



GAIL (India) Limited

P685+M9J, VISAKHAPATNAM, ANDHRA PRADESH 530012

GAIL/VSP/HR/2021-2022

15/12/2021

TO WHOM SO EVER IT MAY CONCERN

This is to certify that K. PAVAN KUMAR with Reg. No. 20811E0019 MBA (HRM) student of AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY, MAKAVARAPALEM has pursued his project work on EMPLOYEE DISCIPLINE MANAGEMENT in our organisation between 12/10/2021 to 12/12/2021.

His conduct and performance during the above period were found satisfactory.

Thanking you,

Yours faithfully,

Gas Authority of India Limited

Manager HR

A STUDY ON
“EMPLOYEE DISCIPLINE MANAGEMENT”

With reference to
GAS AUTHORITY OF INDIA LTD(GAIL),
RAJAHMUNTRY

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
K. DURGA PAWAN KUMAR

(Regd. No: 20811E0019)

Under the Guidance of

P. PAVANI

Assistant Professor



DEPARTMENT OF MANAGEMENT STUDIES
AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY

(An NBA Accredited Institution)

(Approved by AICTE, Recognized by the Govt. of A.P. &

Affiliated to JNT University, Kakinada.)

Narsipatnam, Visakhapatnam.

(2020-2022)

DEPARTMENT OF MANAGEMENT STUDIES

**AVANTHI INSTITUTE OF ENGINEERING AND TECHNOLOGY
NARSIPATNAM, VISAKHAPATNAM.**



CERTIFICATE

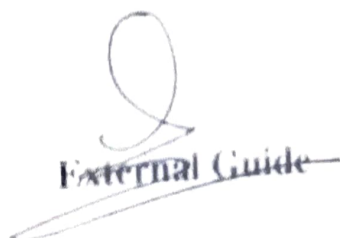
This is to certify that the project "A Study on EMPLOYEE DISCIPLINE MANAGEMENT" with reference to "GAIL(India) limited" has been carried out by K. DURGA PAWAN KUMAR under my guidance and the project report has not been submitted to any other university or institution any time before.


DR. B. LOYA

(Head of the Department)


P. PAVANI

(Project guide)


External Guide

2.2.4 Objectives (11/11/2017)

The first step of the process of EDM is to establish objectives that EDM attempts to accomplish. EDM objectives refer to favourable target so aims to be achieved in future in relation to managing employee discipline.

Objectives are an integral part of any EDM programme. EDM should focus on achieving following objectives:

- ✓ To develop self-control among all the employees.
- ✓ To encourage employees to meet established rules of behaviour.
- ✓ To protect the organization from illegal and harmful actions of employees.
- ✓ To protect the life of an employee from illegal and harmful actions of an other employee or a group of other employees .

L. Keubhmann
COORDINATOR

SUMMARY

With reference to the study findings obtained under the analysis of the collected data, the researcher makes conclusions with respect to each research question as the data was collected based.

The study concludes that the current code of discipline is effective and this has led to increased employees' knowledge, broadened employees' perspective, extended the application of knowledge to work and has led to promotion of employees.

The study concludes that the disciplinary procedures at the County Education Office Human Resource Department in Turkana County are satisfactory and this was found to be so in that the procedures were in place, the employees were satisfied with the procedures, for they know the contents of the document, the management recognized the employees suggestions and that individual effort were recognized in the

L. Leishman

COORDINATOR