

Current Scenario of Hrd in Reliance Industries Limited



Management

KEYWORDS : HR, HRD, RIL, Employees ,Organization

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ABSTRACT

Introduction:-

Human Resource Development (HRD) have become buzzword in India. HRD encourages creativity; it aims at providing opportunities to employee for realizing their talent potential. HRD is basically concerned with improving the overall quality of life of an employee and not just improvement in his work. HRD includes all aspects of competence, commitment and culture building. "HRD is treated as the soul of the HR function." Reliance Industries Limited (RIL) is among the top ten private players in the refining business globally.

Objectives of the study:-

- a) To find out literature of review and significance of HRD.
- b) To study the Movement of HRD in Indian Corporate Sector.
- c) To show the RIL at a Glance.
- d) To study the current scenario of HRD in RIL -Workforce Strength ,HR Transformation ,Talent Pipeline ,Learning &Development ,Training& Human Rights.

Conclusion:-

The HRD tools if effectively used can create a conducive HRD culture and HRD learning processes. The HRD outcomes can influence the organizations business goals, which may be in terms of higher productivity, cost reduction, more profits, better image and more satisfied customers with stake holders. Finally conclude the focus is on the effective utilization of HRs which empowers employees and makes them excel in their jobs for the benefits of the organizations.

• Introduction:-

Human Resource Development (HRD) have become buzzword in India. HRD encourages creativity; it aims at providing opportunities to employee for realizing their talent potential. HRD is basically concerned with improving the overall quality of life of an employee and not just improvement in his work. **HRD includes all aspects of competence, commitment and culture building. "HRD is treated as the soul of the HR function."**

Reliance Industries Limited (RIL) is among the top ten private players in the refining business globally. Human Resource Development (HRD) is concerned with the development of human resource in an organization. Good quality of Human Resource (HR) is in great demand and competition among employers for recruiting talented and result oriented manpower is only going to grow. HRD cannot be deals with in isolation of HR and HR cannot be deal without HRD in the current global business scenario. Hence, HRD and HR can be treated very close to each other. "The term Human Resource (HR) can also be explained in the sense that it is a resource like any natural resource." **The term HR can be thought according to I.C. Megginson, "the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce."**

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- d) To study the current scenario of HRD in RIL.

• Research Methodology:-

The present study is diagnostic nature and based on the analytical method. **The study is mainly based on "Secondary Data" which is collected, compiled and calculated from Annual Report of the RIL.** Other related information collected from reference books, Journals and websites.

• Significance of HRD in Corporate Sector:-

The vital role of the Corporate Sector is in the global business Scenario and Significant role of HRD in Indian Corporate Sector. **Manpower is an important resource for any organization as all other assets can be converted into utility only through this resource.** A close look at leading companies reveals that one of the most important factors in their success is

how they manage their people. **Simply put, they convert their human resources into a competitive advantage.** HRD also endeavors to look at the motives and objectives of an individual at work. Effective contribution is possible only if the individual is in a constant process of development and growth. Investment in people is another under laying concept of HR.

HRD plays a vital role in the development process of modern economies. The main function of HRD is to develop enabling capabilities. The major attention of HRD is on developing people and their competencies. HRD puts a focus not only on people as HR but also as resources to be systematically and effectively managed. The HR function, as it has evolved in India, consists of 4 main sub functions- HRD, Industrial Relations, workers Affairs and HR Administrations. All four functions can be combined to form Human Resource Management (HRM). **Good HR practices are those that contribute to one or more of the three Cs-competencies, commitment and culture.**

• Movement of HRD in Indian Corporate Sector:-

The first HRD department in the Indian Corporate Sector was started in 1975 in Larsen & Toubro Co. Ltd. (L&T), after recommendations by two consultants, Udaipareek and T.V.Rao. In the next year, SBI and its associate banks decided to establish HRD departments. Two years later, Bharat Earth Movers Ltd. Bangalore, one of the large public sector companies in India, established its HRD department. All these companies followed the basis provided by pareek& Rao. **The importance of HRD had grown so much by the mid-eighties that almost every second organization in India had established on HRD department.** By the nineties, almost every organization had an HRD department with the function being fully institutionalized. A new professional body called the National HRD Network took birth in 1985. This body has even established a national level research institution called the Academy of HRD. Thus, the HRD movement in India has its own unique history.

• RIL at a Glance-

Sr. No.	Category of Employee	Percentage	No. of Employees
1	Leader	06	1431
2	Manager	36	8586
3	Executive	23	5487
4	Trainees	02	477
5	Apprentices	02	477
6	Non Supervisors	31	7395

Total	100	23,853
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As per 40th Annual Report 2013-14 of Reliance Industries Limited (RIL) is India's largest private sector company with business across the energy and materials value chain and a strong presence in the rapidly expanding retail and telecommunication sectors. **RIL is the first private sector co. from India** to feature in Fortune Global 500 list of 'World's Largest Corporations' for the last 10 Consecutive years. RIL ranked 107th in terms of revenues and 128th in terms of profits in 2012-13. **RIL is the only Asian co. on the 'Oil & gas sector' and achieved a record revenue of Rs.4,01,302crore and net profit of Rs.21,984crore during the year 2013-14.** Founder Chairman of RIL Late Dhirubhai Ambani and at present chairman & M.D. Mukesh D. Ambani achieved highest ever refining earnings during the current financial year. **Slogan of RIL "Growth is Energy, Value, Happiness and Life"**. The company has currently around 3 million shareholders holding Equity Shares. The co.'s Equity Shares are listed on BSE and NSE of India. 98% of the co.'s Equity Shares are held in Demit form. **RIL has business activity undertaken in over 16 International Locations and 50 domestic locations.** In addition to serving Indian markets, RIL exported to 123 countries worldwide during FY 2013-14.

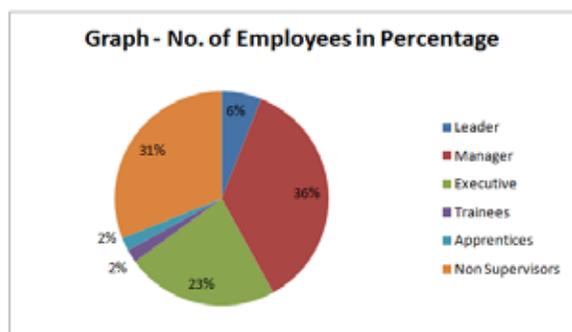
• Current Scenario of HRD in RIL-

RIL aims to develop the potential of every individual associated with the co. as a part of its business goal. **Respecting the experienced and mentoring the young talent has been the bed-rock for RIL's successful growth.** RIL's employees age bracket represents a healthy mix of experienced and willing-to-experience employees.

a) **Workforce Strength:-** As on 31st March, 2014 - **23,853 total employees are on RIL's payroll** including 1149 permanent female employees and 99 permanent employees with disabilities. **RIL employees people from 23 nationalities.** Following are the table of workforce Breakdown shown in percentage & number of employees as category wise.

Table No. 1 - Workforce Breakdown of RIL on 31-3-2014

Reference- Annual Report 2013-14 of RIL



RIL provides its employees with opportunities that encourage them to excel. RIL ensures a work environment that promotes well-being. **During FY 2013-14, a total of 1.36 million man hours of training was impacted by RIL to its workforce.** All of RIL's contractual employees receive mandatory safety training before entering the premises and receive on the job training through the contractor and the company.

b) **HR Transformation-** HR is the principal drivers of change. RIL lot of focus has been given to HR Transformation activities to revamp the HR organization structure and process. The new HRM systems & processes are designed to enhance organizational effectiveness and employee alignment. **During 2013-14 focus has been on transforming five areas of organizational Hierarchy, performance Management, Differentiated Rewards, Delegation of Authority and HR Model.** RIL focuses on providing individual development and growth in a work culture that enables cross-pollination of ideas, ensures high performance and remains empowering.

c) **Talent Pipeline:-**RIL hires best-fit talents to meet the present and future talent requirements. Over the last year, the co. has hired 2,914 employees in different roles. **During the current year, RIL hired 57 Mgt. Graduates and 751 Graduate Engineers from India's leading institutes as a part of RIL's campus recruitment initiative.**

d) **Learning & Development:-** The learning & development team focus on developing and imparting training to implement elements of employees value proposition that was created last year. **"RIL also ensures that its entire contract workforce is well trained on Health, Safely and Environment before commencing any work."**

e) **Training & Human Rights:-** The broad categories of training includes the Behavioral, Functional and Business related. The 70:20:10 principle has been adopted across all training initiatives. **RIL has focused in giving leaders 3 broad categories of experiences, 70% through challenging work on hand, 20% through interaction with the people and 10% from training activities.** This year has been 19,428 man hours of training being provided to employees on six-sigma. It is RIL's firm belief that respect for human rights represents the foundation for good corporate governance. **RIL's units maintain 100% compliance with local & national laws regarding ethics and human rights.** There were no reported companies during the FY 2013-14.

• Conclusion:-

The HRD tools if effectively used can create a conducive HRD culture and HRD learning processes. **The HRD outcomes can influence the organizations business goals, which may be in terms of higher productivity, cost reduction, more profits, better image and more satisfied customers with stake holders. Finally conclude the focus is on the effective utilization of HRs which empowers employees and makes them excel in their jobs for the benefits of the organization.**

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