

SUMMER INTENSHP PROJECT REPORT

“KRIBHCO HR AND ITS HRD FUNCTIONS AND JOB SATISFACTION”

Submitted in partial fulfillment of the requirements for BBA degree

Of

BACHELOR OF BUSINESS ADMINISTRATION

By

SAURAV CHOUDHARY

2016BBA016



UNDER SUPERVISION OF

DR. Richa Mishra

(Faculty Guide)

Mr. Nand Lal R. Bharti

(Industry Guide)

Institute of Management

JK LAKSHMIPAT UNIVERSITY

July/2018



कृषक भारती कोऑपरेटिव लिमिटेड
KRISHAK BHARATI COOPERATIVE LIMITED

HP/18/2014/5272/5094 / 2018-SC

June 21, 18

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the student , whose details are given below, has undergone vocational training in **KRISHAK BHARATI COOPERATIVE LIMITED, Surat.**

Name of the student : **SAURAV CHOUDHARY**

Name of college/Institute : **JK LAKSHMIPAT UNIVERSITY, RAJASTHAN**

Discipline : **B.B.A.**

Topic / Subject : **STUDY OF KRIBHCO HR & ITS HRD FUNCTION - "JOB SATISFACTION " AT KRIBHCO, SURAT**

Training Period : **FROM 17/05/18 TO 21/06/18**

He has successfully completed training. During this training period we found him sincere and hard working. We wish him all success and bright future.

(Amarjit Singh)

Addl. General Manager(Training)



ISO 9001:2008, ISO 14001:2004, OHSAS 18001:2007 Certified



Indian Register Quality Systems

पी.ओ. कृषको नगर, सूरत 394 515 (गुजरात) P.O. KRIBHCO Nagar, Surat 394 515 (Gujarat)

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Phones : 0120-2534631/32/36, 2549110/2/3/4

Web sites : www.kribhco.net

Regd. Office : A-60, Kailash Colony, New Delhi 110 048, Tel. no. 011-29243412

CERTIFICATE

This is to certify that Saurav Choudhary student of BBA in Institute of management JK Lakshmipat University, Jaipur has Completed his summer internship project at KRIBHCO “KRISHAK BHARTI CO-OPERATIVE LIMITED” on the topic “KRIBHCO HR AND ITS HRD FUNCTIONS” under my supervision guidance.



Dr. Richa Mishra

(Faculty Coordinator)

ACKNOWLEDGEMENT

It is a great opportunity & pleasure for me to express my profound gratitude to wards all the individuals who directly or indirectly contributed toward completion of this report.

Working on this report was a great fun, excitement challenges and a new exposure in the field of human resource. I am greatly in debated to under whose guidance and concern I am to bring the report into its real shape.

I am thankful to Dr. Richa Mishra and all faculty members of Management Department in providing me useful guidance for the completion of this report. I would like to take the opportunity to thanks the express my deep sense of gratitude to my corporate mentor Mr. Nand Lal R Bharati and Amarjeet Singh. I convey my gratitude to all those who are directly or indirectly related in the completion of this project report.

Saurav Choudhary



Roll no : 2016BBA016

Course: BBA

EXECUTIVE SUMMARY

This project is prepared during vocational training under taken at “KRIBHCO”, SURAT. As partial fulfillment of the curriculum of the degree in “Bachelor of Business Administration”.

This project is designed with the objective to gain practical knowledge and is undertaken on a chemical fertilizer manufacturing industry. According to an old saying there is a huge difference between ‘saying’ and ‘doing’. To take theoretical knowledge is important but it becomes more valuable when we apply it in the practice. So there is a huge gap between theory and practice. So, for fulfilling this requirement, training in Kribhco gave practical expouse for me. This training provides golden opportunity for all students, especially when the management student does not have perfect understanding of the working of a unit.

Hence, this project is designed with the objective to gain practical Knowledge & is undertaken on fertilizer manufacturing industry.

DECLARATION

I the undersigned Mr. Nand Lal R Bharati admit that this general training report with “KRISHAK BHARATI CO-OPERATIVE LTD” is the result of our study which is carried out during 17th May, 2018 to 21st June 21, 2018 and has not been previously submitted to any other examination and for any other purpose by me or any other person.

Signature of the student:

Date:

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INDUSTRY PROFILE

Krishak Bharati Cooperative Ltd (KRIBHCO) is a Multi-State Cooperative Society deemed to be registered under the Multi-State Cooperative Societies (MSCS) Act, 2002. The Government of India through the Department of Fertilizers was a member of KRIBHCO but its equity holding was reduced to NIL on 4th July 2013 under the provisions of the MSCS Act 2002. KRIBHCO is not owned nor controlled nor financed by the Government of India / Any State Governments.

KRIBHCO was incorporated on 17th April 1980 as a national level Multi State Cooperative Society to implement first gas based “state-of-the-art” high capacity Fertilizer Complex consisting of 2 x 1350 MTPD Ammonia plants and 4 x 1100 MTPD Urea plants each with annual installed capacity of 8.91 Lakh MT Ammonia and 14.52 lakh MT of Urea at Hazira District-Surat, Gujarat, India based on natural gas from Bombay High/ South Bassein. Hazira fertilizer complex was commissioned in 1985 in record time with saving of Rs. 90 crore in project cost.

In an endeavor to make constant improvements, KRIBHCO implemented various schemes to enhance its capacity and improve the energy consumption. Capacities of ammonia & urea plants were reassessed to 2x1520 MTPD Ammonia and 4x 1310 MTPD Urea with annual installed capacity of 10.03 Lakh MT ammonia and 17.29 lakh MT of urea.

The Hazira Fertilizer Complex was subsequently revamped in 2013 to increase its production capacity by 4.65 LMTPA of Urea. After the revamp, the rated capacity has been enhanced to 2x3325 MTPD Urea (21.95 LMTPA) and 2 x 1890 MTPD Ammonia (12.47 LMTPA). With this, the Hazira fertilizer complex has become largest single location urea plant in India

OBJECTIVE

The Primary objective of the study was

- (1) To understand functions and practices of Human Resource Department at KRIBHCO.
- (2) To find the level of job satisfaction in the employees middle management level at KRIBHCO.

METHODOLOGY

Data Collection

Collection of data requires systematic observation of fact. There are two sources of data collection. They are:-

(A) Primary source

Questionnaires
Observation

(B) Secondary source

Booklets
Magazines
Files
Wage charts
Journals

Type of study

- Descriptive Research

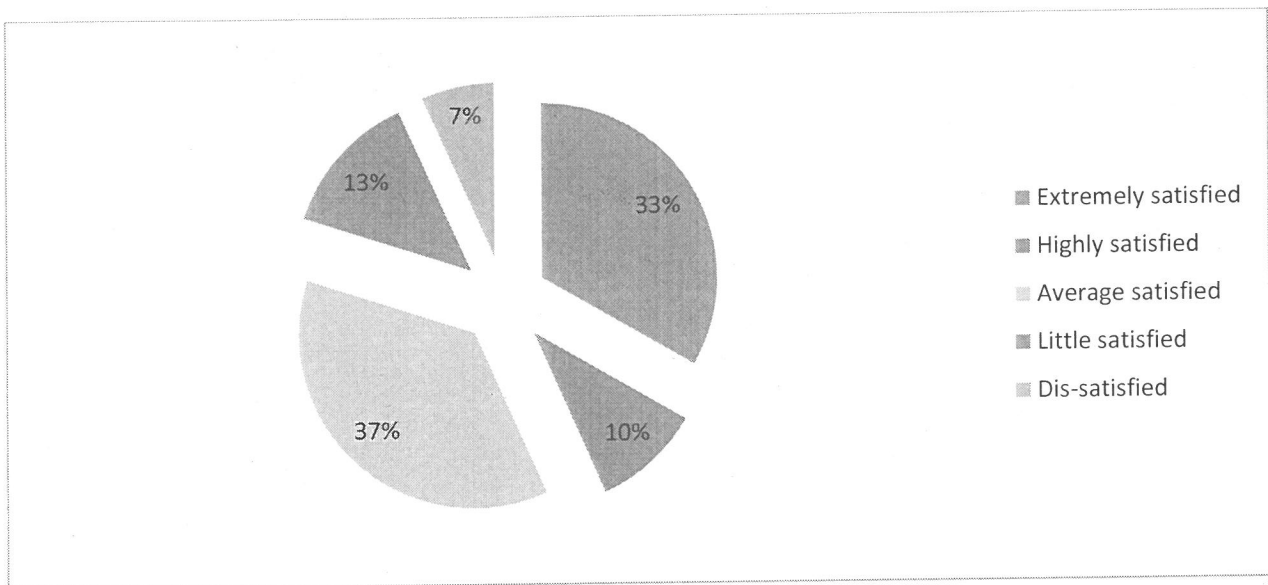
Sampling Methodology

- Judgemental Sampling

ANALYSIS

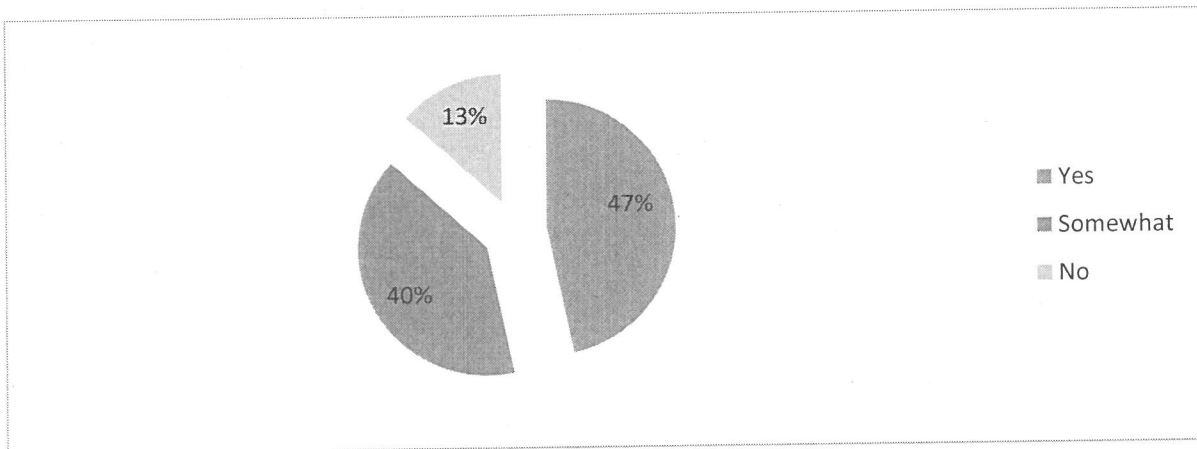
(1) Are you satisfied with your job?

Option	No. of Respondents	Percentage(%)
Extremely satisfied	10	33.30%
Highly satisfied	3	10%
Average satisfied	11	36.79%
Little satisfied	4	13.30%
Dis-satisfied	2	6.70%
Total	30	100%



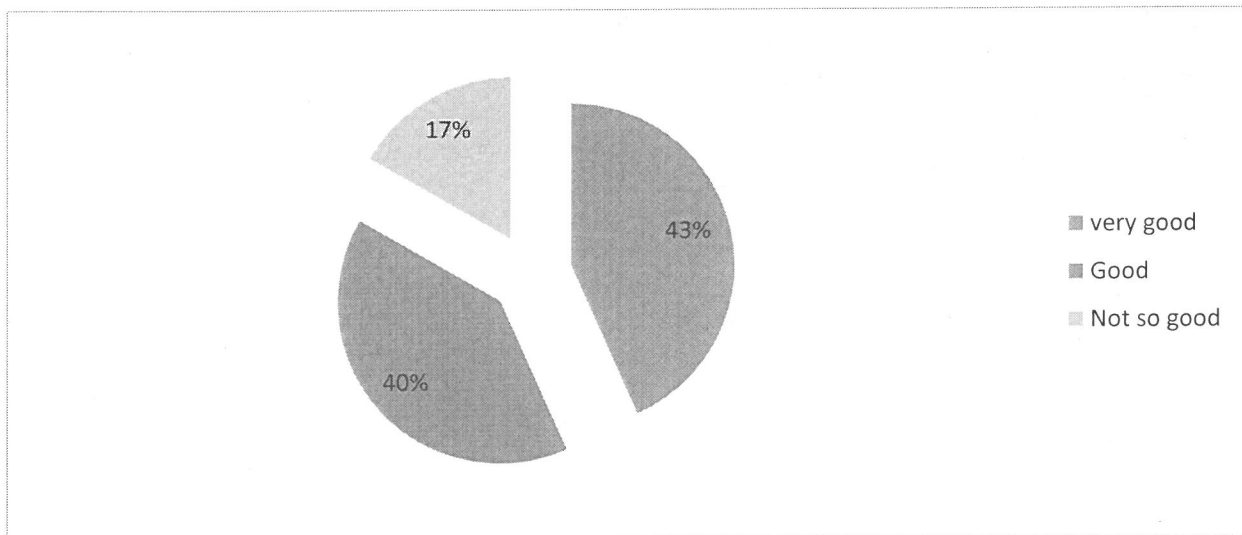
(2)Are you satisfied with your working hours given by company?

Option	No. of Respondents	Percentage(%)
Yes	14	47.00%
Somewhat	12	40%
No	4	13.00%
Total	30	100.00%



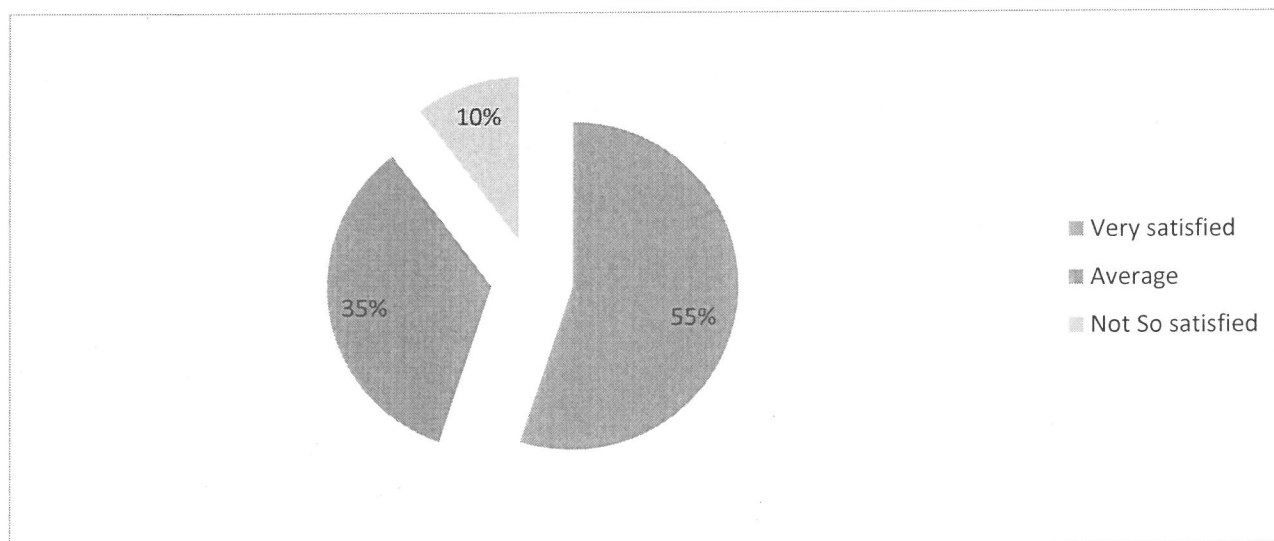
(5) How do you rate the work culture of your organization?

Option	No. of Respondents	Percentage(%)
very good	13	43.30%
Good	12	40
Not so good	5	16.70%
Total	30	100%



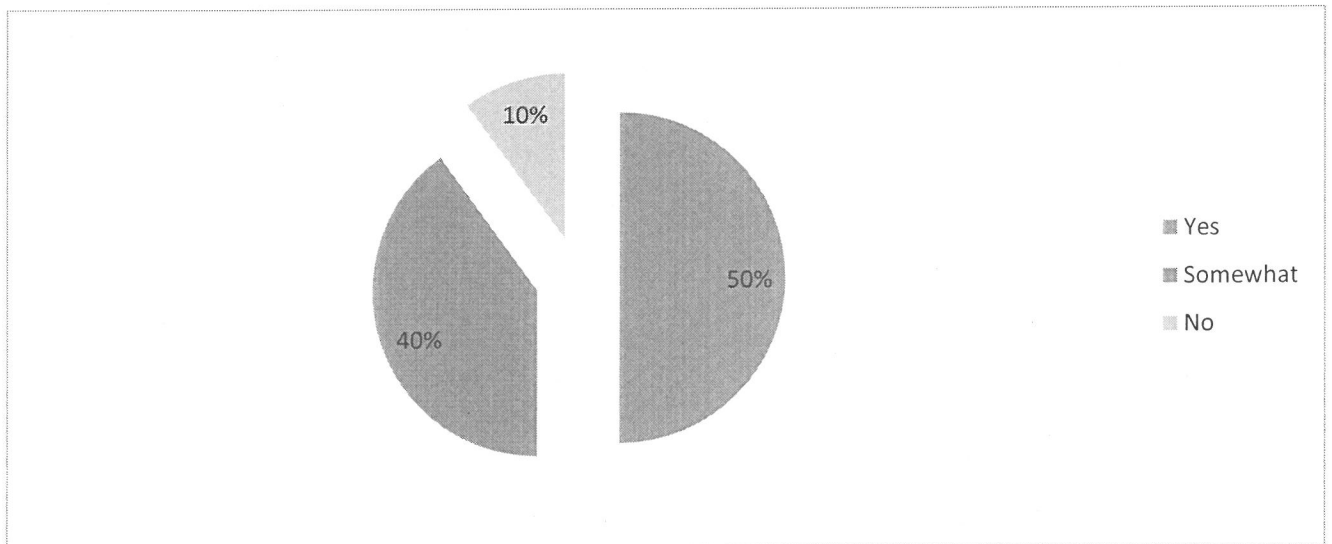
(6)Are you satisfied with the physical working condition of your work place in the organisation?

Option	No. of Respondents	Percentage(%)
Very satisfied	16	55.20%
Average	10	34.50%
Not So satisfied	4	10.35
Total	30	100%



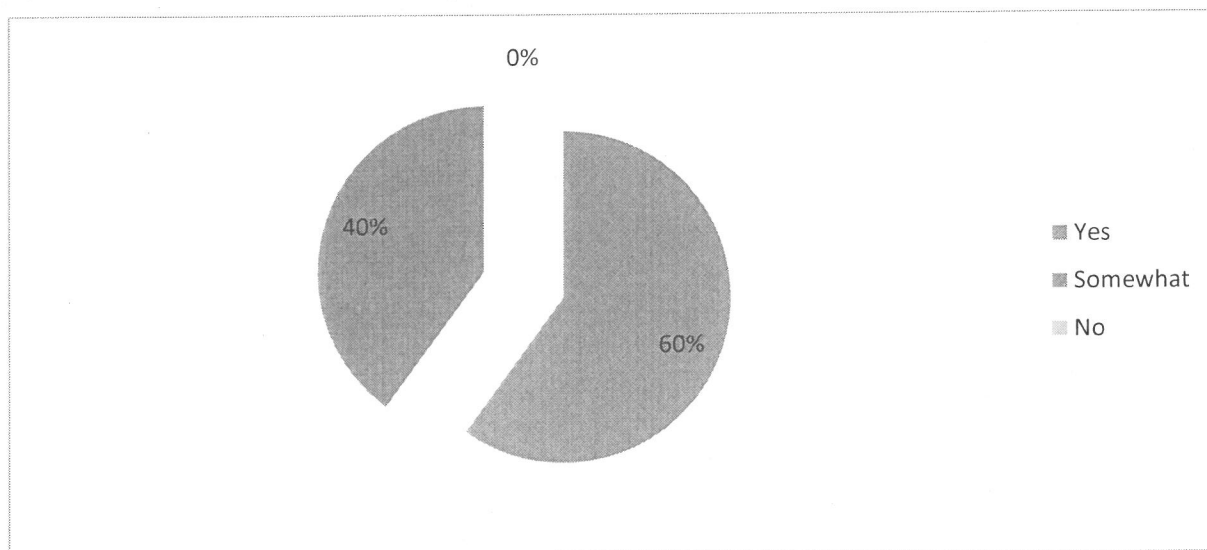
(7) Are you satisfied with your welfare facilities?

Option	No. of Respondents	Percentage(%)
Yes	15	50%
Somewhat	12	40%
No	3	10%
Total	30	100%



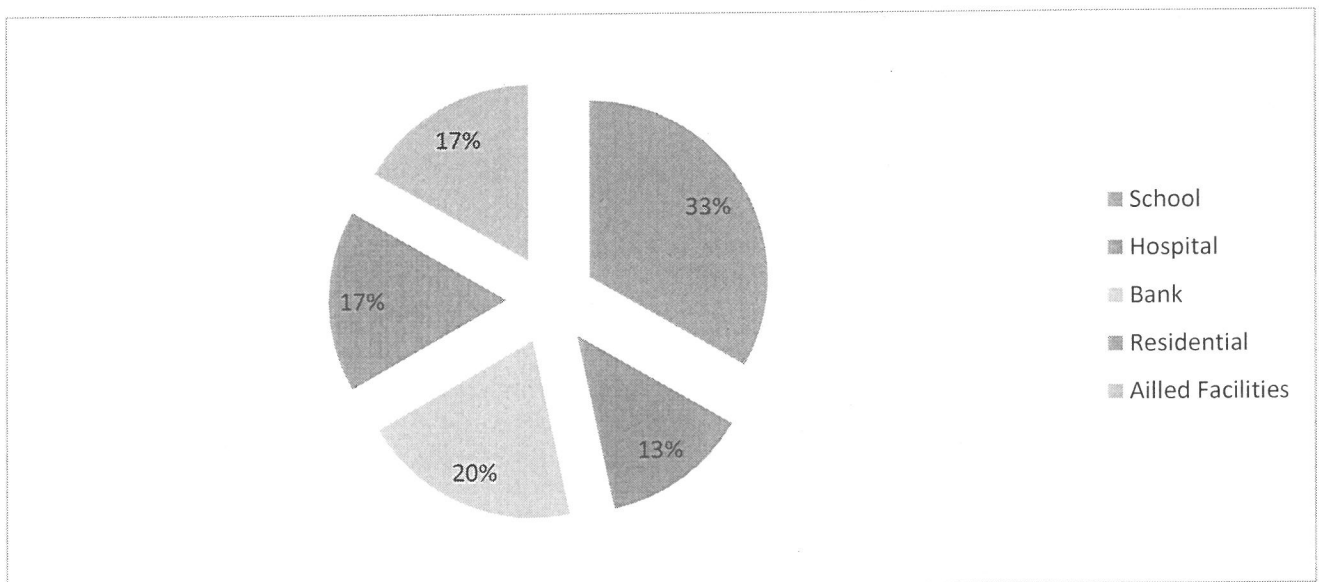
(8) Do you find your work interesting?

Option	No. of Respondents	Percentage(%)
Yes	18	60%
Somewhat	12	40%
No	0	0%
Total	30	100%



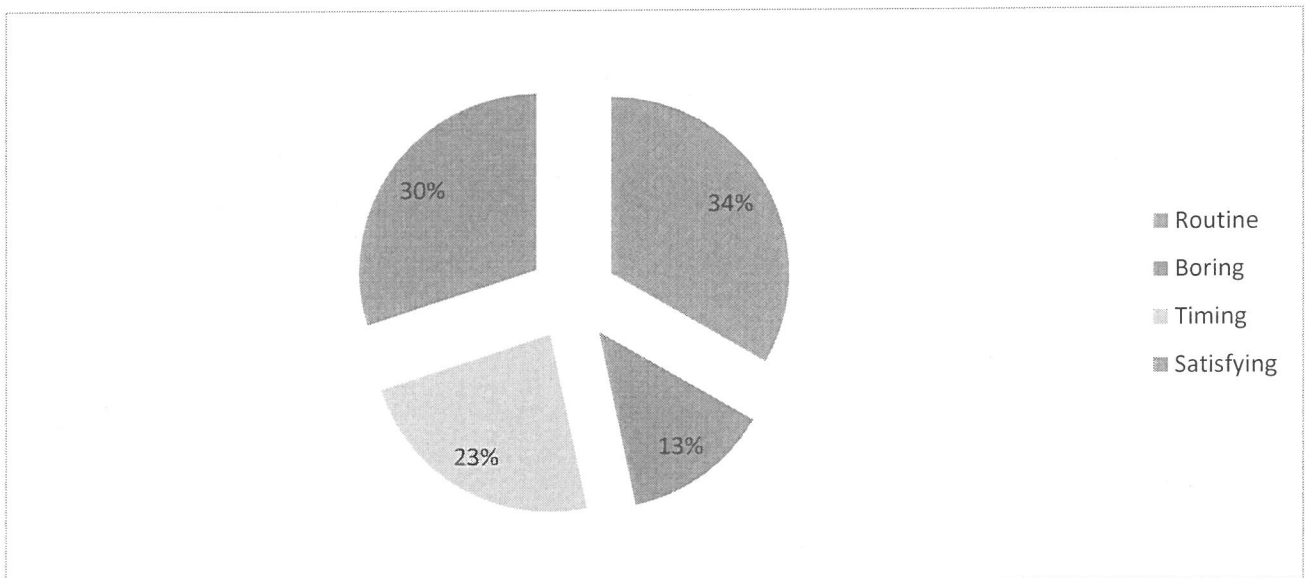
(9) Which Welfare facilities do you like most? Pls. rate according to preference?

Option	No. of Respondents	Percentage(%)
School	10	33.30%
Hospital	4	20%
Bank	6	20%
Residential	5	16.70%
Ailled Facilities	5	30%
Total	30	100%



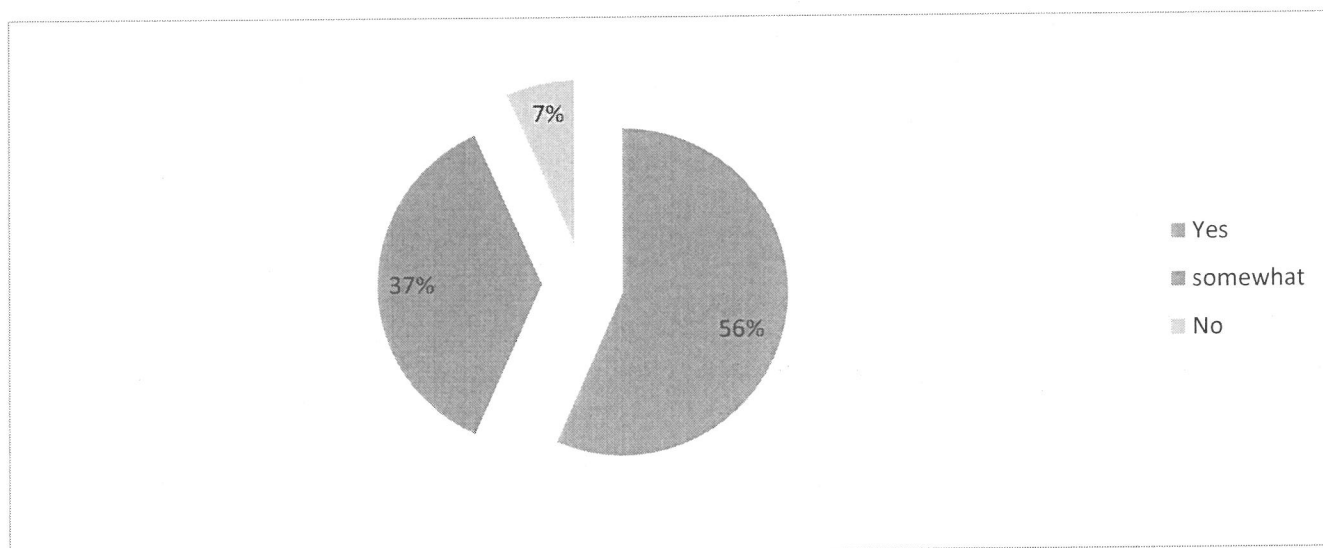
(10) How will you define your work?

Option	No. of Respondents	Percentage(%)
Routine	10	34%
Boring	4	13%
Timing	7	23%
Satisfying	9	30%
Total	30	100%



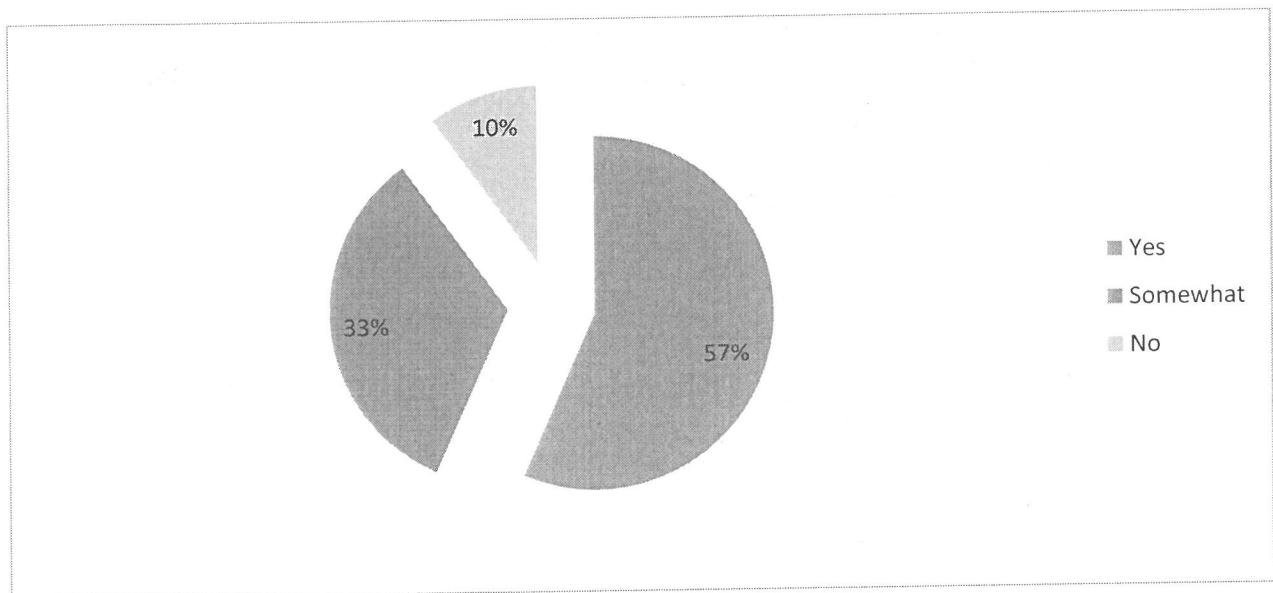
(11) Do you get feeling of accomplishment from the work?

Option	No. of Respondents	Percentage(%)
Yes	17	56.70%
somewhat	11	36.70%
No	2	6.70%
Total	30	100%



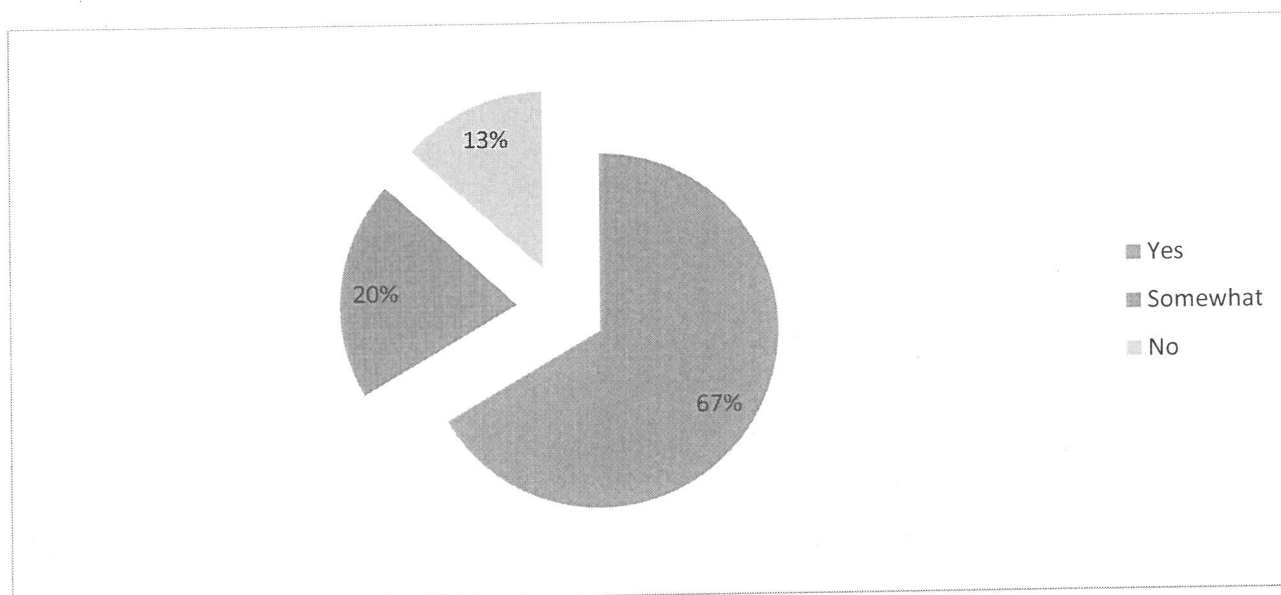
(12) Do you like to face challenges in your job?

option	no. of Respondents	Percentage(%)
Yes	17	57%
Somewhat	10	33%
No	3	10%
Total	30	100%



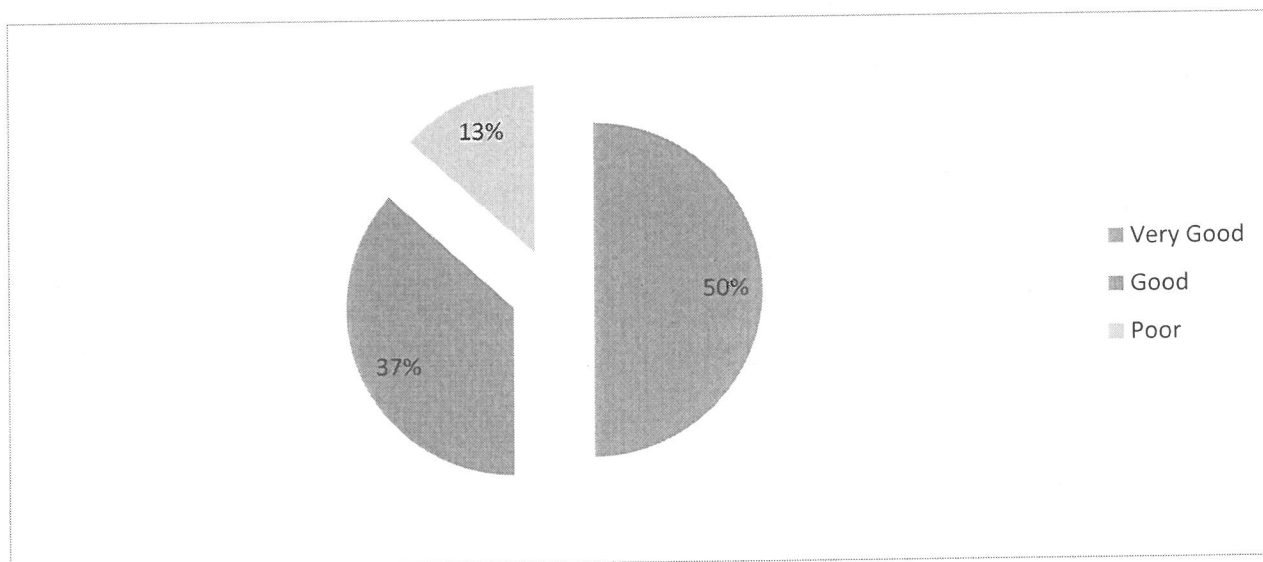
(13) Do you prefer change (job rotation) in your job?

Option	No. of Respondent	Percentage(%)
Yes	20	67%
Somewhat	6	20%
No	4	13%
Total	30	100%



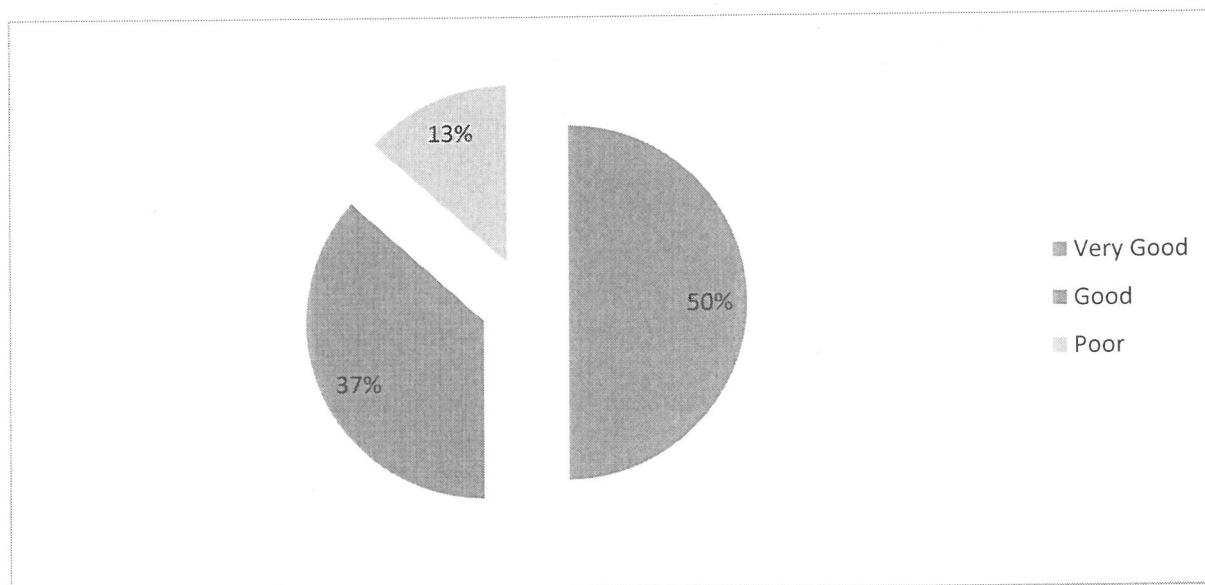
(14)How is interpersonal relationship with your superior & subordinates?

Option	NO. of Respondents	Percentage(%)
Very Good	15	50%
Good	11	36.70%
Poor	4	13.30%
Total	30	100%



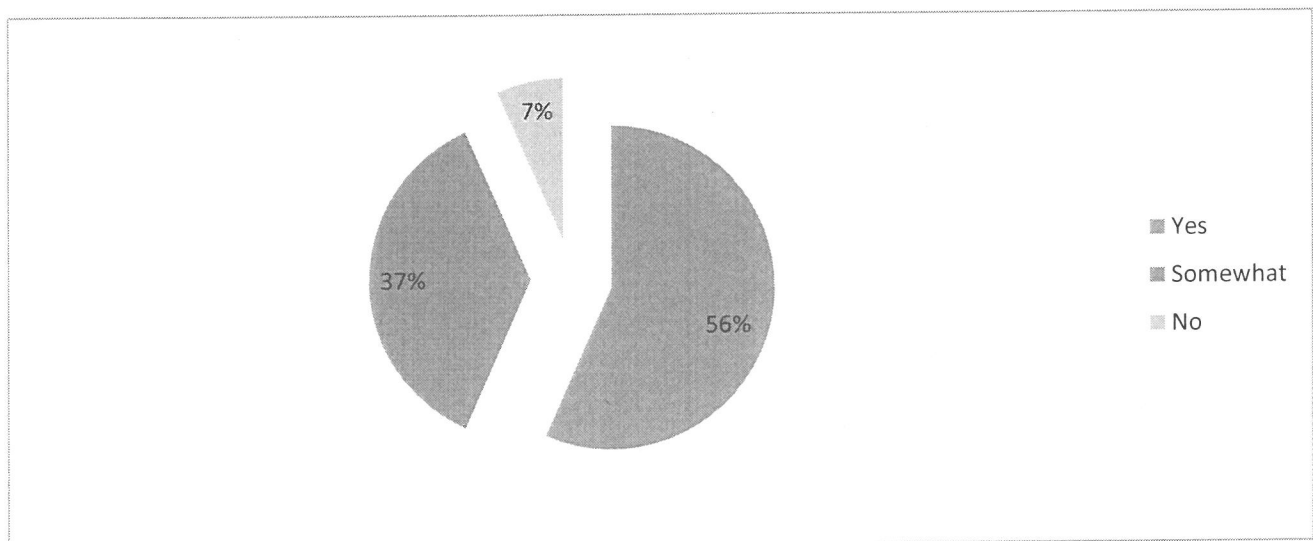
(15) Do you have sufficient growth opportunity in organization?

Option	No. of Respondent	Percentage(%)
Yes	15	50%
Somewhat	11	36.70%
No	4	13.30%
Total	30	100%



(16) Are you given freedom to suggest new ideas to the management?

Option	No. of Respondents	Percentage(%)
Yes	17	56.70%
Somewhat	11	36.70%
No	2	6.75%
Total	30	100%



FINDINGS

After going through the data and analysing various suspects related to job satisfaction. I found that the employees were generally satisfied with the job and related financial and working condition. The most pronounced indirector related to satisfaction were the "Welfare Facilities" provided by the organisation the employees rated residential facility and allied facilities like water, electricity, horticulture etc.

The interpersonal relationship between officers and subordinates is good and employees Are ready to take the "challenges", that is why the organisation is on growth path and diversifying in "Goods Fright" business, "Wind Power" and "Power sector" without employing much manpower from outside.

Employing feel the management follows open door policy and employees are welcome to give their ideas and suggestion.

Recommendations

- The management should improve promotional avenues for the meritorious and high performs, instead of giving weightage to seniority.
- Training programs should be arranged as per long term objective of the company.
- Relationships between supervisors and subordinates should be cordial but work should not be compromised.
- Flow of information about the future plans should be improved for better management

Conclusion

After collecting all the data and form finding of the employees views, we come to the conclusion that most of the employees are aware about company's mission, policies, objective, and they are satisfied with their work assignment. They are satisfied with their work and also the superiors and subordinates are very good employees have freedom to give suggestions regarding ideas, views, etc. So we can say that the organization take care of its employees and the employees are well satisfied with their job.

References

1. Websites

- www.Kribhco.delhi.org
- www.google.com
- www.yahoo.com

2. Reference Books\Documents:

- Personal manual(given by Kribhco)
- Service Rules of Kribhco
- Pamphlets regarding activities of kribhco
- Rao, P. S., &Rao, V. S. P. (2009). *Personnel and human resource management* (pp. 236-345). Himalaya Publishing House.

ANNEXURE

QUESTIONNAIRE ON "JOB SATISFACTION"

(1) Are you satisfied with your job?

- ☐ Extremely satisfied
- ☐ Highly satisfied
- ☐ Average satisfied
- ☐ Little satisfied
- ☐ Dis-satisfied

(2) Are you satisfied with your working hours given by company?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(3) Are you satisfied with your salary?

- ☐ Very satisfied
- ☐ Satisfied
- ☐ Not satisfied

(4) Are you satisfied with the promotion policy of your organization?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(5) How do you rate the work culture of your organization?

- ☐ Very good
- ☐ Good
- ☐ Not so good

(6) Are you satisfied with the physical working condition of your work place in the organization?

- ☐ Very satisfied
- ☐ Average
- ☐ Not so satisfied

(7) Are you satisfied with your welfare facilities?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(8) Do you find your work interesting?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(9) which welfare facilities do you like most? Pls. rate according to preference?

- ☐ School
- ☐ Hospital
- ☐ Bank
- ☐ Residential
- ☐ Allied facilities like(drinking,water,electricity,horticulture club)

(10) How will you define your work?

- ☐ Routine
- ☐ Boaring
- ☐ Tiring
- ☐ Satisfing

(11) Do you get feeling of accomplishment from the work?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(12) Do you like to face challenges in your job?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(13) Do you prefer change(Job rotation) in your job?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(14) How is interpersonal relationship with your superior & subordinates?

- ☐ Very good
- ☐ Good
- ☐ Poor

(15) Do you have sufficient growth opportunity in organization?

- ☐ Yes
- ☐ Somewhat
- ☐ No

(16) Are you given freedom to suggest new ideas to the management?

- ☐ Yes
- ☐ Somewhat
- ☐ No

