

A STUDY ON HR POLICIES AND ITS IMPLEMENTATION IN OIL AND NATURAL GAS INDUSTRY

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ABSTRACT

HR policies serve as the backbone of an organization's employee management framework, encompassing rules and guidelines that govern various aspects of employment. These policies typically address areas such as recruitment, onboarding, compensation, benefits, performance evaluation, training, promotion, discipline, and termination. They aim to ensure consistency, fairness, legal compliance, and alignment with the organization's goals and values. Effective HR policies help foster a positive work environment, promote employee well-being, mitigate risks, and support organizational growth.

INTRODUCTION

This study is conducted to measure the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance, and to measure the scope of application of human resource policies. These guidelines identify the organizations intention in matters of recruitment, selection, promotion, development, compensation, motivation, and otherwise leading and directing employees in the working organization. HR policies serve as a road map for the manager. HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees. Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration. Every organization needs policies to ensure consistency in action and equity in its relation with employees. Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programs can be measured.

INDUSTRY PROFILE

An Indian central public sector undertaking under the ownership of Ministry of Petroleum and Natural Gas, Government of India. The company is headquartered in Dehradun and Natural Gas Corporation Limited (ONGC).

ONGC is involved in exploring for and exploiting hydrocarbons in 26 sedimentary basins of India, owns and operates over 11,000 kilometre of pipelines in the country and operates a total of 210 drilling and workover rigs.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVES

- To study the amendments made in the HR Policies in Oil and Natural Gas Industry

SECONDARY OBJECTIVES

- To Study the amendments in the base policy and prepare a final policy.
- To understand the HR policies maintaining the sound relation among Employees & Employer.
- To find out the employee satisfaction towards the implementation of policy in organization.

REVIEW OF LITERATURE

Kundu. Subhash C., Diva Mahan (2009) this study is based on the "Human Resources Management Practices in Insurance Companies: The study was made in Indian and MNC's and explains the benefits of the organization is generated only by Human Resources. However, the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment.

Hemant Rao (2007) in this research study he explained the changes in the role Human Resources. There was an extraordinary change in the role of Human resource department. He found that each individual should work in the organization such that they should treat the employees irrespective to cast, religion, gender etc. The productivity of the company is based on the quality of work done by the employees in the organization.

Subramanian, V. (2005) He expresses that the recruitment and selection process in the organization and selecting the right candidate for the correct position helps.

Sudham Shetty V. Naveen, Dr. D.N. Raju (2014) their research is based on the recruitment and selection process in Cement Industry, Electronics Industry, Sugar Industry in Krishna DT AP, India and observed that in all the selected industries of the study area recruitment is made by campus placements, job.com, data banks etc. The selection is done by evaluating the candidate's skills, knowledge and abilities which are highly required to the vacancies in selected industries. They also identified that both monetary and non-monetary incentives are given to the employees to motivate them for better.

Anupama Gupta (2010) her study research mostly revolves around the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on day-to-day activities. It also suggested some important points to handle things better.

Singh S.K (2008) in this study He explained that for a good organizational growth employee should maintain their involvement to yield high productivity. Employee's dedication helps him to achieve his target, and increases his quality of work. Organization should also help the employee in training him to develop his interpersonal skills. Both Employer and Employee should equally contribute each for individual's growth.

RESEARCH METHODOLOGY

RESEARCH DESIGN

Research design outlines the systematic plan or strategy devised to address a research question or hypothesis effectively. It encompasses the overall framework for collecting, analysing, and interpreting data to achieve research objectives. A research design typically includes key elements such as the research approach (quantitative, qualitative, or mixed methods), the sampling strategy, data collection methods (e.g., surveys, interviews, and experiments), data analysis techniques, and the timeline for conducting the study.

PRIMARY DATA

Primary data refers to original data collected first-hand by researchers directly from their sources of interest. It involves gathering information or observations directly from individuals, organizations, or other relevant sources through methods such as surveys, interviews, experiments, observations, or focus groups.

The Primary data was collected from the respondents by administering a structured questionnaire from the employees working in Oil and Natural Gas Industry

SECONDARY DATA

Secondary data refers to data that has been collected by someone else for a purpose other than the researcher's current project. It is information that already exists and has been previously gathered by other individuals, organizations, or sources.

DATA ANALYSIS AND INTERPRETATION

TABLE SHOWING THE GENDER

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Male	78	58.6%
Female	55	41.4%
Total	133	100

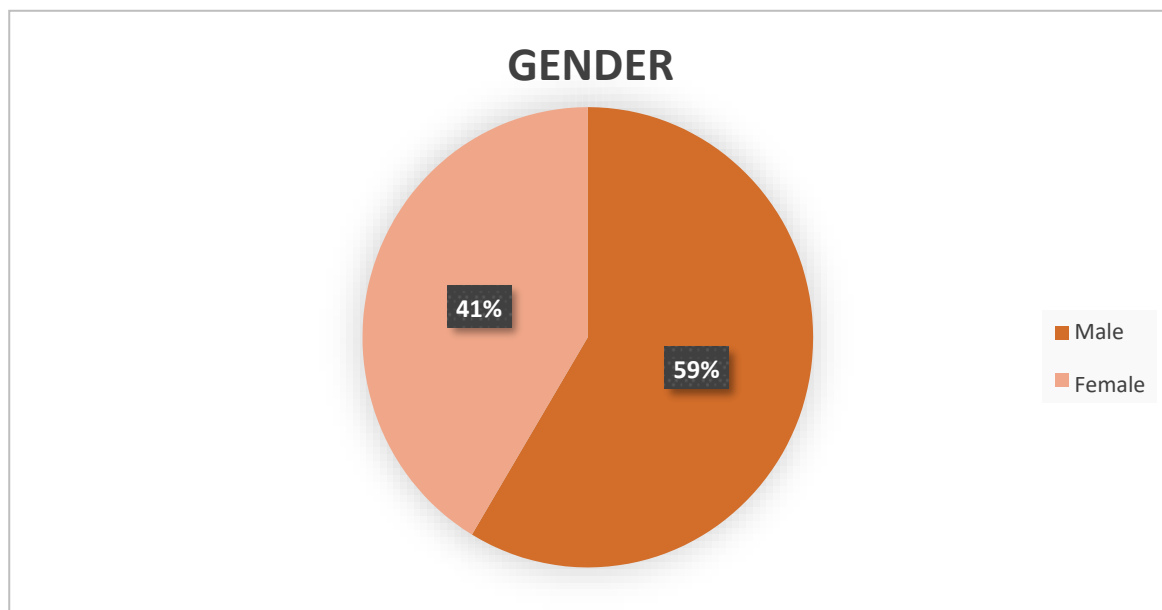


CHART SHOWING THE GENDER

INTERPRETATION

From the Above table, it's interpreted that 58.6% of the respondents are Male, 41.4% of the respondents are Female.

TABLE SHOWING WHETHER YOU SATISFIED WITH THE RECRUITMENT TEAM

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Satisfied	61	45.9%
Highly dissatisfied	4	3.0%
Neither satisfied or nor dissatisfied	17	12.8%
Highly satisfied	43	32.3%
Dissatisfied	8	6.0%
Total	133	100

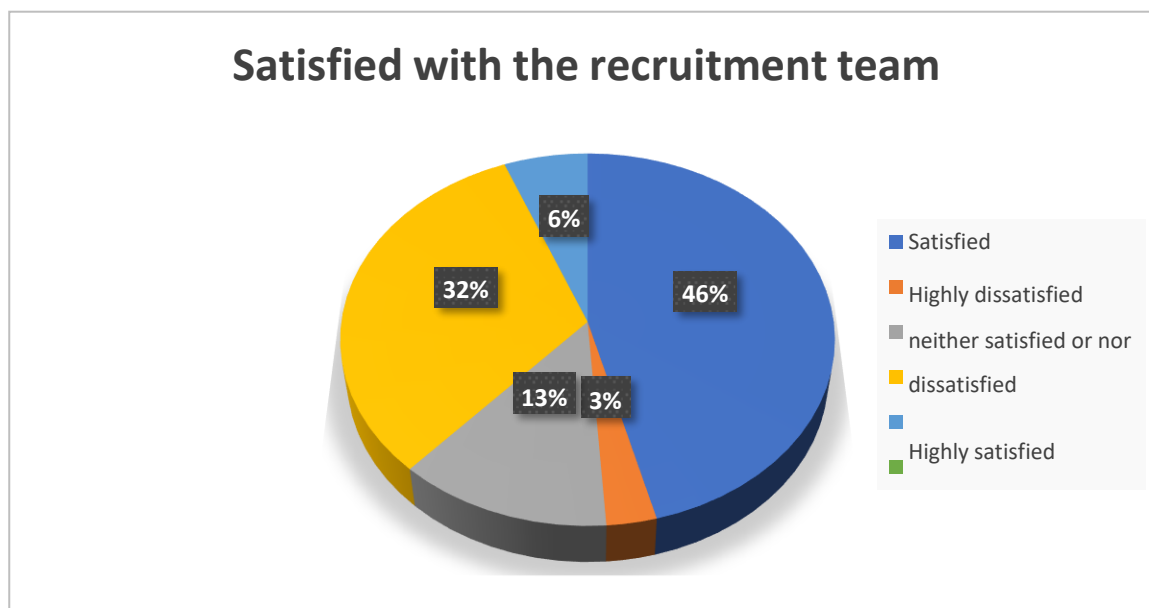


CHART SHOWING THE SATISFIED WITH THE RECRUITMENT TEAM

INTERPRETATION

From the above table it is interpreted that 45.9% of the respondent satisfied, 3% of

The respondents highly satisfied, 12.8% of the respondents neither satisfied or nor dissatisfied, 32.3% of the respondents highly satisfied, 6% of the respondents Dissatisfied.

TABLE SHOWING THE CONDUCTING TRAINING ON ANY AREAS

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
HR & Admins	21	15.8%
Finance	64	48.1%
Production	38	28.6%
Safety	10	7.5%
Total	133	100



CHART SHOWING THE CONDUCTING TRAINING ON ANY AREAS

INTERPRETATION

From the Above table, it's interpreted that 15.8%of the respondents are HR & Admins, 48.1%respondents are Finance, 28.6% of the respondents are Production and 7.5%of the respondents are Safety.

CHI SQUARE TEST

Age of the respondents Vs Based on the training conducted by the trainer on the areas can be shown any development

H₀ (NULL HYPOTHESIS): There is no significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

H₁ (ALTERNATE HYPOTHESIS): There is a significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

AGE * BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS CAN BE SHOWN ANY DEVELOPMENT CROSSTABLE						
AGE	AGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	STRONGLY AGREE	STRONGLY DISAGREE	TOTAL
20 – 30 years	39.5	7.3	15.2	2.8	10.2	75.0
31 – 40 years	21.1	3.9	8.1	1.5	5.4	40.0
41 – 50 years	8.9	1.7	3.5	.6	2.3	17.0
50 years and above	0.5	0.1	0.2	.0	0.1	1.0
TOTAL	70.0	13.0	27.0	5.0	18.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.090 ^a	12	.608
Likelihood Ratio	10.067	12	.610
N of Valid Cases	133		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected Count is.04.			

At 5% level of significance and df (12) the table value is 10.090.

Calculated value: 0.04

Significance value ($p=0.005$) < calculated value H_0 is accepted.

ONE WAY ANOVA TEST

NULL HYPOTHESIS (H₀) There is no statistically significant relationship between ages the respondents and equal contribution of 12% each from Employer and Employees

ALTERNATIVE HYPOTHESIS (H₁) There is a statistically significant relationship between age of the respondent and equal contribution of 12% each from Employer and Employees

DESCRIPTIVES								
AGE								
	N	MEAN	STD. DEVI ATION	STD. ERR OR	95% CONFIDENCE INTERVAL FOR MEAN		MINI MUM	MAXI MUM
					LOWER BOUND	UPPER BOUND		
Agree	73	1.63	.717	.084	1.46	1.80	1	3
Disagree	3	2.00	1.000	.577	-.48	4.48	1	3
Neither agree nor disagree	19	1.63	.831	.191	1.23	2.03	1	4
Strongly agree	35	1.34	.639	.108	1.12	1.56	1	3
Strongly disagree	3	2.33	1.155	.667	-.54	5.20	1	3
Total	133	1.58	.741	.064	1.45	1.71	1	4

ANOVA					
AGE					
	Sum Squares	df	Mean Square	F	Sig.
Between Groups	4.434	4	1.108	2.087	.086
Within Groups	67.987	128	.531		
Total	72.421	132			

INTERPRETATION

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.086, which is more than 0.005. Therefore, there is a statistically significant relationship between the age of the respondents and equal contribution of 12% each from Employer and Employees

FINDINGS

- ✓ 59.4% of the respondents are 20-30 years,31.6% of the respondents are 31-40 years,7.5% of the respondents are 41- 50 years,1.5% of the respondents are 50years and above.
- ✓ 58.6% of the respondents are male, 41.4% of the respondents are Female.
- ✓ 45.9% of the respondents satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents neither satisfied or nor dissatisfied, 32.3% of the respondents highly satisfied, 6% of the respondents Dissatisfied.

SUGGESTION

- ✓ The Organization should focus on mentor system intend to help employees in their career progression.
- ✓ The Organization should conduct Psychometric tests for employees.
- ✓ The Training should be mandatory for all level of employees.
- ✓ The Departments should develop constructive attitude towards each other.
- ✓ The company should give the appropriate recognition for the contributions and accomplishments made by employees.
- ✓ A flexible reward system should be adopted by organization to improve employee motivation.

CONCLUSION

- ✓ The Policy of the company provides facilities for all round growth of Individuals by training in-house and outside the organization, Reorientation, lateral mobility and self-development through self-motivation.
- ✓ The Policy grooms every individual to realize his potential in all facets while contributing to attain higher organizational and personal goals.
- ✓ The Policy builds teams and foster team-work as the primary instrument in all activities.
- ✓ The Policy implements equitable, scientific and objective system of rewards, incentives and control.
- ✓ The Policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale.

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