



# **Symbiosis Institute of Business Management, Hyderabad**



**Symbiosis International (Deemed University), Pune**

**Industrial Visit**

**BHARAT HEAVY ELECTRICALS LIMITED, HYDERABAD**

**Date:- July 17, 2019**

On July 17, 2019, the students of Symbiosis Institute of Business Management, Hyderabad had the privilege of visiting Bharat Heavy Electricals Limited (BHEL), Hyderabad. BHEL is a Public Sector Undertaking (PSU) Maharatna company. BHEL manufactures variety of electrical, electronic and mechanical equipment for all sectors, including transmission, transportation, oil and gas and other allied industrial. The students visited the Human Resource Development Centre (HRDC) and were introduced to Mr. Srinivas Naidu, Deputy Engineer, Human Resource Development Centre (HRDC). Mr. Naidu has been a part of BHEL for 10 years and has vast experience related to the functions of HRDC.

### **The Vision of the Company:-**

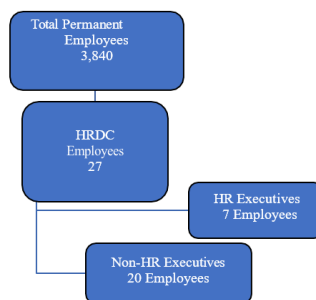
A global engineering enterprise providing solutions for a better tomorrow.

### **The Mission of the Company:-**

Providing sustainable business solutions in the fields of Energy, Industry & Infrastructure.

Mr. Naidu opines, “HRDC aids in designing the employees with the Vision and Mission. Every employee should be trained with the vision and mission”. He briefed the students about the various HR functions. They are as follows-

### **Establishment:-**



**Figure 1: Organization Structure of HRDC**

As shown in figure 1, there are 3,840 permanent employees in Hyderabad of which the executive function consists of 7 coordinators who acts as a bridge to guide the employees.

#### ➤ **Welfare:**

The welfare function is responsible for monitoring of the in and out timings of the employees through the bio matric system. It is also concern with the issues related to retirement, pension and medical benefits.

#### ➤ **Industrial relations (IR):**

Handles contractual employees. The trade Union issues are dealt by the IR Department.

#### ➤ **Recruitment:**

Computer based test, recruitment test, interviews and certificate verifications are all taken care by the recruitment function.

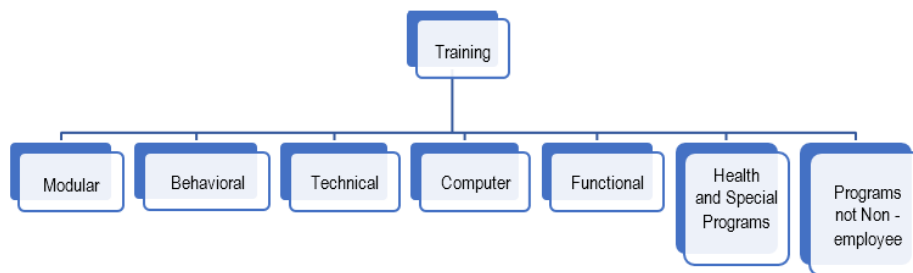
➤ **Learning and Development (L&D):**

L&D assigns new employees into different department and trains them according to the vision and mission. The department strives in orienting them toward the organizational goals.



*Figure 2: Mr. Naidu explaining the HRDC functions to the students*

The HRDC indulges in several training models such as:-



*Figure 3: Types of Training conducted in BHEL*

HRDC plays a major role in the functioning of the company. It helps in upgrading the skills of the employees. Through this visit the students were able to witness the practical workings of the organization and could relate it to the theories taught in classrooms. The visit proved to be fruitful for the students and would greatly help in molding them into corporate ready professionals



*Figure 4: The students with Mr. Naidu and Dr. P V S Sai at HRDC Department of BHEL, Hyderabad*