

“A STUDY ON HR POLICIES AND ITS IMPLEMENTATION AT DEEPAK NITRITE LIMITED IN NAVI MUMBAI”

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ABSTRACT:

This venture is ready the HR Policies in Deepak Nitrite Limited. The HR Policies in an agency facilitates each man or woman to elevate his/her capability in all aspects with the aid of using supporting him to be happy and secured approximately his gift and future. Deepak Nitrite started with an imaginative and prescient to help the use of as force closer to self sufficiency and import substitution in 1970. What started as a completely indigenous sodium nitrite and sodium nitrate plant in Nandewar, Gujarat, has now grown right into a globally proactive corporation with a presence in over 20 countries , such as USA, European Union & East European nations, Japan, ASEAN countries, South Korea and South America. This has caused a paradigm shift from low cost bulk chemical compounds and intermediates to excessive cost excellent and forte chemical compounds primarily based totally on our center understanding in addition to lateral and vertical integration of our current merchandise, exploring downstream derivatives. With a robust recognition on purchaser satisfaction, the corporation has installation Custom Manufacturing offerings to satisfy particular desires of quit users. Our skills make bigger to the manufacture of excessive-cost, forte merchandise both primarily based totally on our personal quit merchandise or evolved specially for our users. DNL has been ranked among the pinnacle 500 Body corporate with the aid of using Dun and Bradstreet for the closing3 years.

Keywords: Human Resource Policies, Benefits of HR Policies, Principles of HR Policies, Quality & Environment, Research & Development, Achievements.

1. INTRODUCTION:

Deepak Nitrite started with a imaginative and prescient to help the use of as force closer to self sufficiency and import substitution in 1970. What started as a completely indigenous sodium nitrite and sodium nitrate plant in Nandewar, Gujarat, has now grown right into a globally proactive corporation with a presence in over 20 countries , such as USA, European Union & East European nations, Japan, ASEAN countries, South Korea and South America. This has caused a paradigm shift from low cost bulk chemical compounds and intermediates to excessive cost excellent and forte chemical compounds primarily based totally on our center understanding in addition to lateral and vertical integration of our current merchandise, exploring downstream derivatives. Deepak Nitrite is a main producer of organic, inorganic, excellent and forte chemical compounds and a global chief in 2, four and 2, 6 Pyridine. Working with our partners, customers, we are looking for to locate higher approaches to satisfy marketplace demands, the use of modern tactics and methods. Our people, our technology and our years of understanding unite to supply advanced services and products that enhance life. Deepak Nitrite is the desired commercial enterprise associate of chemical majors international in Pharmacy, Rubber, Colour ants and Imaging chemical compounds. Headquartered at Pune, we're a multi-department and multi-product corporation that has production enters at Nandesari, in Gujarat and at Pune, Roha and Talaja in Maharashtra and Hyderabad in Andhra Pradesh, they all complying with ISO 9001:2000 standards. We are poised to take at the possibilities supplied with the aid of using globalization, growing shareholder cost, enhancing possibilities for our employees, riding more innovation and looking for sustainable answers for the global. We are a signatory to the Responsible Care initiative and are devoted to moral commercial enterprise practices. With a robust recognition on purchaser satisfaction, the corporation has installation Custom Manufacturing offerings to satisfy particular desires of quit users. Our skills make bigger to the manufacture of excessive-cost, forte merchandise both primarily based totally on our personal quit merchandise or evolved specially for our users

OBJECTIVE OF THE STUDY -

1. To look at the HR Policies of the corporation.
2. To look at the amendments made with inside the HR Policies of Deepak nitrite Ltd. because the time of incorporation.

3. To comprise the amendments with inside the base coverage and put together a very last coverage.

LITERATURE REVIEW –

1. **Lado and Wilson (1994)** described the HRM gadget as “a hard and fast of wonderful however interrelated sports, functions, and system which might be directed at attracting, developing, and maintaining (or disposing of) a firm’s human sources.” HR practices are typically carried out with the strategic structures which might be consistent with the way of life and commercial enterprise strategy (Boselie, 2001). There are numerous researchers who help the HRM practices to be powerful for merchandising of human capital and outcomes in imparting to members of organizational overall performance and aggressive advantage (Boselie, 2001; Paauwe and Boselie, 2003).
2. HRM practices are described as “organizational sports directed at dealing with the pool of human sources and making sure that the sources are hired closer to the fulfilment of organizational goals” (Pankaj and Saxena, 2012, p. 671).
3. However, it ought to be considered that human aid control practices aren't fixed; they vary from one us of a to another (Ozutku and Ozturkler, 2009; Tiwari and Saxena, 2012) four. Training and improvement are important in the global of commercial enterprise specially in the growing competition and challenges between the companies to survive and preserve companies alive and to achieve the aggressive advantage and get the best outcomes agency ought to imparting education and improvement applications that enhance team of workers abilities and also enhance their overall performance (Chaudhary and Bhaskar, 2016).
4. HR practices and rules had been cautioned as influencing elements to growth OC amongst employees (Ogilvie, 1986; Meyer & Smith, 2000; Arthur, 1994). The look at changed into a descriptive and exploratory sort of look at. Both primary & secondary data has been used for the look at. Primary statistics changed into accrued thru getting responses on questionnaire & secondary statistics thru the internet, newspaper, etc. The pattern length changed into 30 respondents. Classification and tabulation remodel the uncooked statistics accrued thru a questionnaire into beneficial statistics with the aid of using organizing and gather the bits of statistics contained in every questionnaire.

RESEARCH DESIGN-

The study was a descriptive and exploratory type of study. Both primary & secondary data has been used for the study. Primary data was collected through getting responses on questionnaire & secondary data through the internet, newspaper, etc. The sample size was 30respondents. Classification and tabulation transform the raw data collected through a questionnaire into useful information by organizing and assemble the bits of data contained in each questionnaire.

Research Design	Descriptive and Exploratory
Sampling Unit	30 respondent
An instrument for Data Collection	Questionnaire

Overview of HR Policies And Its Implementation At Deepak Nitrite Ltd –

In reviewing the motive of HR Policies at Deepak Nitrite Ltd., the agency said that the HR Policies has been a key a part of the control technique for the powerful usage of human resource. The corporation ambitions to satisfy the subsequent goals thru its HR Policies:

1. Ensure a excessive diploma of selectivity in recruitment to be able to steady fantastic achievers and nurture them to excel of their performance.
2. Impart such induction, orientation and education as to healthy the person to the project and inculcate a excessive feel of organizational loyalty.
3. Provide centres for all spherical of boom of person through education in and out of doors the agency, reorientation, lateral mobility and self improvement thru self-motivation. Organizations ought to have employees regulations as they make sure the subsequent benefits:
 - a. The paintings worried in formulating regulations calls for that the control deliver deep idea to the fundamental wishes of each the agency and the personnel. The control have to look at its fundamental convictions in addition to deliver complete attention to the winning practices in different organizations.
 - b. Established regulations make sure regular remedy of all employees in the course of the agency. Favouritism and discrimination are, thereby, minimized. In Deepak Group, recruitment and choice of employees is explicitly primarily based totally at the standards of their knowledge, competencies and attitudes, to be able to steady fantastic achievers and nurture them to excel of their performance.

- c. At Deepak Group, centres are supplied for all-spherical boom of people thru lateral mobility. This shall decorate their employability in addition to equip them to shoulder better responsibilities. Performance Appraisal grooms each person to comprehend his capability in all sides through assisting to become aware of and obtain his private dreams within side the framework of organizational goals.
- d. At Deepak Group, education and improvement sports attempt to make sure on-stop boom of agency through nurturing the strengths of the personnel and supplying the surroundings and possibility for each person to comprehend his/her capability.

TABULATION OF DATA, ANALYSIS, AND INTERPRETATION

Demographic Data

Criteria	Respondent's age
25 – 30	16%
30 – 40	61%
40- 50	23%
Total	100%

Table 1 - Respondent's age

Source – Primary Data

16% of respondents are under the age of 25-30, 61% of respondents are under the age of 30-40 & 23% of respondents are under the age of 40-50.

Criteria	Gender
Male	75%
Female	25%
Others	-
Total	100%

Table 2- Gender Source – Primary Data

75% of the respondents are Male & 25% of respondents are female.

Criteria	Satisfaction level
Yes	48%
No	23%
Maybe	29%
Total	100%

Table 3- Satisfaction level

Source – Primary Data

From the above table, 48% of respondents said that Yes they are satisfied with the HR Policies & its implementation at Deepak nitrite limited, 23% of respondents said they aren't satisfied with the HR Policies & its implementation at Deepak nitrite limited & 29% of respondents said Maybe.

Criteria	Expenses
Agree	79%
Disagree	21%
Total	100%

Table 4 - Monetary limits given to the employees for the expenses

Source – Primary Data

Regarding monetary limits provided to employees for their expenses 79% of the employees are satisfied and 21% of the employees are not satisfied.

Criteria	Induction Programme
Agree	82%
Disagree	18%
Total	100%

Table 5 -The induction programme of your organization is informal type

Source– Primary Data

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

Criteria	Feedback
Agree	72%
Disagree	28%
Total	100%

Table 6 –Are you satisfied with the feedback given to you by organization?

Source – Primary Data

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.

Criteria	Monetary Rewards
Agree	67%
Disagree	33%
Total	100%

Table 7 -Are you satisfied with the monetary rewards?

Source– Primary Data

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.

Criteria	Privilege Leave
Agree	83%
Disagree	17%
Total	100%

Table 8 -Are you satisfied with the privilege leave provided to you?

Source- Primary Data

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

OVERALL FINDINGS AND OBSERVATIONS-

This examine explains, The corporation ought to deliver the best popularity for the contributions and accomplishments made through personnel. A bendy praise machine ought to be followed through agency to enhance worker motivation. A greater obvious and complete evidence conversation machine advanced with inside the agency. And additionally wages and income management technique ought to have a greater clinical method laying pressure on same wages for same paintings done.

CONCLUSION-

The Policy of the corporation affords centres for all spherical boom of people through education in-residence and out of doors the agency, reorientation, lateral mobility and self-improvement thru self motivation. The Policy grooms each person to comprehend his capability in all sides whilst contributing to obtain better organizational and private dreams. The Policy implements equitable, clinical and goal machine of rewards, incentives and control. The Policy acknowledges really well worth contributions in time and appropriately, to be able to preserve a excessive stage of worker motivation and morale.

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