

A STUDY ON H R AUDIT IN ORGANIZATION SYSTEMS OF BHEL HYDERABAD

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ABSTRACT

The aim of the study is to measure the maturity level of subsystems in the organization which is a kind of HRD AUDIT. Maturity level of the subsystems indicates the efficiency and effectiveness of the HR sub systems. HRD score card is the instrument used to measure the maturity level of each of the '15' sub systems existing in BHEL. Each subsystem is assessed at a '10' point rating scale. BHEL as one of the leading public sector company has been conducting AUDIT activities

From the analysis it is observed that of all the '15' sub systems job rotation/transfers and career planning systems are found to be at moderate maturity level and welfare management, health management, Industrial Relations systems are at high maturity level. There are no sub systems exist in the organization which are either at high maturity level or at low maturity level.

It is concluded that BHEL has efficient welfare measures, health management, and corporate social responsibility systems existing in the organization. The organization is advised to strategically focus on job rotations and career planning systems as they are at low maturity level compared. Though the HR systems existing in BHEL are at an average maturity level, in future the organization should focus on the systems to improve them to high maturity level.

KEYWORDS: HR Audit, BHEL, Hyderabad