



**Visakhapatnam Steel Plant**  
**Visakhapatnam**

**MANAGEMENT DEVELOPMENT**



*This is to certify that the following student has undergone ~~From~~  
Work / Training at Visakhapatnam Steel Plant*

Name of the Student : G.KAMESWARAO

Regd./Trainee No : 1291-HR

Course : MBA

Name of the Institute : **Avanthi Institute of Engineering  
& Technology**

Project Topic : **EXPORT DIVISION ON IRON & STEEL PRODUCTS  
in RINL-VSP**

Period of Training : 29/11/21 to 30/12/21

*His/Her conduct during the period of training was found to be  
GOOD*

VISAKHAPATNAM

1291-HR

*19/12/2021*  
Felicitor  
**Dr. ORM Rao**  
AGM(HRD)

**A STUDY ON**  
**EXPORT DIVISION ON IRON & STEEL PRODUCTS**  
**With reference to**  
**VIZAG STEEL PLANT**  
**VISAKHAPATNAM**

**A Project Report Submitted to**  
**Jawaharlal Nehru Technological University, Kakinada**  
**In partial fulfillment for the Award of the Degree of**  
**MASTER OF BUSINESS ADMINISTRATION**

**Submitted By**  
**GORLI KAMESWARA RAO**  
**(Regd.no: 20811E0008)**

**Under the Guidance of**  
**Dr. LOVA BALIJI**  
**Assistant Professor**



**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY**  
**(Approved by AICTE, Permanently Affiliated to JNT University Kakinada,**  
**ACCREDITED BY NAAC and Recognized under 2(f) & 12 (b) by UGC, New Delhi)**  
**Tamaram, Makavarapalem, Narsipatnam, Visakhapatnam.**  
**(2020-2022)**

**MASTER OF BUSINESS ADMINISTRATION**  
**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY**  
**NARSIPATNAM , VISAKHAPATNAM**




**CERTIFICATE**

This is to certify that the project “ A study on the **EXPORT DIVISION ON IRON &STEEL PRODUCTS**” with reference to **VIZAG STEEL PLANT, VISAKHAPATNAM**, has been carried out by **G.KAMESWARA RAO** under my guidance ,and the project report has not been submitted to any other university or institution any time before.

  
Dr.LOVA

( HEAD OF THE DEPARTMAENT)

  
Dr.LOVA

Project guide

  
External guide

## **OBJECTIVES:**

The objectives of the study are

- To know about the Company in brief and to understand the Personnel Department at RINL-VSP
- To understand the extent to which the welfare measures provided by Visakhapatnam steel plant, towards their employees.
- To know the level of awareness of employee about the various welfare measures provided to them.
- To study how the welfare facilities provided help in increasing the productivity and job satisfaction.
- To learn how welfare services provided to employees help organization to build up a stable work force by reducing absenteeism and labor turnover.
- To offer useful suggestions for improving the effectiveness of welfare measures.

*L. Krishna*  
**COORDINATOR**

## SUMMARY

Employee satisfaction plays a vital role in any organization of business. Organizations are run and steered by people. It is through people that goals are set and objectives are realized. The performance of an organization is thus dependent upon the sum total of the performance of its members and uses it objectively to optimize them as a vital resource.

The policy of Rashtriya Ispat Nigam Limited is to conduct its activities in a manner, which ensures healthy work environment and safety to its employees.

The policy itself puts obligation on every employee to know and follow the safety rules and procedures, to teach what we know to others to report promptly hazardous or unsafe practices and conditions to concerned department heads, to protect the company properly from loss or accidents and to protect the company and to perform his or her duties to health and safety of themselves, fellow employees and the neighboring communities.

Every factory must provide appropriate health, safety and welfare measures in accordance with the provision of the act. So the study mainly concentrates on the safety provision of the act 1948. The act covers all the safety measures such as fencing of the machinery work on or near machinery in motion, employment of young person's on dangerous machines.

Striking and gear devices for cutting of powers, self acting machines, casing of new machinery prohibition of women and children near cotton openers, hoists and lifts, lifting machinery, pressure plant, floors, stairs, means of access, pits sumps, opening on floors etc., in the factories act the safety provisions cover from sec 221 To sec 41.

*L. Kulkarni*  
COORDINATOR