

Introduction of indian oil corporation business essay

[Business](#)



**ASSIGN
BUSTER**

(INDIAN OIL CORPORATION LIMITED)

**Under Guidance of
INTERNAL GUIDE
PROF: MITSHU PATEL**

**Submitted by
BANERJEE SONALI
AGRAWAL VINITA**

MBA (HR) Sem -4

(Enrolment Number: 117110592212-)

**Submitted to
PARUL INSTITUTE OF MANAGEMENT AND
RESEARCH**

Parul Institute of Management & Research

CERTIFICATE

This is to certify that MS. SONALI BANERJEE and MS. VINITA AGRAWAL student(s) of Master of Business Administration (Batch 2012-2013) at Parul Institute of Management & Research, Waghodia, Vadodara have undertaken a comprehensive Project Titled " WOMEN EMPLOYEES SATISFACTION TOWARDS WORK LIFE BALANCE" in partial fulfilment of 2 years full time MBA program of Gujarat Technological University, Ahmadabad. The comprehensive Project has been undertaken under the guidance of Prof. MITSHU PATEL, faculty member of Parul Institute of Management & Research. This is also to ascertain that this project has been prepared only

for the award of Master of Business Administration degree and has not been submitted for any other purpose Faculty Guide (Dr. P. G. K. Murthy)

Director

PROF: MITSHU PATEL(PIMR)

Date:

Place: Vadodara

DECLARATION

We SONALI BANERJEE and VINITA AGRAWAL STUDENT OF MBA FROM (PARUL INSTITUTE OF MANAGEMENT & RESEARCH) PIMR, AFFILIATED TO GUJARAT TECHNOLOGICAL UNIVERSITY (GTU), HEREBY DECLARES THAT WE HAVE COMPLETED THE COMPREHENSIVE PROJECT ON " WOMEN EMPLOYEES SATISFACTION TOWARDS WORK LIFE BALANCE" AS A PART OF THE COURSE REQUIREMENT. WE FURTHER DECLARE THAT THE INFORMATION PRESENTED IN THIS PROJECT IS TRUE AND ORIGINAL TO THE BEST OF MY KNOWLEDGE. (SIGNATURE)SONALI BANERJEEVINITA AGRAWALDATE: PLACE: VADODARA

ACKNOWLEDGEMENT

Project work is never the accomplishment of one individual; rather it is an amalgamation of efforts, ideas and co-operation of a number of individuals. It is my proud privilege to acknowledge with deep sense of gratitude the invaluable help, kind patronage and able guidance give to all those who helped me in successfully completing the project. I express my thanks to IOCL for giving me an opportunity of working on the assignment and for extending all the possible support. I take this opportunity to express my gratitude to all of them. First and foremost, I would like to thank my Faculty <https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

Guide, prof. Mithu Patel for the valuable guidance and advice. She gave me some examples and also asked me to work on certain key areas which widened the scope of my project. I express my profound gratitude to my company guide Mr. C. P. Ambedkar for his prudent counsel, meticulous supervision, ardent personal interest, sustained encouragement and affection have been of immeasurable help all along. He gave me an opportunity to work on ER, which is one of the most important as well as crucial department of IOCL. I also express my heartfelt thanks to the staff of the HUMAN RESOURCE DEPARTMENT OF IOCL for their support and co-operation. Last but never the least; I thank my family members and friends for their unconditional support and encouragement.

Executive summary

The efficiency of any organization depend on its employees so its organization responsibility to ensure that its employee are pleased and satisfied. If employees do not believe that their organization values them and adopt extra work provisions for them, such as work life balance , They will find a place to work where they can feel committed and happy with their jobs and receive a satisfactory level of balance between personal life and professional life So today every organization frames a set of work life balance policies for its women employees. " Almost all employees reported that at least one flexible working arrangement was available to them if they needed it. The working arrangements most commonly available were part-time working, reduced hours for a limited period, and flexi-time. The arrangements most commonly taken up by employees were flexi-time, working from home, and part-time work. Indian oil Corporation limited, <https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

popularly known as IOCL, is the India's largest commercial enterprise with total workforce of 34, 158 has a major obligation in this aspect and it is a public sector enterprise. This project will help us to understand the perception of employees toward WLB, and its importance in personal and professional performance. As a caring organisation it also provides flexible working arrangements. Employees find job security followed by the perks and benefits offered by the organization as the most attractive attributes of IOCL. This information can be used to acquire and retain the best talent. The study has been performed by interacting directly with the employees at IOCL. For this purpose primary and secondary data has been used. Questionnaires have been filled directly by the respondents. The project was basically done to find out the present satisfaction level of the employees regarding the work life balance provided to them. With this also to make the company aware about the women employee's dissatisfaction with certain measures and give them appropriate suggestions to it. I got learn the problems faced by the women employees in balancing their personal and professional life and the importance of work life balance forever women life, which are in the corporate field and the way employees performance are affected by the dissatisfaction in work life balance.

CHAPTER-1

PROFILE OF GUJARAT REFINERY

Company profile

Introduction of Indian Oil Corporation

Indian Oil Corporation, or Indian Oil, is an Indian state-owned oil and gas company headquartered at Mumbai, India. It is India's largest profitable enterprise, ranking 125th on the Fortune Global 500 list in 2010. Indian Oil and its subsidiary account for a 47% share in the petroleum products market, 34.8% share in cleansing capacity and 67% downstream sector pipelines capacity in India. The Indian Oil Group of Companies owns and operates 10 of India's 19 refineries with a combined refining capacity of 65.7 million metric tons per year.

History of Gujarat Refinery

The conclusion of an Indo-Soviet agreement in 1961 February, a site for the organization of a 2 MMTPA Oil Refinery in Gujarat at Koyali near Vadodara was selected on the 17th April 1961. The Soviet and Indian engineers sign a contract in October 1961 for the grounding of the project report jointly. The first Prime Minister of India, Pandit Jawaharlal Nehru laid the foundation stone of this Refinery on 10 May 1963

After the Indian Independence, the Oil Industry in India was a very small one in size and Oil was produced mainly from Assam and the full amount amount of Oil production was not more than 250, 000tonnes per year. This small amount of construction made the oil experts from different country forecast the prospect of the oil industry as a dull one and also doubted India's aptitude to search for new oil reserves. But the Government of India confirmed the Oil industry in India as the core sector industry under the Industrial Policy Resolution bill in the year 1954, which helped the

Oil Industry in India vastly. Oil searching and production in India is done by companies like NOC or National Oil Corporation, ONGC or Oil and Natural Gas Corporation and OIL who are actually the oil companies in India that are owned by the government under the Industrial Policy Rule. The National Oil Corporation during the 1970s used to manufacture and supply more than 70 percent of the household need for the petroleum but by the end of this amount dropped to near about 35 percent. This was because the demand on the one hand was growing at a good rate and the production was declining at a steady rate. Oil Industry in India during the year 2004-2005 satisfied most of demand through importing oil from multiple oil producing countries. The Oil Industry in India itself shaped nearly 35 million metric tons of Oil from the year 2001 to 2005. The Import that is done by the Oil Industry in India comes mainly from the Middle East Asia. The Oil that is shaped by the Oil Industry in India provides more than 35 percent of the energy that is primarily inspired by the people of India. This amount is normal to grow further with both economic and generally growth in terms of production as well as percentage. The demand for oil is predict to go superior and superior with every passing decade and is expected to arrive at an amount of nearly 250 million metric ton by the year 2024.

Board of Directors

R S Butola Chairman
G C Daga Director (Marketing)
B N Bankapur Director (Refineries)
K K Jha Director (Pipelines)
Dr. R K Malhotra Director (Research & Development)
Sudhir Bhalla Director (Human Resources)
A M K Sinha Director (Planning & Business Development)
P K Goyal Director (Finance)

Some of the major companies in the Oil Industry in India are:

Oil India Ltd.

Reliance industries

Bharat Petroleum Corporation Limited

Hindustan Petroleum

Indian Oil Corporation Limited, or Indian Oil, an Indian state-owned oil and gas company headquartered at Mumbai, Indian. It is India's major commercial enterprise, ranking 125th on the Fortune Global 500 list in 2010. Indian Oil begin process in 1964 as Indian Oil Company Ltd. The Indian Oil Corporation was formed in 1964, with the amalgamation of Indian Refineries Ltd. Feroz Gandhi Was the first chairman of Indian Oil Corporation Limited.

Mission:

To cater the customer needs in self-motivated hydrocarbon market through continuous up gradation of skills, capabilities and technologies to attain global benchmark.

VISION

vision

Values

Indian Oil nurtures the core values of Care, proposal, and Passion & Trust across the organization in command to deliver value to its stakeholders. Care Stands for Concern Empathy Understanding Co-operation Empowerment Innovation Stands for Creativity Ability to

learnFlexibilityChangePassion Stands

forCommitmentDedicationPrideInspirationOwnershipZeal & ZestTrust Stands

forDelivered

promisesReliabilityDependabilityIntegrityTruthfulnessTransparency

CHAPTER-2

OTHER REFINERIES

Digboi Refinery (Upper Assam)

The Digboi Refinery in North Eastern India is India's oldest refinery and was custom-built in 1901. Originally a part of Assam Oil Company, it became part of Indian Oil in 1981. Its innovative refining capacity had been 0.5 MMTPA since 1901. After upgrading the capacity of the refinery has been improved to 0.65 MMTPA. The Digboi refinery produces distillates, heavy ends and outstanding quality wax from original crude oil produced at the Assam oil fields. <http://www.iocl.com/NewImages/Thumbnails/DIGBOI-Refinery.jpg>

Guwahati Refinery (Assam)

Guwahati Refinery, the first public sector refinery of the country, built with Romanian partnership, was inaugurated by Late Pt. Jawaharlal Nehru, the first Prime Minister of India, on 1st January 1962. Its most important products are LPG, Motor Spirit (Petrol), Aviation Turbine Fuel (ATF), Kerosene, High Speed Diesel, Light Diesel Oil and Raw Petroleum Coke. Keeping speed with the changes in the industrial surroundings, Guwahati Refinery is making efforts to create subject products. It is the only processing plant in India to produce green needle coke, a high value import substitute <http://www.iocl.com/NewImages/Thumbnails/Guwahati-Refinery.jpg>

<http://www.iocl.com/NewImages/Thumbnails/Guwahati-Refinery.jpg>

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

Barauni Refinery

Barauni Refinery was built in association with Russia and Romania. Situated 125 kilometres from Patna, Barauni Refinery was specially made in 1964 with a refining capacity of 1 Million Metric Tonnes Per Annum (MMTPA). And development projects, its current capacity 6 MMTPA. With various revamp and growth projects at Barauni Refinery, capability for meting out high-sulphur crude has been added, thereby increasing not only the capacity but also the success of the refinery. <http://www.iocl.com/NewImages/Thumbnails/Barauni-Refinery-1.jpg>

Haldia Refinery (Near Kolkata, West Bengal)

<http://www.iocl.com/NewImages/Thumbnails/Haldia-Refinery-001.jpg>Haldia Refinery, one of the eight functioning refineries of Indian Oil, was custom-built in January 1975. It is situated 136 km downstream of Kolkata in the district of Purba Medinipur, West Bengal, near the flowing together of river Hooghly and Haldi. From an innovative crude oil processing capacity of 2.5 MMTPA, the refinery is now functioning at a capacity of 5.8 MMTPA at present. Haldia Refinery is at present the only coastal refinery of the corporation and the lone lube flagship.

Mathura Refinery (Near Delhi)

Mathura Refinery, the sixth refinery of Indian Oil was specially made in 1982 with a capacity of 6.0 MMTPA to meet the demand of petroleum goods in north western region of the country, which includes National Capital Region. In July 2000, capacity of Mathura Refinery was enlarged to 8.0 MMTPA.

Mathura Refinery

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

Panipat Refinery (Near Delhi)

Panipat Refinery has double its refining capacity from 6 MMT/yr to 12 MMT/yr with the commission of its development Project. Panipat Refinery is the seventh refinery of Indian Oil. Petroleum products are in seventh heaven through various modes like rail, road as well as environment-friendly pipelines. The LPG produced from the refinery is pump through a enthusiastic pipeline . Panipat Refinery has also developed new products like 96 RON petrol, and sub-Zero diesel for the Indian army. It is already functioning above 100% capacity for the last four years. <http://www.iocl.com/NewImages/Thumbnails/Panipat-Ref-PTA-.jpg>

Bongaigaon Refinery

Bongaigaon Refinery become the eighth refinery of Indian Oil Corporation Limited after amalgamation of Bongaigaon Refinery & Petrochemicals Limited with IOCL w. e. f. 25th March 2009. It is situated at Dhaligaon in Chirang district of Assam, 200 Kms west of Guwahati. <http://www.iocl.com/NewImages/Thumbnails/BGN-158.jpg>Bongaigaon Refinery produce a extensive range of petroleum products namely LPG, Naphtha, Needle Coke and solvents (Petrosol and Bonmex) by meting out crude oil from Assam oil fields as well as Ravva Crude oil from the fields in Andhra coast. Bongaigaon Refinery has also undertaken special activities towards protection and preservation of the environment.

Gujarat Refinery (Near Ahmadabad)

The Gujarat Refinery at Koyali in Western India is Indian Oil's main refinery. The refinery was specially made in 1965-1966. Its facilities include five

impressive crude distillations units. Operating with installed crude meting out capacity of 13.7 million metric tonnes per annum, it processes indigenous and import both low sulphur and high sulphur grades of crude oil. The product attack includes besides fuels, petrochemical products such as Linear Alkyl Benzene (LAB), Polypropylene Feed Stock, and Food & Polymer Grade Hexane. <http://www.iocl.com/NewImages/Thumbnails/Gujarat-Re.jpg> Gujarat Refinery is implement a mega project worth around Rs. 7000 crore to obey with the road map for supply ecological Bharat Stage-III and IV compliant MS and HSD and to improve the bottom of the barrel to improve the disgusting margin of the Refinery. The Refinery has invest about 40% of the project cost for producing eco-friendly products to take care of environment at the consumer's end. To take care of environment, Gujarat Refinery has register its Clean expansion Mechanism project " Flare Gas Recovery" under the United Nations Framework for Combating Climate Change, and the facilities have already been installed. State-of-art Central sewage Treatment facilities have been made installed to meet the revised MINAS stipulation. Total treated waste matter recycling in the cooling tower is already been in place as a part of Indian Oil's fresh water protection policy. Gujarat Refinery has given top most main concern to tree plantation as a part of air pollution control method. About 2 lakh trees have been planted over 139 acres land in the margin of the Refinery. By setting up a pond spread over 3 acres a home away from home has also been created for birds, both migratory and non-migratory. Committed to safe operations, Gujarat Refinery has achieved accident free 89 million man-hours till July 2010. All process units - existing and under implementation - comply with all

applicable safety standards and norms which includes installation of gas detectors, centralized fire call monitoring system, fire fighting facilities, process interlocks etc. Gujarat Refinery has two fire stations with fire fighting network spreading all over the refinery with monitors, hydrants and remote operated monitors. A three-Tier safety review level operates proactively to avoid any untoward incident. As a part of disaster management, mutual aid facilities among the adjoining industries are in place to supplement a well-defined disaster management policy of the Refinery.

CHAPTER-3

Products & Services

PRODUCTS

Indian Oil's product range covers petrol, diesel, LPG, auto LPG, aviation turbine fuel, lubricants, naphtha, bitumen, paraffin, kerosene etc. Extra Premium petrol, Extra Mile diesel, Servo lubricants, Indane LPG, Auto gas LPG, Indian Oil Aviation are some of its famous brands. Recently Indian Oil has also introduced a new industry line of supplying LNG (liquefied natural gas) by cryogenic transportation. This is called " LNG at Doorstep".

Products:

Indane Gas, Auto Gas, Natural Gas, Petrol/Gasoline, Diesel/Gas oil , ATF/Jet Fuel, SERVO lubricants & greases, Marine Fuels & Lubricants, Kerosene, Bulk/Industrial, Fuels Bitumen Petrochemicals, Crude Oil.

Services

Indian Oil has been lending its know-how for nearly two decades to various countries in several areas of refining, marketing, transportation, training and <https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

R&D. These include Sri Lanka, Kuwait, Bahrain, Iraq, Abu Dhabi, Tanzania, Ethiopia, Algeria, Nigeria, Nepal, Bhutan, Maldives, Malaysia and Zambia.

FLANGSHIP BRANDS

Servo

India's largest selling lubricant brand is the SERVO, which has one of the major ranges of automotive and industrial lubricants. With over 42% market share and 450 grades are sold through 8, 000 retail outlets, SERVO becomes the leading brand of the country.

Indane

Indian Oil Corporation provide Indane brand of cooking gas to the doorsteps over 36 million houses in over 2, 000 markets through the country's major network of more than 4, 000 distributors. It has 82 LPG plants and about 3, 380 thousand tonnes of LPG are bottled.

Premium fuels

At present IOCL sells Xtrapremium to the customers all over India through additional than 800 outlets. In difference with other branded fuels available in the market, which have been formed by blending the additives with normal petrol, Xtrapremium has been formed with higher octane index at the refinery end by using superior technology.

Aviation services

With 68% market share, Indian Oil's ISO 9002 authorized service, meets the fuel and lubricants needs of domestic and international flag carriers, defence services and private operators.

Auto gas

Auto gas (LPG) has been introduced in Hyderabad, Bangalore and Mumbai markets. This option fuel is a good business intention in the long term, and Indian Oil tends to further get bigger its marketing in a large way.

GROUP COMPANIES AND JOINT VENTURES

Indian Oil Technologies Ltd: Indian Oil Technologies Ltd. is the marketing upper limb of IOCL which markets the total range of technologies developed at the Indian Oil R&D Centre, Faridabad. Indian Oil Technologies Ltd. headquarters is located at the Indian Oil R&D Centre. Indian Oil (Mauritius) Ltd. Lanka IOC PLC - Group Company for retail and storage operations in Sri Lanka. It is listed in the Colombo Stock Exchange. It was locked into a sour financial support payment dispute with Sri Lanka's Government which has since been resolved. IOC Middle East FZE

Chennai Petroleum Corporation Limited

Bongaigoan Refinery and Petrochemicals Ltd. Green Gas Ltd. - a joint venture with Gas Authority of India Ltd. for city-wide gas distribution networks. Indo Cat Pvt. Ltd., with Interact, USA, for manufacturing 15, 000 tonnes per annum of FCC (fluidized catalytic cracking) catalysts & additives in India. Indian Oil - CREDA Bio fuels Ltd., a joint venture with Chhattisgarh government for manufacture and marketing of Bio-fuels. Numerous exploration and production ventures with Oil India Ltd., Oil and Natural Gas Corporation

Other joint ventures are-

Avi-Oil India Pvt. Ltd. Green Gas Ltd. Indo Cat Pvt. Limited. IOT Infrastructure and Energy Services Ltd. Indian Oil Petronas Private Ltd. Lubrizol India Private Limited. Petro net LNG Limited. Petro net India Ltd.

DIVISIONAL UNITS

Indian Oil has five divisions. The divisional structure is as follows:

Marketing Refinery Pipelines R&D Assam Oil Division

CHAPTER-4

LITERATURE REVIEW

According to Sylvia Hewlett, president of the Center for Work-Life Policy, if a woman take time off to be concerned for children or an older parent, employers tend to —see these people as less than completely dedicated. It' s as though their identity is distorted. Mental health is a assessment act that may be artificial by four factors: the influence of adverse genes, by wounding trauma, by private pressure and most newly by the stress of functioning.

Many individuals expose themselves unwanted to the so-called job pressure, because the " tough worker" enjoys a very important social appreciation.

This aspect can be the reason of a difference in the areas of life. But there are also other reasons which can go ahead to such an imbalance. According to Kathleen Gerson, Sociologist, young people —are probing for new ways to define care that do not force them to choose between expenses time with their children and earning an income" and — are looking for definition of individual identity that do not pit their own growth against create dedicated ties to others". Concerning home life, men and women have comparison with

work and residence life. Today, home is not a wonderful place which men and women could take it easy and feel calm as before, but home is an added place of work. Texas Quick, an specialist witness at trials of companies who were accuse of overworking their employees, states that —when people get worked further than their ability, companies pay the cost. Although some employers believe that workers should reduce their own pressure by simplify their lives and making a better effort to care for their health, most expert feel that the chief accountability for dropping pressure should be organization.

CHAPTER-5

INTRODUCTION ABOUT WORK LIFE BALANCE

BACKGROUND OF THE STUDY-WORK LIFE BALANCE OF WOMENEMPLOYEES

Work - life Balance of women employees has become an important subject since the time has changed from men was the breadwinner, to today' s world where both men and women equally sharing the responsibility of family life. Though it is a very broad subject which speaks about both career development on one side and the family care on the other side, it is very necessary to know how the women balance the professional demands and domestic compulsions. Professional life means the aim to grow and earn respect in the organization and society at large and Personal life means taking care of family, children, parents, health and spending the leisure time effectively. With the development in educational, economical and social standards, things have improved to a great extent and the role of women in balancing their lifestyle is less taxing. But not all women have been able to

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

achieve this balance, as each one of them has different challenges to balance. Work life balance is a choice an individual has to make. However, it is the organization that needs to take an initiative to help the employees. nowadays, an employee is not looking at their manager just a job but they wish the corporation to care for their employment life balance and their healthy life form. If a company addresses these needs, in addition to as long as great career opportunity, they can be extremely victorious in giving job enjoyment to the employees. Companies are adopting new means to ensure that their employees get enough time to enjoy their personal life and spend time with family. The Work Life Balance Survey aims to measure how effectively organization accommodate work life balance, by assess employee's consciousness of work life stability policy and their reassurance levels in using these policy. efficient work-life equilibrium policies are precious to business and organizations for a number of reasons, including: reduced employees turnover rates becoming a good employer or an employer of choice improved arrival on savings in training as employees continue longer reduced absenteeism and sick leave improved morale or satisfaction greater employees loyalty and commitment improved productivity

The current study examine the work-life balance proposal at present being used at Gujarat Refinery of Vadodara and how Work Life Balance (WLP) impact employee personal and professional performance. It also investigates the relationship connecting work-life balance initiative and employees' attitudes toward work-life disagreement and the place of work in general. It aim to gain a improved understanding of employees' view in the direction of work-life balance initiative and identifying managerial factor that

may be significant for employees achieving an enhanced balance among work and non-work life. The Work-Life Balance survey can help the organization to improve and encourage work-life balance in the workplace by: Identifying areas of rule growth and functioning where change may be necessary (e. g. improve alertness); Monitoring the effectiveness of organizational changes by re-administering the study after change have been made; Responding to the varying requirements of your employees and ensuring workforce are conscious of existingThe work life balance plan offers a diversity of habits to decrease pressure levels and increase job pleasure of the employees. The primary principle of scheming activities approximately the topic of work life balance is that labour should be fraction of life. Companies are ready to do everything possible to keep their employees happy and are pampering them like never before with new policies like flexi-timings, day care centres, fun and games at work, team outing spas and for kids, extended maternity leave, health care centres, medical insurances, fun and games at work, team outing, spas and gyms at office etc. Employees are inclined to feel encouraged when they feel that the organization is putting additional effort in as long as a strong balance between work and life. Motivated employees not only improve the output but also help creating a constructive work surroundings at off

CHAPTER-6

RESEARCH OBJECTIVES

Identify the problems which are faced by women in balancing their personal life and professional life. To understand the perception of employees toward WLB, and its importance in personal and professional performance. To find <https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

out of impact at work responsibility on social life. To find out impact at home responsibility on professional life.

CHAPTER-7

RESEARCH METHODOLOGY

This topic deals with the research methodology adopt to complete the survey through a questionnaire and the primary research conducted by having personally discussion and secondary research by referring to IOCL booklet and data collected from IOCL records would be used, articles and journals on internet or published sources

TITLE OF THE STUDY: A study on " women employee satisfaction towards work life balance" RESEARCH DESIGN: The descriptive research design has been used in this container to discover out whether the employees are the satisfied with of the organization and their perceptision towards well and its importance in personal and professional performance. There was a survey conducted by me with help of a questionnaire which helped me collect the feedback and come to a conclusion as per the designed objective. SAMPLE SIZE: The sample size is 80 women employees. SAMPLING TECHNIQUE: In our project we make use of convenient Sampling technique. TOOL USED: Structured Questionnaire had been used for data collection.

PURPOSE OF THE STUDY

The purpose of the survey is to better understand women employee perspective on work life balance issue. Work life balance is concepts that support the efforts of employees to split their time and energy between work and the other important aspects of their lives. There are various factors

which play their role collectively. Study also addresses such area of concern for working women. Another purpose is to detect changes or improvements in employee perspectives for their better functioning.

AREA OF COVERAGE

Survey was taken from employees of oil and gas industry.

LIMITATIONS

This study was undertaken only among women employees of IOCL and so conclusions arrived at based on this study need to be placed in proper perspective before application elsewhere. There is lack of clearness while answering questions by the employees. This research is majorly a qualitative research supplement with quantitative data. The research is conducted within a time of limited period.

CHAPTER-8

DATA INTERPRETATION AND ANALYSIS

This is deals with the interpretation and analysis of the data collected through the survey conducted with the help of a questionnaire.

Analysis of various questions.

DEMOGRAPHICS ANALYSIS:

AGE:

AGE

NO. OF

RESPONDENTS

PERCENTAGE

20-30 35 44% 31-40 25 31% 41-50 15 19% 51 to above 05 6%

TOTAL

80

100%

Interpretation

Above table indicate that majority of the respondents are belonging from the age of between 20yrs to 30yrs that is 44% (N= 35) while 31% (N= 25) respondents are belonging from the age of between 31 yrs to 40 yrs. 19% (N= 15) Respondents are belonging from the age of 41yrs to 50yrs. while 06% (N= 5) respondents are belonging from the age of 51& above.

EXPERIENCE:**EXPERIENCE****NO. OF RESPONDENTS****PERCENTAGE**

0 to 10 2025% 11 to 20 2531% 21 to 30 3038% 31 & above 0506%

Total**80****100%****Interpretation**

Above table indicate that majority of the respondents having experience of between 21yrs to 30yrs that is 38% (N= 30) while 31% (N= 25) respondents having experience of 11yrs to 20yrs While 25% (N= 20) respondents having experience of between 0yrs to 10yrs and 06% (N= 5) respondents having experience of between 31& above .

MARITAL STATUS:**MARITAL STATUS****NO OF RESPONENTS****PERCENTAGE**

Married 5062% Unmarried 3038% Total 80100%

Interpretation

Above table indicate that 62% (N= 50) of the respondent are marital status to the married women employees by IOCL. And 38% (N= 30) of the respondents are unmarried women employees by IOCL

CHILDREN:**CHILDREN****NO OF RESPONENTS****PERCENTAGE**

Yes5544%No2566%Total80100%

Interpretation

Above table indicate that 69% (N= 55) of the respondent are have children of women employees by IOCL. And 31% (N= 25) of the respondents are no have children of women employees by IOCL.

QUESTIONS

Q-1 Are you satisfied with the statement " work life balance is important for every women"?

RESPONES**NO. OF RESPONDENTS****PERCENTAGE**

Highly satisfied6277%Satisfied1013%Neutral0810%Dissatisfied0000%Highly
Dissatisfied0000%

Total**80****100%****Interpretation**

Above table indicate that 77% (N= 62) of the respondent are highly satisfied with the statement " work life balance is important for every women" And 13% (N= 10) of the respondents are satisfied and neutral 10% (N= 08) of respondents and 00% of the respondents are dissatisfied and highly dissatisfied.

Q-2 Are you satisfied with your personal and professional life?**RESPONES****NO. OF RESPONDENTS****PERCENTAGE**

Highly satisfied 15 18% Satisfied 35 44% Neutral 15 19% Dissatisfied 15 19% Highly Dissatisfied 0 000%

Total**80****100%****Interpretation**

Above table indicate that 44% (N= 35) of the respondent are satisfied with the personal & professional life. And 18% (N= 15) of the respondents are highly satisfied and 19% (N= 15) of the respondents are neutral while only

19% (N= 15) of respondents are dissatisfied and 00% of respondents are highly dissatisfied.

Q-3 Are you satisfied about the amount of time you spend at work?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied 20 25% Satisfied 30 37% Neutral 20 25% Dissatisfied 10 13% Highly Dissatisfied 00 00%

Total

80

100%

Interpretation

Above table indicate that 37% (N= 30) of the respondent are satisfied about the amount of time employees spend at work . And 25% (N= 20) of the respondents are highly satisfied. And 25% (N= 20) of the respondents are neutral while only 13% (N= 10) of respondents are dissatisfied. And 00% of the respondent is highly dissatisfied.

Q-4 Are you satisfied about the amount of time you spend with your family or friends?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied1519% Satisfied2531% Neutral1013% Dissatisfied2531% Highly
Dissatisfied0506%

Total

80

100%

Interpretation

Above table indicate that 31% (N= 25) of the respondent are satisfied about the amount of time employees spend with friends and family. And 19% (N= 15) of the respondents are highly satisfied. And 13% (N= 10) of the respondents are neutral while only 31% (N= 25) of respondents are dissatisfied. And 06% (N= 05) of the respondent is highly dissatisfied.

Q-5 Are you satisfied with the workload provided by the IOCL?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied1012% Satisfied1519% Neutral1518% Dissatisfied3037% Highly
Dissatisfied1013%

Total**80****100%****Interpretation**

Above table indicate that 19% (N= 15) of the respondent are satisfied with the workload provided by the IOCL. And 12% (N= 10) of the respondents are highly satisfied. And 19% (N= 15) of the respondents are neutral while only 37% (N= 30) of respondents are dissatisfied and 13% (N= 10) of the respondent is highly dissatisfied

Q-6 Are you satisfied with the working time of your organization?**RESPONES****NO. OF RESPONDENTS****PERCENTAGE**

Highly satisfied 10 12% Satisfied 15 19% Neutral 15 19% Dissatisfied 30 37% Highly Dissatisfied 10 13%

Total**80****100%****Interpretation**

Above table indicate that 19% (N= 15) of the respondent are satisfied with the working time provided by the IOCL. And 12% (N= 10) of the respondents are highly satisfied. And 19% (N= 15) of the respondents are neutral while

only 37% (N= 30) of respondents are dissatisfied and 13% (N= 10) of the respondent is highly dissatisfied.

Q-7 Are you satisfied with your companies policies about work life balance?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied1215% Satisfied2025% Neutral1012% Dissatisfied3038% Highly
Dissatisfied0810%

Total

80

100%

Interpretation

Above table indicate that 25% (N= 20) of the respondent are satisfied with the companies policies of work life balance provided by the IOCL. And 15% (N= 12) of the respondents are highly satisfied. And 12% (N= 10) of the respondents are neutral while only 38% (N= 30) of respondents are dissatisfied and 10% (N= 08) of the respondent is highly dissatisfied.

Q-8 Are you satisfied with the statement " work life balance enables to work better"?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied2531% Satisfied3038% Neutral2025% Dissatisfied0506% Highly
Dissatisfied0000%

Total

80

100%

Interpretation

Above table indicate that 38% (N= 30) of the respondent are satisfied with the statement " work life balance enables to work better. And 31% (N= 25) of the respondents are highly satisfied. And 25% (N= 20) of the respondents are neutral while only 06% (N= 05) of respondents are dissatisfied and 00% of the respondent is highly dissatisfied.

Q-9 Are you satisfied with the working shift provided to you by IOCL?

RESPONES

NO. OF RESPONDENTS

PERCENTAGE

Highly satisfied2025% Satisfied2531% Neutral2025% Dissatisfied1519% Highly
Dissatisfied0000%

Total**80****100%****Interpretation**

Above table indicate that 31% (N= 25) of the respondent are satisfied with the working shift provided by the IOCL. And 25% (N= 20) of the respondents are highly satisfied. And 25% (N= 20) of the respondents are neutral while only 19% (N= 15) of respondents are dissatisfied And 00% of the respondent is highly dissatisfied.

Q-10 Are you satisfied with the additional work provisions provided to you by IOCL?**RESPONES****NO. OF RESPONDENTS****PERCENTAGE**

Highly satisfied 15 19% Satisfied 25 31% Neutral 10 13% Dissatisfied 25 31% Highly Dissatisfied 05 06%

Total**80****100%****Interpretation**

Above table indicate that 31% (N= 25) of the respondent are satisfied with the additional work provisions provided to the women employees by IOCL. And 19% (N= 15) of the respondents are highly satisfied. And 13% (N= 10)

of the respondents are neutral while only 31% (N= 25) of respondents are dissatisfied and 06% (N= 05) of the respondent is highly dissatisfied.

CHI- SQUARE TEST:

Chi- square test is the applied to test the goodness of fit, to verify the distribution of observed data with assumed theoretical distribution.

Therefore it is a measure to study the divergence of actual and expected frequencies; Karl Person's has developed a method to test the difference between the theoretical (Hypothesis) & the observed value. Degree of Freedom $(V) = (R-1) (C-1)$ It defines as degrees of freedom are the number of value in the final calculation of a statistic that are free to vary. Where,

O = " observed Frequency"

An observed frequency is a frequency obtained from number of respondent in various respondent tables.

E = " Expected Frequency"

An expected frequency is a theoretical predicated frequency obtained from a test supposed to be true until statistical confirmation in the form of a hypothesis test indicates otherwise. An experiential frequency on the other hand, is the real frequency that is obtained from the experiment. The measures being predicated must be mutually exclusive. R = " Number of Rows" in table. C = " Number of Columns" in table.

$$X^2 = \sum \frac{(f_o - f_e)^2}{f_e}$$

f_e

For all the chi-square test the table value has taken @ 5% level of significance

Statistical analysis

H₀ = WLB in IOCL is dependent toward work load. H₁ = WLB in IOCL is independent toward work time. Particular Strongly

Agree Agree Natural Disagree Strongly Disagree Total Work

load 10 15 15 30 10 80 Work time 10 20 30 10 10 80 Total 20 35 45 40 20 160

f_o

f_e

10 10 15 17.5 15 22.5 30 20 10 5 10 10 20 17.5 30 22.5 5 10 20 10 5

$$X^2 = \sum \frac{(f_o - f_e)^2}{f_e}$$

f_e

= 9.28570.05 = 14.8602

Level of significant = 0. 05

Degree of freedom = (r-1) (c-1)

= (2-1) (5-1)

= 4

9. 2857 <14. 8602

H0 is not rejected.

CHAPTER-9

FINDINGS

Majority of women employees feels that working timing is the prime issue in balancing task. Manage timings for work and social responsibility is most important task in overall balancing act. Majority of women employees agrees that restorability at home reduce to devote efforts at job as required. For majority of working women feeling of indecency is motivating factor to work better. Area of difficulties and area of concern subject to the material status of women. Very few denied about organization supportive role for balancing work and social respobilities. In spite of all problems and streets full conditions working women can manage life and they are satisfied and their life.

CHAPTER-10

CONCLUSION

The study is carried out to determine the " WOMEN EMPLOYEES SATISFACTION TOWARDS WORK LIFE BALANCE" in IOCL. According to survey, here relationship between women employees and higher authorities are good as soon as women employees are satisfied with management policy, <https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

working hours and working environment. Even though company is providing with sufficient facilities to the women employee's. The company is providing facilities like proper medical facilities, transport facilities and welfare activities. So those types of facility increase satisfaction enhance the women employees to work more efficiently and effectively for achieving the organizational objectives.

CHAPTER-11

SUGGESTIONS

Line managers have a key role to participate to ensure the success of a work-life balance approach. It is significant that their views are required with observe to work-life issues and that they are positive to take possession of the process. This could be achieved by conducting a sequence of focus groups with them that could also serve as a meeting for sharing ideas, concern, information and high-quality training on work-life balance. In addition to this, aspects of work-life balance could be inserted in the existing management development programme as well as in the proposed core employees' development programme on equal opportunities and diversity. For employees who like dancing, painting training camp can be organized for them as well as competitive programs can also be organized so that they can explore their talent as well as enjoy on weekends. Family engagement programs should be organized by the organization so that employees meet each other family which sometimes prove beneficial as employees learn to balance his/ her work & personal life by seeing other person balancing it. Yoga classes & meditation facility on regular basis should be provided for employees to increase their physical & mental strength. Ensure fairness and

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

consistence in the way organizational policies that support WLB are implemented. It is suggested that in order to achieve greater fairness and consistency in the way organizational policies that support WLB are implemented, guidelines should be issued providing examples of good practice. The implementation of policies should be monitored in order to achieve a satisfactory level of consistency in their application across the organization.

BIBLIOGRAPHY

To gather comprehensive information regarding the contacts presented this project report are taken from following sources.

Web Logy:-

<http://www.iocl.com/AboutUs/GujaratRefinery.aspx>
<http://www.studymode.com/essays/Introduction-Of-Oil-Industries-In-India-698733.html>
http://en.wikipedia.org/wiki/Indian_Oil_Corporation
http://en.wikipedia.org/wiki/Work%E2%80%93life_balance
<http://www.xklsv.org/viewwiki.php?title=IOCL>
<http://www.scribd.com/doc/61068206/My-Summer-Internship-Report>
<http://www.scribd.com/doc/27936524/Indian-Oil>
<http://www.iocl.com/AboutUs/PanipatRefinery.aspx>
<http://iocl.com/AboutUs/DigboiRefinery.aspx>
<http://www.work-family-and-lifestyle/better-work-life-balance-survey>
<http://iocl.com/AboutUs/Profile.aspx>
<http://www.indian-industries/oil.html>
<http://www.psychology.adelaide.edu.au/expts/worklife.html>
<http://www.iocl.com/AboutUs/MathuraRefinery.aspx>
<http://careerquize.blogspot.com/2011/03/indian-oil-iocl-recruitment-business.html>
<http://www.scribd.com/doc/30427336/Indian-Oil>
<http://www.scribd.com/doc/30427336/Indian-Oil>

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>

com/doc/35289903/IOCLhttp://tourismassam.blogspot.com/2008/02/assam-oil-history-and-march-so-far.htmlhttp://iocl.com/AboutUs/HaldiaRefinery.aspxhttp://en.wikipedia.org/wiki/Work-life_balancehttps://www.iocl.com/AboutUs/GujaratRefinery.aspxhttp://iocl.com/Services.aspx

ANNEXURES

It is deal with the questionnaire I used for conducting the survey.

STUDY ON

" WORK LIFE BALANCES OF WOMEN EMPLOYEES IN IOCL"

[Questionnaire]

DEMOGRAPHIC INFORMATION

Age: 20-30 [] 31-40 [] 41-50 [] 51 & Above [] Experience: 0-10 [] 10-20 []
20-30 [] 30-40 [] Marital status: married [] unmarried [] Children: yes [] no []

THE QUESTIONS ARE TO BE MARKED ON THE BASIS OF THE 5 POINTS SCALE MENTION BELOW.

Highly Satisfied [HS]

Satisfied [S]

Neutral [N]

Dissatisfied [D]

Highly Dissatisfied [HD

Questions

HS

S

N

D

HD

(1)Are you satisfied with the statement " work life balance is important for every women"(2)Are you satisfied with your personal and professional life?
(3)Are you satisfied about the amount of time you spend at work?(4)Are you satisfied about the amount of time you spend with your family or friends?
(5)Are you satisfied with the workload provided by the IOCL?(6)Are you satisfied with the working time of your organisation?(7)Are you satisfied with your company's policies about work life balance?(8)Are you satisfied with the statement " work life balance enables to work better"(9)Are you satisfied with the working shift provided to you by the IOCL?(10)Are you satisfied with the additional work provisions provided to you by IOCL. Kindly give your suggestions for any desired improvements in the work life balance

<https://assignbuster.com/introduction-of-indian-oil-corporation-business-essay/>