Human resource management is represented as a group of people who supervise and direct others' work. It connects disconnected living spaces and reasons needed to keep, filter through, produce and compensate the related geniuses. It does not applicable to non-commercial transactions such as organization, failure of government, etc. Human Resource management is defined as a system of activities, efforts and pushes used to improve both the abundance of workers and productivity of workers.

Surely HRM is at a high level. Every activity of a leader from the moment he enters a partnership till he departs passes under the horizon of HRM. Some of the departments in the HRM include recruitment, payroll, performance control, education and improvement, retention, industrial relations, etc. An epic department is one of these divisions, the planning and improvement.

Masterminding and development is a moving path component. It ensures that reasonability is reduced and that commerce is controlled or managed in a well-formed manner.

HR POLICY PRINCIPLES

1. The possibility of personal development is that every laborer has full and comparable opportunities to achieve their greatest limit.
2. The possibility of intelligent assurance is applied to perceive the appropriate individual for the right work.
3. Free correspondence progresses up, diving, level, formal and relaxed trade by keeping all correspondence courses open.
4. At all levels of dynamic, laborer specialists should be tended to according to help.
5. Paying sensible and unbiased pay and pay as per occupations is a sensible prize thought.
6. Standard of comfort to see and repay phenomenal achievement.
7. The possibility of the respectability of work demands that each work and its specialist be treated proudly and respect.

8. The possibility of co-movement in the field of work the board to progress exceptional working relations.
9. Advance composed exertion with delegates and fellowship using the possibility of collaboration.
10. Obligation to the possibility of public flourishing: surrendering more work to all workers and adding to public plenitude.
11. HR is the fundamental resource in any firm. In the current circumstance.
12. Since by far most of an affiliation's firm showcase is obliged by its workers' show, which is all around coordinated by the alliance's HR POLICIES.
13. As needs be, the task has an expansive degree that will help the relationship in performing adequately in the current all things considered dispute.
14. The undertaking's key objective is to investigate and look at the alliance, also as to make a HR POLICY handbook for it.

PROCEDURE OF RESEARCH

INFORMATION COLLECTION METHOD

Considering a deficit of time, the specialist picked the review framework for information gathering. Sufficient cautious strides against tendency and trickiness should be thought of while setting up information assortment framework. The acquired information was analyzed for fulfillment, probability, consistency, and suffering quality by the analyst.

Optional information has in like way been gathered by the topic master, which has reasonably been collected and dealt with by another person. He gathered data from diaries, chronicled records, courses, and other experts' reports. The going with techniques was utilized by the master for the current assessment:

- Questionnaire
- Interview
- Observation

EXPERIENCE HYPOTHESIS

Worker execution and fulfillment are huge results of sound HR Policies given by the relationship of agents. Human Resource Policies given by the relationship of representatives fill in as a specialist for worker progression what's more spikes specialists to perform well, for example expert execution and fulfillment is the basic outcome of sound HR Policies of the association. Specialists at HEG Ltd. are persuaded to work due to the affiliation's changed HR procedures.

INTRODUCTION TO THE QUESTIONNAIRE

In this strategy, a review is educated to the fit HR Manager with the deals that they answer the solicitations and bring it back. The outline was contained a great deal of solicitations that were shaped or made in a particular sales. The HR Manager is in isolation concerning seeing the requests. The master picked such an information gathering since it is unimportant expense, liberated from inspector inclination, and offers respondents satisfactory possibility.

LIMITATION OF THE STUDY

1. Investigation the HR plans of the business.
2. Overview of changes to HEG Ltd's HR courses of action since the start of the business.
3. Set up a last procedure after the movements are associated with the crucial methodology.
4. Make a broad HR procedure file focused in on the "Provinces of Management Service."

OBJECTIVES OF THE STUDY.

The primary objective of the organization and progress division is to make sure a competent and willing employee is accessible to an organization. Four great goals exist, however: individual, organizational, functional and social.

Single goals – help workers accomplish their own goals, starting with an individual group claim.

Genuine goals — the fundamental purpose of the relationship is accomplished by offering unmistakable suitability.

Judicious goals – maintain the dedication of the Division at a level appropriate to the company's demands.

Social objectives: To demonstrate an organization's ethical and social understanding of the needs and concerns of the general public.

IMPORTANT OF THE STUDY

- Best Personnel usage – Training and development helps improve human resources utilization, helping to achieve compelling ambitions and goals for character.
- Human Resources Development - Training and growth to assist HR expert and social skills development via a combination, providing opportunities and a specified framework. It helps the masters in providing care as well.
- Development of cut-off goals for specialists – training and development assistance for improving employees' knowledge and skills at all levels. It helps to broaden the boundaries of human mind and employees' overall character.
- Productivity – Training and development contributes to the development of head sensitivity that pushes the association to its long term goal.
- Team spirit - training and support for growth in recognizing flaws between fascination, association and cooperation packages. It helps to understand the vitality of information workers.
- Organizational Culture - Education and growth helps to build a successful, certified society and sensitivity. It contributes to building a learning society in the union.
- Climate Organization – Training and development helps to spread good information and sentiments of cooperation. These estimations come from pioneers, subordinates and spouses of employees.
- Workplace quality – Training and development contributes to a balanced work-life.
- A sound working environment - Training and development contribute to a strong working environment. It helps to create excellent leadership and interactions so that unambiguous goals match with dynamic goals.

• Health and safety - training and development helps to enhance the blooming and safety of the connection and also eradicates old age.

• Morality - training and development assistance for improving the management of the workforce.

• Image - Training and development helps to create a distinctive image of a company.

Profitability - Training and development contributes to improved suitability and proper blending of perspectives to achieve a competitive edge.

• Training and education

NEEDS FOR THE STUDY

- The partnership must develop its masters to provide clear information and data for the whole rationality and change process to contribute to various capacity levels and adjust them to certain situations.
- The very diverse characteristics of the product development and appearance or management linked to the enhanced progress made by significant mechanization and computing in various sites and nations. This creates an inexplicable problem and demands cooperation, integration and adaptation to the concept of mobility, development and progress.
- Basic training is required when current agents are encouraged or a change in the organization is regarded to be of logical importance. Existing administrators must also be equipped with new development frameworks and advanced disciplines.
- Preserving human alliances, keeping strong connections and solving human issues are essential.
- The project's title is 'BSNL Belgium, an evaluation of the rationality of public education and development.'
- The assessment is designed to analyze the overall effect of master's activities in each office in individual unit groups and is prepared to be continued.
- The primary step is to acknowledge the sensitivity of preparation shown by better operator performance and to remove restrictive restrictions on new creative innovations among employees.
- Professionals working in the different unit packages throughout the whole BSNL Belgum

division must satisfy their assessment levels.

SCOPE FOR THE STUDY

1. To show the significance of planning and development in attaining the company's goals.
2. Description of the composition and sequencing of the orchestration.
3. Examine the various BSNL preparation frameworks.
4. To assess whether the procedures of the Union game plan are authorized after all has been said and done.
5. Examine the link between planning and delivery.

RESEARCH METHODOLOGY

A system of research.

The evaluation encouraged some people to gather important data, in that at least the most real research evaluation plan was an undeniable study framework, without the support of a vital and distinctive social event.

Examination is a distinct assessment task that attempts to create a connection between performance review, planning and improvement in the fully specified area of the subject.

The methods for the evaluation plan are described below.

Take the approach into account

Bharat Sanchar Nigam Ltd (BSNL) is a sample chart of Belgaum SSA Open Area Manager.

Breakdown: Bharat Sanchar Nigam Ltd. is a distinct multi-unit affiliate manager (BSNL)

Sample size: in this research a total of 100 experts from all affiliate divisions were used.

The region guaranteed that I assured almost all the membership areas - BSNL Belgaum - of this assessment.

The following are the division numbers and names.

Data combination:

For the construction of a valid survey, basic and discretionary data were utilized.

To assess the workers' views, I have produced an overview with the guide name, using a 5-point Likert scale, and finalized sales. The information that is important is the brief one.

The evaluation consisted of 12 sales including almost all of the evaluation areas of 'preparation and development adequacy.'

EXACT DATE (head)

A tool is used to save vital information for administrators and interact quickly with workers.

Key events let us refer to the targeted reality of the expert practice and speech Updates that have helped me concentrate on all kinds of operators and the appropriateness of business software.

ASSISTANT DATE

They were collected from the connection site, employees and the HR department. Books and periodicals have also been utilized for the assessment.

Each fundamental and extra data filled a gap in the analysis of the overall planning and development experience of BSNL. All kind of surveys are extremely important.

DATA ANALYSIS

- ❖ A measurable contraction may be quantified.
- ❖ Analysis of correlation
- ❖ Frequency of testing
- ❖ A Social Event Quantifiable
- ❖ PLCS programming
- ❖ System of Analytics
- ❖ All employees are doing research
- ❖ Review the evaluations of actual contraction agents (spas programming)
- ❖ I a repeat test am necessary (mean and standard deviation)
- ❖ Collaboration;
- ❖ Data analysis and interpretation

Prison examination includes:

1. As I was unable to access part of the BSNL divisions, I could not cover part of the facilities needed for my assessment.
2. Interaction with the alliance has become necessary as a consequence of their pressing agenda.
3. In general, the information collected is basic and the accuracy of the answers obtained is assessed.

Fanciful treats getting ready and improvement

It is a learning strategy that consolidates data acquirement, limit building, contemplations, rules and changes in mindsets and practices to fix up the demonstration of specialists.

For an unquestionable explanation, arranging is a packaging that perceives semi-enduring changes in power. Cutoff centers, real factors and viewpoints (in any case called social capacities) are the three essential focuses covered, regardless of whether a sensible explanation is regarded reliably.

Similarly as attracting a person to make the right and major expresses to work and people, being arranged draws in a person to give the right and crucial unequivocal quality and character to work and to people.

Getting ready is a method by which an individual updates and overhauls his ability, obstruction and property as he works by creating and animating his understanding and perception in the most appropriate way possible.

Regardless, on the off chance that course is given, the purposes for living and lifestyles of heads in affiliations are construed.

Status is the improvement of a gifted boss.

- Apart from perceiving how to show up, this isn't what you need for the customary closeness term.
- It's not about where you need to go; it's about how you show up.
- It's less about finding how to get off as how to get off.
- It may not be the insightful result you had expected, anyway it will notwithstanding be an outcome.

- It's not what you need to accomplish, but instead the data you need to do it.

- There are not many destinations, yet it seems, by all accounts, to be a dream.

- This isn't the objective you have set up, anyway what you need to achieve.

Getting ready incorporates knowing where you are as of now (paying little mind to how great or terrible the current condition shows up), and when some time has gone.

The association of data confirmation, capacities and impedance centers (KSA) through master improvement is composed.

REVIEW OF LITERATURE

The chapter deals with the sector or service sector. Analysis of Indian telecommunications sector, organizational literature study, there is also a gap that leads to the research topic of the study. An overview of disciplines is provided by a literary study and helps to comprehend the Theories prevail. There are numerous reasons why time and effort are invested in assessment Literature before a research Endeavour starts. The study of literature helps to determine gaps and helps bring recent discoveries to the fore. Review of this chapter the literature is provided. Newspapers, theses, reports, lectures. For the relevant goals, procedures, books, working papers and Internet references have been referenced. Electronic web-based reference resources such as Google Scholar, information. Emerald, EBSCO, JSTOR and the thesis databases, SSRN and business databases. It was spoken to Shodhganga.

The information on these websites Collected and organized to examine various aspects of the subject. To address the research issue, the author has used the methodology Review of literature described as a written work with logical knowledge argument based on a thorough knowledge of present circumstances or facts Examining research results at the same level as a topic (s) First of all, the study results should be utilized in the production process. Therefore, the following review procedures have been followed: The academic search of EBSCOHOST, Taylor & Francis Group's business search, was among the accessible databases. Emerald. JSTOR and Science Direct Library. The journal reviewing this paper includes: additional academies or organizations

The investigator further analyzed the same strings Google Scientist. Scholar. Scholar. A thorough literature research on the subject led to secondary sources. The Examination of published papers and research material Development of employees and business change has been investigated. The quest for the techniques suggested by such research, such as employee development and organizational transformation, was reduced following stages. In the Lives the aim of the research was to identify additional research Proposals for organizational change via personnel development Additional factors and settings were discussed and referenced in the research. To this end, the relevant research listed below has been evaluated.

INDUSTRY PROFILE

Bharat Sanchar Nigam Limited (BSNL)

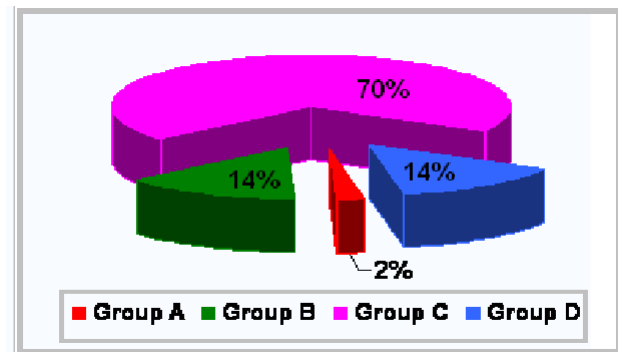
Bharat Sanchar Nigam Limited is an open mail connection (BSNL, India Communications Corporation Limited, ICCL). It is the Indian media courts of high quality and the sixth largest in the world. His central station is Bharat Sanchar Bhawan, Harish Chandra Mathur Lane, Janpath, New Delhi. It is known as Mini-ratana, the name given to the public sphere of India.

BSNL is the major telecommunication firm in India (CSP). BSNL now has a 65, 33 million customer base (basic and mobile correspondence). It is affected by the municipal frameworks of Mumbai and New Delhi administered by Indium and the MTNL. By 31 July 2007, BSNL projected a fixed subscriber base of 32.7 million, CDMA-WLL 37 million and GSM 28.9 million mobile users. BSNL received INR 397, 15 billion for the financial year ending 31 March 2007 (US\$ 9, 67 billion), while the Internet business favored INR 78, 06 billion (USD 1.90 billion). BSNL is India's best recognised telecommunications network and has an asset of USD 4,26 trillion (INR 17,500 crores) and assets of U.S. Dollars 14,74 trillion, and exceptional performance above comparable US government sector businesses.

In the 18th century, India's telecommunications network was constructed with the assistance of the British. The beginning of Telecom in India is related to BSNL's pure terrain. In the 19th and the remainder of the 20th centuries, Telecom was India's main national and international authority. It was an event

prior to the development of the postal and telegraph industries (P&T). The telecommunications industry split P&T in 1975 (DoT). Until 1985, when Mahanagar Smartphone Nigam Limited (MTNL) was authorised by the Department of Transportation for Delhi-Mumbai telecommunications connections, this website was all used for telecoms blessings. BSNL has been authorised to provide a level field for private telecommunications by the Department of Telecommunications. The government opened the telecommunications industry to private firms towards the end of the 1990s, and the government's approach had to be distinguished from the operational wing. The Indian government conducted DoT operations on 1 October 2000 and called them Bharat Sanchar Nigam (BSNL). BSNL functions as a stand-in unit.

- BSNL is an excellent workplace.
- The BSNL agent base includes about 3,57,000 telecom masters and experts.
- BSNL Workplace Culture
- BSNL membership standards include co-operation, membership, inspiration, etc. The whole team is split into four groups.
- Highest quality personnel
- There are six individuals in the BSNL range.
- BSNL Transportation Operator



Key Players In Indian Telecom Industry:

The primary objectives of the hot network are: (upto eight Mbps)

- ❖ To offer a digital personal community (VPN) connection to broadband consumers
- ❖ Provide dial VPN courting for MPLS VPN clients.
- ❖ To provide access for remote broadband servers to multi-cast video, video on demand and other services (BRAS).
- ❖ Offer a mechanism for managing direct accounts of the delayed referral centre, using

time or extension fees. It fulfils the requirements of the client.

- ❖ Option to collaborate through an internet server
- ❖ Offer paid broadband affiliations to each of them as quickly as feasible.
- ❖ The evident capability of the backbone.

A multi-protocol label switching (MPLS) IP infrastructure will enable Broadband to provide strong routes both within and beyond the Kingdom. The layer 1 consists both of a catalytic spine and 24 step-mounted central routers with fast 2.5 Gbps connection (STM-16). Switches are designed using a national optical DWDM-type STM-16 interface to allow high transmission speeds.

MPLS is better placed than some technologies

MPLS VPN is a development in which a specialised company such as BSNL has full control of the components needed to connect its customers such as flow, latencies and simplification.

Broadband memberships are available.

- High speed Internet access: a reliable connection with the required speed, from 256 kbps to 8 Mbps.
- On-demand bandwidth: this encourages clients to change their transmission limitations in line with their requirements. For example, a client with 256 kbps may convert to 1 Mbps in a video conversation.
- Multicast: involves video courting for multi-cast packaging, telemedicine and other reasons.
- VPN carrier division: this link enables remote customers to have a not-too-low speed via NIB-II.
- Audio and video readings:
- On-demand movies, interactive games and live and TV services are provided.

The following services are provided by Bharat Sanchar Nigam Ltd (BSNL): LANDLINE BSNL

- PHONE PLUS SERVICE
- NEW TELEPHONE CONNECTION
- PERMANENT CONNECTION
- CONCESSION IN RENTALS
- SHIFT OF TELEPHONE
- TRANSFER OF TELEPHONE
- TELEPHONE TARIFF

BSNL MOBILE

- POSTPAID
- PREPAID
- UNIFIED MESSAGING
- GPRS/WAP/MMS
- DEMOs
- TARIFF
- SMS & BULK SMS

INTERNET SERVICES

- NETWORK
- BROADBAND
- TYPES OF ACCESS
- WI-FI
- CO-LOCATION SERVICE
- BSNL WEB HOSTING
- INTERNET TARIFF
- DIAL UP INTERNET
- SMS & BULK SMS

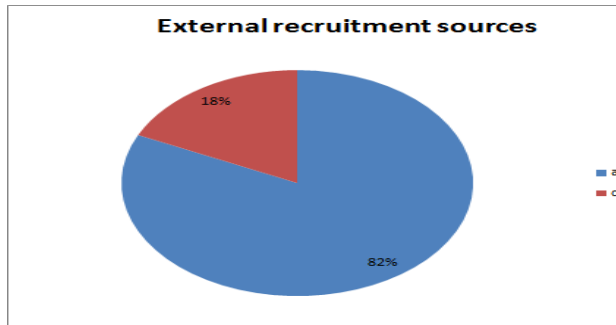
BSNL BROADBAND

- REGISTER ONLINE
- TARIFF
- FAQ
- CHECK USAGE
- BSNL MPLS-VPN
- ISDN
- TARIFF

DATA ANALYSIS AND INTERPRETATION

RECRUITMENT AND SELECTION

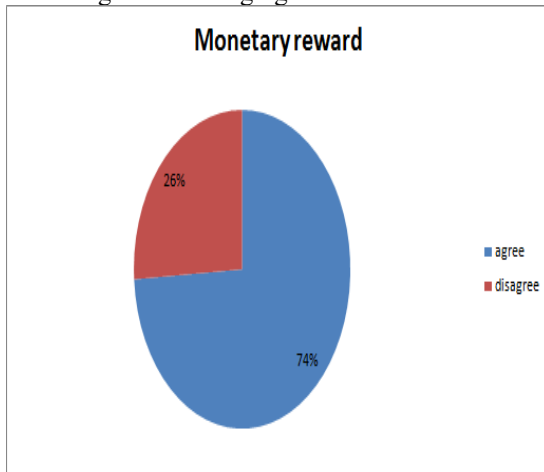
1. Are you satisfied with the external recruitment sources performed in your organization.



INTERPRETATION:

Regarding external recruitment sources 82% employees are satisfied or agree whereas 18% are not satisfied which is performed in the organization. Therefore, the employees are satisfied by recruitment process.

2. Are you satisfied with the monetary reward given on bringing a candidate on board?

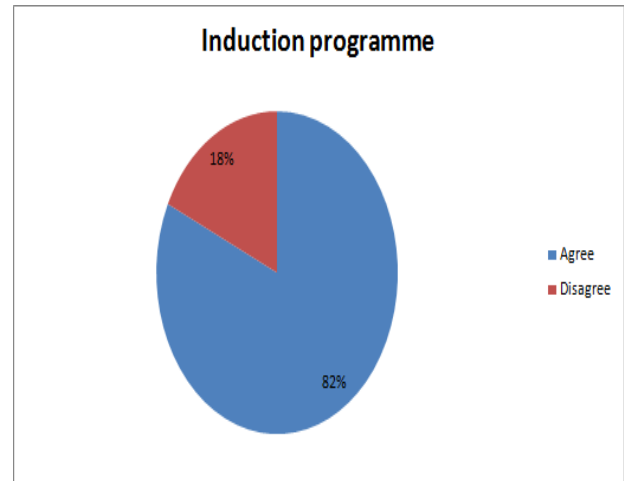


INTERPRETATION:

Regarding monetary reward given on bringing on board 74% of employees are satisfied and 26% are not satisfied.

INDUCTION PROGRAMME

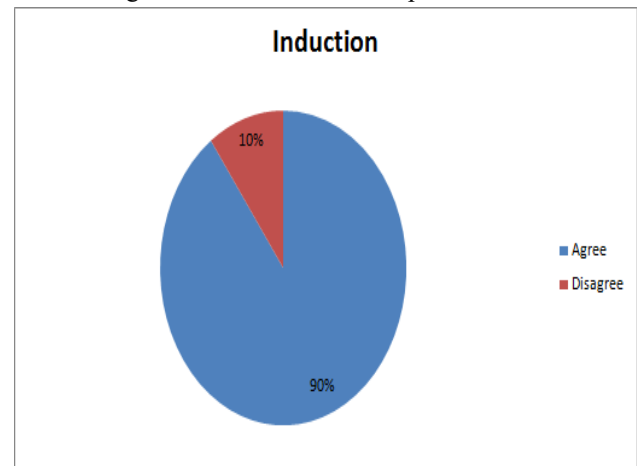
1. The induction programme of your organization is informal type.



INTERPRETATION:

Regarding induction programme which is conducted in the organization, 82% of the employees are satisfied whereas 18% of the employees are not satisfied.

2. The induction of your organization covers organizational structure and policies.

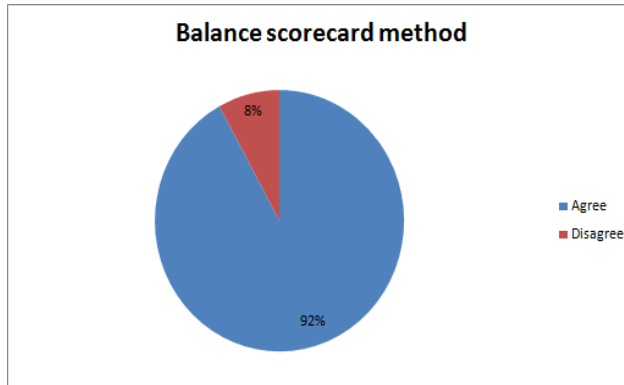


INTERPRETATION:

Regarding induction of organization, 90% of the employees are satisfied and 10% of the employees are not satisfied. It means that most of the employees are benefited.

PERFORMANCE APPRAISAL

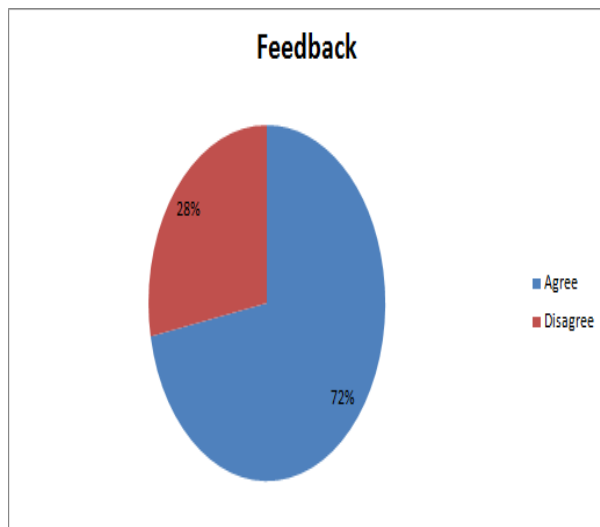
1. Are you satisfied with the Balanced Scorecard method?



INTERPRETATION:

Regarding Balance scorecard method, 92% of the employees are satisfied whereas only 8% of the employees are not satisfied. It means that most of the employees are benefited from this evaluation method.

2. Are you satisfied with the feedback given to you by organization?

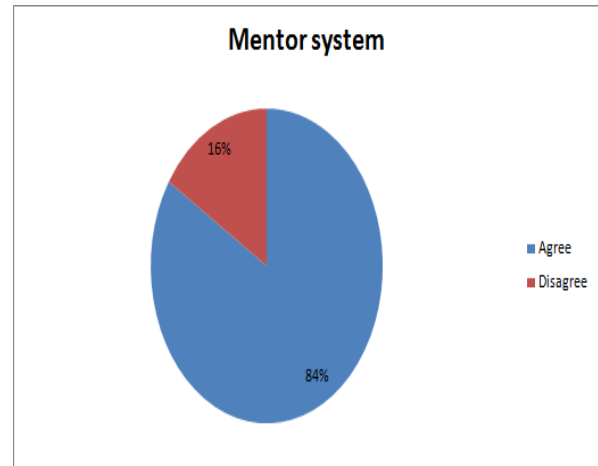


INTERPRETATION:

Regarding feedback 72% of the employees are satisfied whereas 28% of the employees are not satisfied. It means that some of the employees get benefited but some are not.

CAREER PROGRESSION

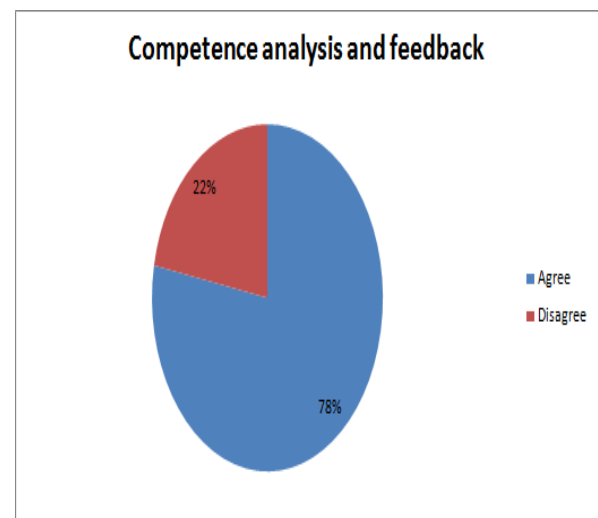
1. Are you satisfied with the mentor system followed for career progression?



INTERPRETATION:

Regarding mentor system followed for career progression, 84% of the employees get benefited and only 16% of the employees are exempted.

- a. Are you satisfied with the competence analysis and feedback from manager?

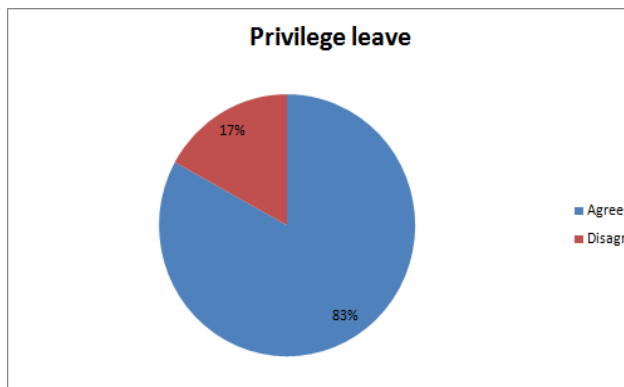


INTERPRETATION:

Regarding competence analysis and feedback from manager 78% of the employees are satisfied whereas 22% are not satisfied. It means that some of the employees want feedback from other source.

LEAVE POLICY

Are you satisfied with the privilege leave provided to you?

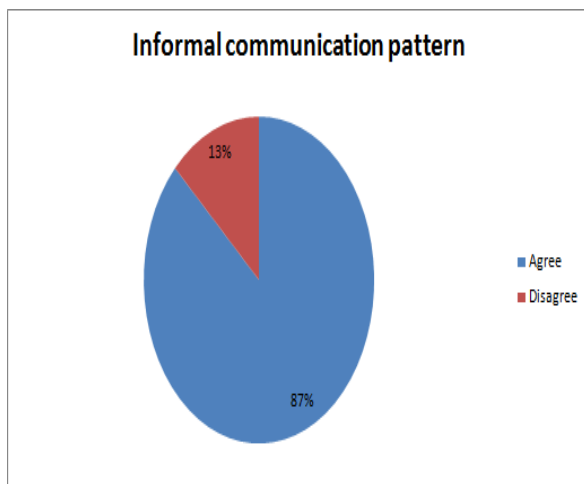


INTERPRETATION:

Regarding privilege leave provided to employees, 83% of the employees are satisfied whereas 17% of the employees are not satisfied.

COMMUNICATION AND DECISION MAKING PROCESS

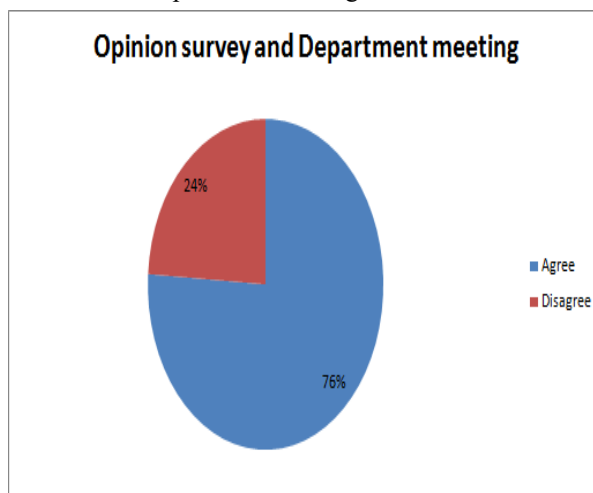
1. Are you satisfied with the informal communication pattern?



INTERPRETATION:

Regarding informal communication pattern, 87% of the employees are satisfied and 13% of the employees are not satisfied. It means most of the employees are comfortable with this communication process.

Are you satisfied with the opinion survey and Department meeting?

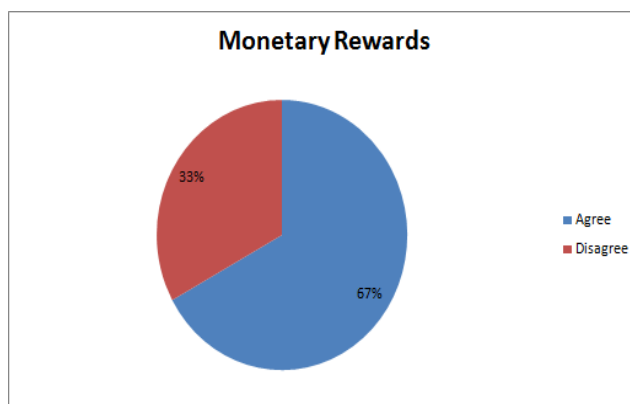


INTERPRETATION:

Regarding opinion survey and department meeting, 76% of the employees are satisfied and 24% of the employees are not satisfied.

REWARDS AND RECOGNITION

1. Are you satisfied with the monetary rewards?

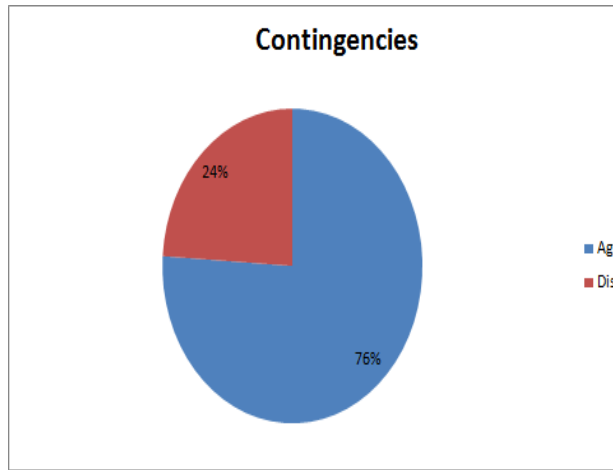


INTERPRETATION:

Regarding monetary rewards, 67% of the employees are satisfied whereas 33% of the employees are not satisfied. It means that some of the employees want to implement non-monetary rewards in the organization.

PERSONAL ACCIDENT INSURANCE POLICY

1. Are you satisfied with contingencies cover under Personal Accident Insurance policy?

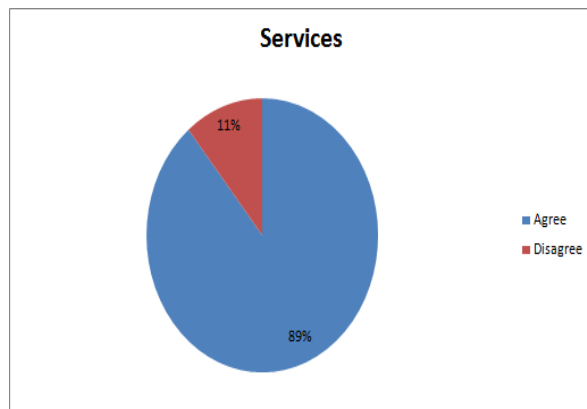


INTERPRETATION:

Regarding contingencies provided under this policy, 76% of the employees are satisfied and 24% of the employees are not satisfied.

MEDICLAIM POLICY

1. Are you satisfied with the services covered under Mediclaim policy?



INTERPRETATION:

Regarding services provided under Mediclaim policy, 89% of the employees are satisfied and 11% of the employees are not satisfied.

FINDING AND SUGGESTION

1. The presentation assessment of the worker will be evaluated based on criticism of 360 or 180 degrees.
2. The association should zero in on the coaching framework to help laborers in their professions to develop.
3. Staff psychometric tests ought to be completed by the association.
4. Preparing at all staff levels ought to be required.
5. Offices ought to foster mentalities that are useful together.
6. The organization ought to give sufficient acknowledgment of representative endeavors and accomplishments. A venture ought to acquaint an adaptable motivator framework with inspire workers.
7. A more open and far reaching correspondence framework has been created by the organization.
8. Supplant the current lacuna framework.
9. Logical methodology ought to be given to wages and pay the executives, underlining equivalent compensation for equivalent exertion.

CONCLUSION

1. Business strategy gives prospects to all turn of events, inside and remotely, re-arranging, horizontal versatility and self-inspiration.
2. Every individual is driven by the approach to satisfy their latent capacity, while adding to bigger hierarchical and individual objectives.
3. The Policy builds up groups and empowers cooperation as the essential instrument in all activities.
4. The Policy incorporates a reasonable, logical and target framework for remuneration, upgrade and checking.
5. The approach perceives huge commitments at the appointed time to keep up with solid representative inspiration and ethics.

6. The workers concede to the exhibition part they know. What they expect. What they anticipate.
7. Workers see how their work objectives associate with the organization objectives.
8. Consistently, representatives are persuaded to give a valiant effort. 8.
9. Workers are not happy with correspondence and dynamic. The cycle is done on the grounds that the association spills data.
10. Representatives ought not be enough perceived and compensated for their endeavors and achievements.
11. Representatives feel that their endeavors are not appropriately compensated Make the business succeed.

BIBLIOGRAPHY

Books:

“Human Resource Management” by Ashwathapa.

“Human Resource Management” by Michael Armstrong.

“Human Resource Policy Analysis: Organizational Applications” by Richard J. Niehaus.

Journals & Articles:

1. *Articles by T.V.Rao Learning Systems.*
2. *Policies of HEG Ltd.*
3. *Documents of HEG Ltd.*

Websites:

www.citehr.com

www.ask.com

www.wikipedia.com

www.hrgroup.com

www.ppspublishers.com

www.scribd.com

www.tvrls.com