

## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**ADARSH P**

**Student Id: 19005435**

**Reg no: B1923001**

Under the Guidance of

**SANJANA S**

Assistant Professor



# **M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1, 17<sup>th</sup> main, 2nd Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

(d) Other Non-Current Liabilities	117490	71009	117994
Subtotal – C	2843524	2609794	2676336
Total Equity and Liabilities- (A+B+C)	5042568	4766073	5052381

## NUMBER OF PEOPLE EMPLOYED

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

## STUDENT'S OPINION

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry

*Shamada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



Current Liabilities	23.34%
Trade Receivables	13.69 %
Trade Payables	43.52 %
Current Ratio	5.32

### NUMBER OF PEOPLE EMPLOYED

There are 200 – 300(approximately) employed in the company.

### STUDENT OPINION

The industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. Visiting a industry gives us a practical perspective on the world of work.



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Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a **professional degree**. It is a part of college curriculum and objective of the industrial visit is to **provide student an insight** regarding internal working of companies. We know theoretical **knowledge is not enough** for making a good professional career.

**With an aim to go beyond** academics, industrial visit provides student a practical perspective **into the world of working** environment of organization

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**Student Id: 19005436**

**Reg no: B1923002**

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**Assistant Professor**



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## ***HUMAN RESOURCE DETAILS:***

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**Reg no: B1923003**

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design and manufacture of the aircraft the project will benefit those who have interest in the instrument and will provide the reader the deeper knowledge of the topic.

## NUMBER OF PEOPLE EMPLOYED

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**AMOGH.M.S**

**Student Id: 19005438**

**Reg no: B1923004**

Under the Guidance of

**SANJANA.S Assist prof MES Institute Of Management**



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**STUDENT OPINION**

We had been to industrial trip to HAL .There we had learnt many things basically we had no idea regarding how HAL works. There we were permitted to museum there we went through the history of HAL which was a great experience to visualize those pictures and a demo of jets were placed out there with which we got a idea regarding size of fighter jets. And vedio regarding advanced technologies of flights were displayed in projector which we had experienced visually and learnt a bit on how exactly HAL works

sharada S

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### OBJECTIVES OF HRM

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about over all organizational effectiveness.
- \* Societal objectives to be ethically and socially responsible to the needs and challenges of society while minimizing the negative impact.
- \* Functional objectives to maintain the departments contribution at a level where it serves the organizations needs tailoring the departments according to the requirement of the organization.

### **STUDENT OPINION**

We had been taken out for a industrial visit to KSICL .We had enjoyed a lot during this both in means of entertainment and learning process.KSICL is a reputed industry in India.its sarees goes all price to almost 10lakhs .the process is also very systematically arranged in industry and we students had zero knowledge regarding how sarees are actually made .The way the put colour ,the process they follow was very attractive to look and even staff were very friendly even they showed keen interest in helping us to clear our doubts.

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### STUDENT OPINION

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. And even in industry when we had been taken for visit the guide at KSICL said some interesting facts about sandalwood tree which we had been of no idea regarding those facts

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**ARPITHA.K**

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## NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE DETAILS

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MYSORE SANDAL OIL

## STUDENT OPINION



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**ARUN KUMAR.K**

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**Reg no: B1923006**

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B) Total O/S dues of creditors other than micro enterprises and small enterprises	261393	165746	157092
Sub Total-Trade payables	262906	166560	157092
III Other Financial Liabilities	177559	147932	111955
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Today the faster growing sector is the aviation sector and is likely to be a boon for the entire job market. It deals with the manufacture, design and development of air craft.

The project is based on the instruments that are used in the manufacture of the various aircrafts. A deep knowledge of these instruments is crucial in the perfect

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# MYSORE SILK SAREE *Mysore Silk*

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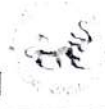
*Sharda S*

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## MYSORE SANDALWOOD OIL DIVISION



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**BHUVAN.P**

**Student Id: 19005442**

**Reg no: B1923008**

Under the Guidance of

**M.S SANJANA .S**

Assistant Professor



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MYSORE SANDAL OIL



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Assistant Professor, MES Institute of Management



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1, 17<sup>th</sup> main, 2nd Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

*STUDENT OPINION*

This industrial visit was very helpful to me. I learnt many things from this it is very much helpful for my studies which we could relate for particular subject and understand in a better way. We can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. Visiting a industry gives you a practical perspective on the world of work.

*Sharda S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## KARNATAKA SOAPS & DETERGENTS LIMITED

### STUDENT OPINION

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*sharada.s*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**CHETHAN.G**

**Student Id: 19005446**

**Reg no: B1923012**

Under the Guidance of

**Mr.SURESH.S.PATIL**

Assistant Professor



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6-SCOPE Award for Excellence and Outstanding Contribution to the Public Sector Management-2011-12 Institutional Category I (Maharatna & Navratna PSEs) by President of India at the Standing Conference of Public Enterprises.

7-SCOPE Meritorious Award for R&D, Technology Development and Innovation for the year 2012-13.

8-41st EEPC Southern region Export Award for 'Excellence in Export of Engineering Services' for the year 2016-17.

9-Dun & Bradstreet PSU Award-2018 under "Heavy & Medium Engineering" Category.

10-"Gold Trophy" in recognition of outstanding contribution to Skill Development in "Best PSU- Public Sector Training Programme" category, during the Summit-cum-Awards function on Skilling India, organized by ASSOCHAM for the year 2018.

11-"Make in India Excellence for UDAN" Award during "Aero MRO India 2018".

12-IEI Industry Excellence Award 2018 for demonstrating highest order of Business Excellence.

13-"Governance Now" 6th PSU Award for Technology Adaptation under Navratna Category for the year 2018.

14-Gold Award "Apex India CSR Excellence Awards 2018" in the Aerospace Sector for outstanding achievement in CSR Management for the Kumudavathi River Rejuvenation project by the Apex India Foundation.



Principal

M.F.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



### OBJECTIVES OF HRM

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about overall organizational effectiveness.
- \* Societal objectives to be ethically and socially responsible to the needs and challenges of society while minimizing the negative impact.
- \* Functional objectives to maintain the departments contribution at a level where it serves the organizations needs tailoring the departments according to the requirement of the organization.

### **STUDENT OPINION**

We had been taken out for an industrial visit to KSICL .KSICL is a reputed industry in India.Its sarees goes all price to almost 10lakhs .The process is also very systematically arranged in industry and we learnt the production process of sarees the scientific methods ,costing methods,quality control measures and HR policy of the industry.We had the opportunity to witness the practical perspective of theoretical knowledge.



Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## STUDENT OPINION

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. And even in industry when we had been taken for visit the guide at KSICL said some interesting facts about sandalwood tree which we had been of no idea regarding those facts

sharada S

Principal

M.E.S. Institute of Management  
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## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**DEEPIKA G**

**Student Id: 19005448**

**Reg no: B1923014**

Under the Guidance of

**SURESH S PATIL**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

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## NUMBER OF PEOPLE EMPLOYED

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

### *STUDENT'S OPINION*

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry

*Shardale S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## STUDENT OPINION

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*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 16.



# MYSORE SANDALWOOD OIL DIVISION



Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

## STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

*Shamala*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

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Bengaluru Central University

BY

**DEVCHANDAN.L**

**Student Id: 19005449**

**Reg no: B1923015**

Under the Guidance of

**SURESH S PATIL**

Assistant Professor



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## ***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

## ***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry.

*Charada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

The first thing I learn is that ,we haven't learnt anything in college. This industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visiting a industry gives you a practical perspective on the world of work.

*Shamala S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





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Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

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**Bachelor of Business Administration**



**Bengaluru Central University**

Submitted By

**DILEEP.S.S**

**Student Id: 19005450**

**Reg no: B1923016**

Under the Guidance of

**Mr. SURESH S PATIL**

**Assistant Professor, MES Institute of Management**



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- Performance Management: Performance Appraisal Report, PAP and promotion.
- Factory Management: Welfare Section includes activities like first aid, all factory acts, disinvestment, uniform, shoes allowance, stitching charges, dangers, biometrics, sodexo coupon, contract labors all benefits like ESI, PF, Pension etc.
- Talent management: Recruitment, Training, Job Transfer, Job rotation and competence development.

## STUDENT OPINION

The project is based on the instruments that are used in the manufacture of the various aircrafts .A deep knowledge of these instruments is crucial in the perfect design and manufacture of the aircraft the project will benefit those who have interest in the instruments and will provide the reader the deeper knowledge of the topic. The joy of playing has fascinated the human race for centuries defense avoidance major and Navratna PSU HAL is the business of building a whole range of manufactures aircraft helicopters and jet trainers. It is success in the design and development of aircraft Tejas and advanced flight helicopter Dhruv has won admiration. HAL is the backbone of of India's air defense and continuous to who occupied the strategic importance reflecting a new pace of growth.

*sharada*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

KSDL will remain a household name to the people of India. Their ambition has always been and will continue, to make soap, oil, detergents, for the family of all around the country. And bring new brand extension to suit the need of traditional modern scenario. Its giant infrastructure and network people working towards a common goal to give the customer service and value that he deserves through relentless search for quality and pursuit of excellence looking towards the next century. After analyzing the overall performance of the present and past year working, a few short coming have been notice. Though the company is doing well overall, a little more care taken about same of the aspect of inventory management will add to the profitability of the company. Almost all quality improvement comes via simplification of design, manufacturing, layout process and procedures. The two parameter is working for the company one is brand and secondly the brand loyal customers. In this research we understood the overall position of the company and also how the company overcome from their Competitors and short coming.

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

sold by the KSIC will come with the logo IPI meaning intellectual property India.

- KSIC is also the first state govt enterprise to get a logo from the geographical indication registry(GIR).
- The KSIC have the patent rights of mysore silk brand and no other organization can use other silk products.

## STUDENT OPINION

From the study conducted regarding "Study of Organization" I feel that the existing system is satisfactory. KSIC has rightly recognized that the quality of man power ultimately determines the success of the organization & to improve the man power quality, it is organizing several programmers' to its employees. Though the organization efforts in the area are appreciated it is felt that there is scope for improvement in the organization. This is one of the finest pure silk saree manufacture in the Silk factory. World Fame authentic pure silk wild collecting grade price especially for wedding. Very much attractive methods to come to know through the techniques and materials changing with customers taste and preference. It is holding a better quality e in saree and maintaining it's great even though it has many competitors.



Principal

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Bachelor of Business Administration



**Bengaluru Central University**

By

**GRISHMA.G**

**Student Id: 19005451**

**Reg no: B1923017**

Under the Guidance of

**VINUTHA.T.N**

Assistant Professor



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## NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE DETAILS

Number of people employed in HAL is 55,000.

### *HUMAN RESOURCE DETAILS:*

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

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Rajajinagar, BANGALORE - 10.



MYSORE SANDAL OIL



## STUDENT OPINION

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Principal

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M.E.S. INSTITUTE OF MANAGEMENT RAJAJINAGAR



## **Practical Record**

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Bachelor of Business Administration



Bengaluru Central University

By

**HARSHITH.V**

**Student Id: 19005452**

**Reg no: B1923018**

Under the Guidance of

**Ms.VINUTHA.T.N**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

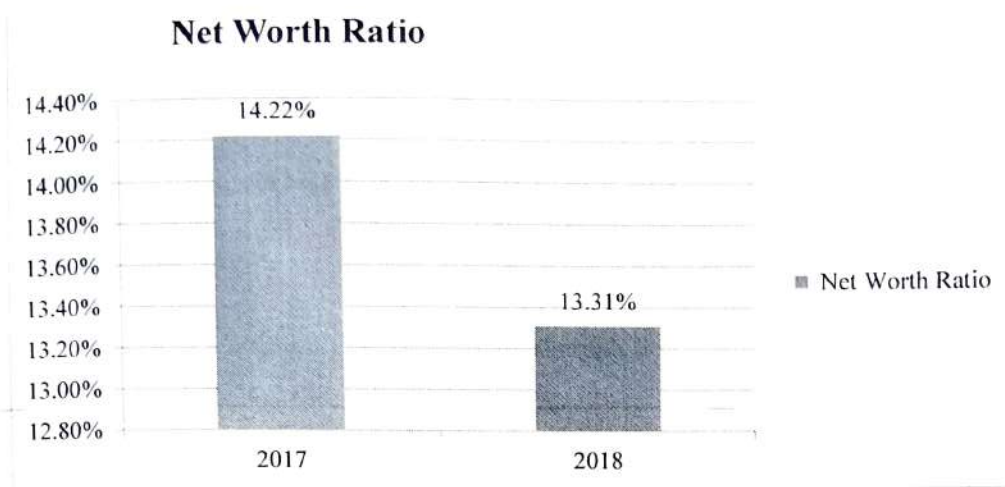
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Tel+91-08-23128321



# HINDUSTAN AERONAUTICS LIMITED (HAL)



## **DEPARTMENT DETAILS:-**

Hindustan Aeronautics Limited (HAL) was formed on 1 October 1964 when Hindustan Aircraft Limited joined the consortium formed in June by the IAF Aircraft Manufacturing Depot, Kanpur (at the time manufacturing HS748 under licence) and the group recently set up to manufacture MiG-21 under licence (with its new factories planned in Koraput, Nasik and Hyderabad). Though HAL was not used actively for developing newer models of fighter jets, except for the HF-24 Marut, the company has played a crucial role in modernisation of the Indian Air Force. In 1957 company started manufacturing Bristol Siddeley Orpheus jet engines under licence at new factory located in Bangalore.

## **ADDRESS LOCATED :-**

HAL old airport road, HAL airport area, Bengaluru, Karnataka 560017

Contact number :- 08022318341

## **NUMBER OF PEOPLE EMPLOYED :- 32108**

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10





CURRENT ASSETS	33.40%
CURRENT LIABILITIES	50.24%
TRADE RECEIVABLES	18.48%
TRADE PAYABLES	371.47%
CURRENT RATIO	3.12

**DEPARTMENT DETAILS:-**

Government Sandalwood Oil Factory  
Oil refinery in Mysore, India

**Address:** Kuvempu Nagar 2nd Stage, Ashokapuram, Mysuru, Karnataka 570008

**Phone:** 080 2337 1104

**NUMBER OF EMPLOYEES IN KSDL:- 542**

**STUDENT OPINION**

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



- Jayanagar

## II. MYSORE

- Mananthody Road
- Zoo Main Road-Indiranagar
- K.R.Circle
- Indiranagar
- J.L.B Road

## III. Chennapattana

## IV. Chennai

## V. Hyderabad

## VI. Dhavangere

### *Number Of Employees*

The Total Number of the employees in KSIC Ltd according to 2018 was 845

*Sharada S*

Principal

MES Institute of Management

Highway, ANGALE-5810



## **Practical Record**

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**Bachelor of Business Administration**



**Bengaluru Central University**

Submitted By

**HEMAVATHI.S**

**Student Id: 19005453**

**Reg no: B1923019**

Under the Guidance of

**Ms. Vinutha T.N.**

Assistant Professor, MES Institute of Management



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## HINDUSTAN AERONAUTICS LIMITED

### *STUDENT OPINION*

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Principal

M.E.S. Institute of Management  
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M.E.S. Institute of Management  
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*Sharada S*

Principal

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Rajajinagar, BANGALORE - 56





## **Practical Record**

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**Bengaluru Central University**

Submitted By

**JITHAMITHRA.S**

**Student Id: 19005454**

**Reg no: B1923020**

Under the Guidance of

**Ms. Vinutha T.N.**

**Assistant Professor, MES Institute of Management**



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*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10



## **STUDENT OPINION**

KSDL will remain a household name to the people of India. Their ambition has always been and will continue, to make soap, oil, detergents, for the family of all around the country. And bring new brand extension to suit the need of traditional modern scenario. Its giant infrastructure and network people working towards a common goal to give the customer service and value that he deserves through relentless search for quality and pursuit of excellence looking towards the next century. After analyzing the overall performance of the present and past year working, a few short coming have been notice. Though the company is doing well overall, a little more care taken about some of the aspect of inventory management will add to the profitability of the company. Almost all quality improvement comes via simplification of design, manufacturing, layout process and procedures. The two parameter is working for the company one is brand and secondly the brand loyal customers. In this research we understood the overall position of the company and also how the company overcome from their Competitors and short coming.

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10



### TREATS

- Threats from the neighbours states
- Change in government policy.

### ACHIEVEMENTS

- The Karnataka silk industries corporation (KSIC) has been awarded the certificate of geographical indication for Mysore silk. All Mysore silk sarees sold by the KSIC will come with the logo IPI meaning intellectual property India.
- KSIC is also the first state govt enterprise to get a logo from the geographical indication registry(GIR).
- The KSIC have the patent rights of mysore silk brand and no other organization can use other silk products.

### STUDENT OPINION

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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE.



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An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
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Bachelor of Business Administration



Bengaluru Central University

By

**KAMAL. S**

**Student Id: 19005455**

**Reg no: B1923021**

Under the Guidance of

**VINUTHA T.N**

Assistant Professor

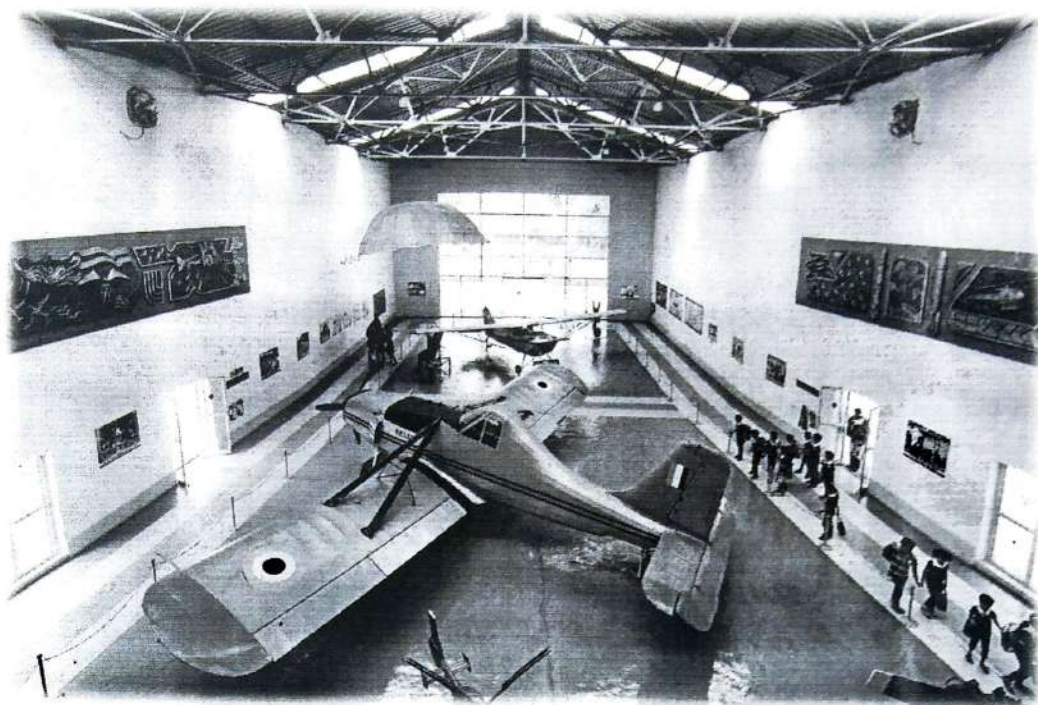


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Tel+91-08-23128321



***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge. We got an opportunity to observe and learn as to how theoretical concepts are put into action thereby facilitating practical learning. We got exposure to real working environment in the manufacturing industries. Hence it gave us a great experience to see the working of the industry and enhance our knowledge.

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 12



## STUDENT OPINION

The industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visitinga industry gives us a practical perspective on the world of work.

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10



## STUDENT OPINION

Industrial visit has its own importance in a academic growth of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know that theoretical knowledge is not enough for making a good professional career and through this industrial visit , I obtained a practical exposure to the working environment of organization.

*Shanab S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

BY

**KARUNAKSHI.R**

**Student Id: 19005456**

**Reg no: B1923022**

Under the Guidance of

**VINUTHA T.N**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1,17<sup>th</sup> main, II Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge we got observe and learn as to how theoretical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry.

*sharda.s*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

The first thing I learn is that ,we haven't learnt anything in college. This industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visiting a industry gives you a practical perspective on the world of work.



Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## STUDENT OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**KAVERI.S**

**Student Id: 19005457**

**Reg no: B1923023**

Under the Guidance of

**VINUTHA.T.N**

Assistant Professor



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Vidyavihara #25/1, 17<sup>th</sup> main, Block, Rajajinagar, Bengaluru-560010


Tel+91-08-23128321

### ***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

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Principal

M.E.S. Institute of Management  
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*sharada .S*

Principal

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Rajajinagar, BANGALORE - 10.





MYSORE SANDAL OIL

## STUDENT OPINION

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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



M.E.S. INSTITUTE OF MANAGEMENT RAJAJINAGAR



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

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Bachelor of Business Administration



Bengaluru Central University

By

**KAVITHA BISHNOLJ**

**Student Id: 19005458**

**Reg no: B1923024**

Under the Guidance of

**VINUTHA.T.N**

Assistant Professor



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Tel+91-08-23128321

## NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE DETAILS

Number of people employed in HAL is 55,000.

### *HUMAN RESOURCE DETAILS:*

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

### *STUDENT OPINION*

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*Sharaab S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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Rajajinagar, BANGALORE - 10.





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*Shanaka S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



M.E.S. INSTITUTE OF MANAGEMENT RAJAJINAGAR

## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

**BY**

**KEERTHANA.K**

**Student Id: 19005459**

**Reg no: B1923025**

**Under the Guidance of**

**POORNIMA G.M**

**Assistant Professor**



**M.E.S INSTITUTE OF MANAGEMENT**

**(Affiliated to Bengaluru Central University)**

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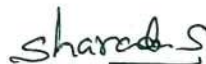
**Tel+91-08-23128321**

***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry.

A handwritten signature in black ink, appearing to read 'shardas'.

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

This industrial visit was very helpful to me .I learnt many things as a practical from this which helped for my studies and to understand in better way. We can relate the activities of industry like production process, history of industry, management system of industry for our theory subjects. It also helped me to develop my skills and talent. They provided us all the clear information and clarified all our doubts. Though I studied the theory this visit make me to learn how the particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visiting a industry gave me a practical perspective on the world of work.

*Sharda S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

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*Sharmada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the

Requirement for the award of degree of

Bachelor of Business Administration



**Bengaluru Central University**

By

**KRUTHIKA NANDANA PRABHU D**

Student Id: 19005460

Reg no: B1923026

Under the Guidance of

**POORNIMA G M**

Assistant Professor



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(d) Other Non-Current Liabilities	117490	71009	117994
Subtotal – C	2843524	2609794	2676336
Total Equity and Liabilities- (A+B+C)	5042568	4766073	5052381

**NUMBER OF PEOPLE EMPLOYED**

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

***STUDENT'S OPINION***

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry



Principal

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Rajajinagar, BANGALORE - 10.



Trade Receivables	13.69 %
Trade Payables	43.52 %
Current Ratio	5.32

## NUMBER OF PEOPLE EMPLOYED

There are 200 – 300 (approximately) employed in the company.

## STUDENT OPINION

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*Shamala S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## MYSORE SANDALWOOD OIL DIVISION

Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

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*Shamada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

BY

**KUMAR SWAMY.N**

**Student Id: 19005461**

**Reg no: B1923027**

Under the Guidance of

**POORNIMA G.M**

Assistant Professor



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Tel+91-08-23128321

**HUMAN RESOURCE DETAILS:**

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

**STUDENT OPINION**

Industrial visit offered me a great source to gain practical knowledge we got observe and learn as to how theoretical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry.

*Shanoba S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

This industrial visit was very helpful to me .I learnt many things as a practical from this which helped for my studies and to understand in better way. We can relate the activities of industry like production process, history of industry, management system of industry for our theory subjects. It also helped me to develop my skills and talent. They provided us all the clear information and clarified all our doubts. Though I studied the theory this visit make me to learn how the particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visiting a industry gave me a practical perspective on the world of work.



Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 1U.





## **Practical Record**

An Industrial Visit report submitted to Bangalore Central University in partial fulfillment  
of the

Requirement for the award of degree of

Bachelor of Business Administration



Bangalore Central University

**MADHU. G**

**StudentId:19005462**

**Regno:B1923028**

Under the Guidance of

**POORNIMA.G.M**

Assistant Professor



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Tel+91-08-23128321



## NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE DETAILS

Number of people employed in HAL is 55,000.

### ***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

### ***STUDENT OPINION***

I had been to industrial trip to HAL .I learned many things in this visit. There we were permitted to visit museum to understand the working process which was a great experience to visualize those process and a demo of jets were placed out. I got a idea regarding size of fighter jets and vedio regarding advanced technologies of flights. I learnt a bit on how exactly HAL works

*Sharaals*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



M.E.S. INSTITUTE OF MANAGEMENT RAJAJINAGAR



## STUDENT OPINION

We had been taken out for a industrial visit to KSICL .I understood working process of KSICL. KSICL is a reputed industry in India.its sarees will be sold all over the places with price more than 10lakhs. The process is also very systematically arranged in industry which helped me to understand manufacturing process easily which helped me to gain practical knowledge for my studies.

*sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

We had been taken for visit the KSDL. In this visit I understood that KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. I got information about the preparation of the products and some interesting facts about sandalwood tree which I have no idea regarding the usage.

*sharada-s*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of  
the

Requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**MAHANTESH G ANGADI**

**Student Id: 19005463**

**Reg no: B1923029**

Under the Guidance of

**POORNIMA G M**

Assistant Professor



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**NUMBER OF PEOPLE EMPLOYED**

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

***STUDENT'S OPINION***

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry

*Sharaada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## STUDENT OPINION

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*sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## MYSORE SANDALWOOD OIL DIVISION

Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

*Sharmala S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the  
requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

By

**MANISH AGARWAL A**

**Student Id: 19005464**

**Reg no: B1923030**

Under the Guidance of

**Ms. POORNIMA G.M**

Assistant Professor



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Tel+91-08-23128321



***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge. We got an opportunity to observe and learn as to how theoretical concepts are put into action thereby facilitating practical learning. We got exposure to real working environment in the manufacturing industries. Hence it gave us a great experience to see the working of the industry and enhance our knowledge.

*sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

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*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial  
fulfillment of the

Requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**MANOJ H N**

**Student Id: 19005465**

**Reg no: B1923031**

Under the Guidance of

**POORNIMA G M**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

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Tel+91-08-23128321

**NUMBER OF PEOPLE EMPLOYED**

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***STUDENT'S OPINION***

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Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

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*Sharada S.*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of  
Bachelor of Business Administration



Bengaluru Central University

By

**MANOJ.S**

**Student Id: 19005467**

**Reg no: B1923033**

Under the Guidance of

**Ms. SHAHENAZ BANU S**

Assistant Professor

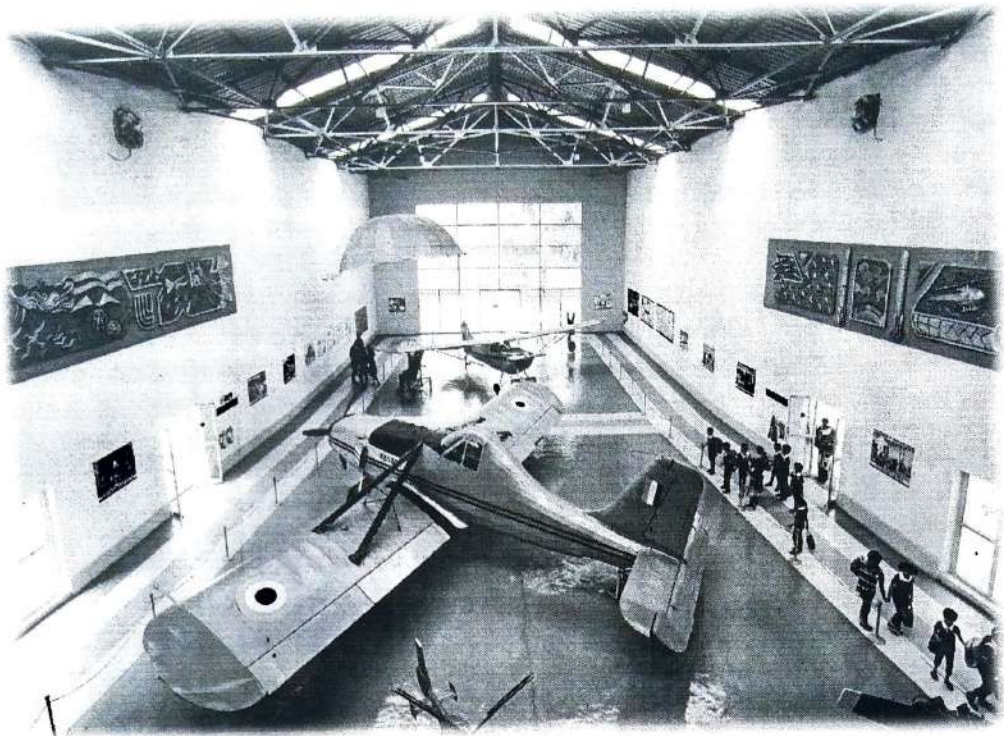


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Tel+91-08-23128321



## *STUDENT OPINION*

Industrial visit offered me a great source to gain practical knowledge. We got an opportunity to observe and learn as to how theoretical concepts are put into action thereby facilitating practical learning. We got exposure to real working environment in the manufacturing industries. Hence it gave us a great experience to see the working of the industry and enhance our knowledge.

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

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*sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

Industrial visit has its own importance in a academic growth of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know that theoretical knowledge is not enough for making a good professional career and through this industrial visit , I obtained a practical exposure to the working environment of organization.

*Shameela S.*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

BY

**MEGHA.M**

**Student Id: 19005459**

**Reg no: B1923025**

Under the Guidance of

**Ms SHAHENAZ BANU S**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

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**HUMAN RESOURCE DETAILS:**

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

**STUDENT OPINION**

Industrial visit offered me a great source to gain practical knowledge we got observe and learn as to how theoretical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry.

*Sharda S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

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With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

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## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial  
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requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

By

**MUDASIR PASHA**

**Student Id: 19005469**

**Reg no: B1923035**

Under the Guidance of

**SHAHENAZ BANU S**

Assistant Professor



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(d) Other Non-Current Liabilities	117490	71009	117994
Subtotal – C	2843524	2609794	2676336
Total Equity and Liabilities- (A+B+C)	5042568	4766073	5052381

**NUMBER OF PEOPLE EMPLOYED**

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

***STUDENT'S OPINION***

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry



Principal  
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Rajajinagar, BANGALORE - 10.



Trade Receivables	13.69 %
Trade Payables	43.52 %
Current Ratio	5.32

## NUMBER OF PEOPLE EMPLOYED

There are 200 – 300(approximately) employed in the company.

## STUDENT OPINION

The industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. Visitinga industry gives us a practical perspective on the world of work.

*Sharada S*

Principal

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Rajajinagar, BANGALORE - 10.





## MYSORE SANDALWOOD OIL DIVISION

Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

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*Shamala S*

Principal

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Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bangalore Central University in partial fulfillment  
of the

Requirement for the award of degree of  
Bachelor of Business Administration



Bangalore Central University

By

**N.MANOJ KIRAN**

**Student Id: 19005466**

**Reg no: B1923032**

Under the Guidance of

**POORNIMA G.M**

Assistant Professor



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*sharada S.*  
Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 560010.



Operating Revenue	INR 100cr – 500cr
EBITDA	15.86%
Net worth	4.97%
Debt/Equity Ratio	0.00
Return on Equity	4.77%
Total Assets	7.12%
Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

**STUDENT OPINION**

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*Shanab S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the requirement for the award of degree of Bachelor of Business Administration



**Bengaluru Central University**

By

**NAVEEN.M**

**Student Id: 19005470**

**Reg no: B1923036**

**Under the Guidance of**

Assistant Professor

**Ms SHAHENAZ BANU S**



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### *STUDENT OPINION*

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*sharada.S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*Shanada.S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 1u.



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*Sharada.S*

Principal

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Rajajinagar, BANGALORE - 10.

## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of  
**Bachelor of Business Administration**



**Bengaluru Central University**

By

**NEERAJ HIRAWATH**

**Student Id: 19005471**

**Reg no: B1923037**

Under the Guidance of

**Ms. SHAHENAZ BANU S**

Assistant Professor

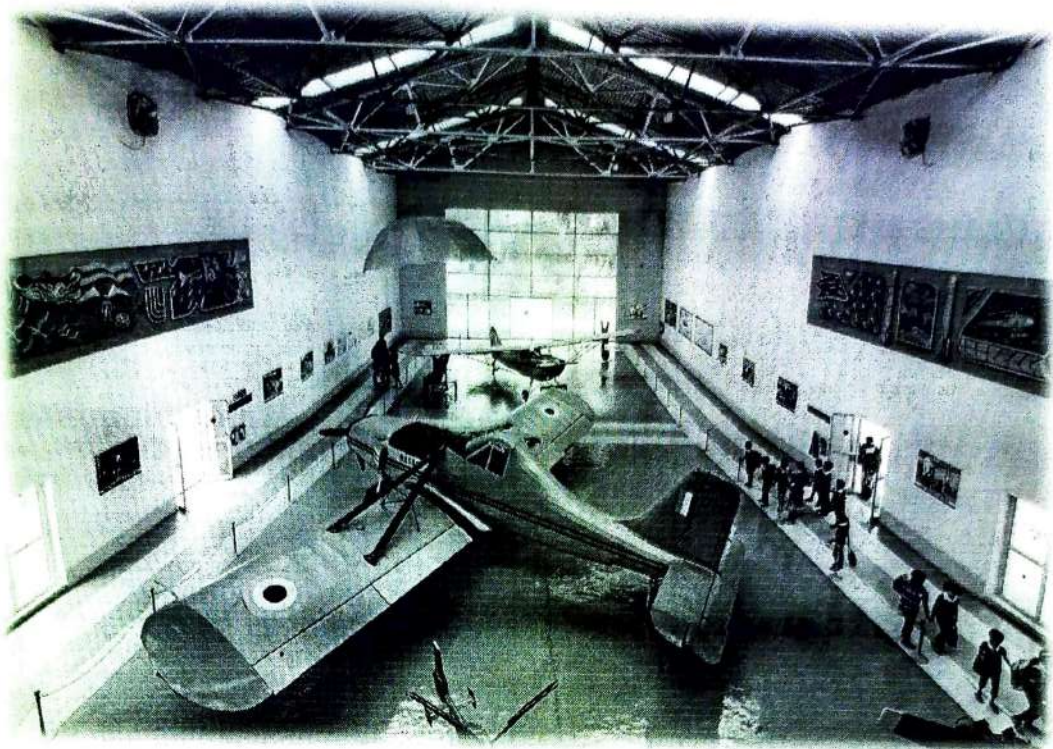


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Rajajinagar, BANGALORE - 10.



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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the requirement for the award of degree of Bachelor of Business Administration



**Bengaluru Central University**

By

**NIKHIL GOWDA R**

**Student Id: 19005472**

**Reg no: B1923038**

Under the Guidance of

**Ms. SHAHENAZ BANU.S Assist prof MES Institute Of Management**



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**STUDENT OPINION**

We had been to industrial trip to HAL. There we had learnt many things basically we had no idea regarding how HAL works. There we were permitted to museum there we went through the history of HAL which was a great experience to visualize those pictures and a demo of jets were placed out there with which we got a idea regarding size of fighter jets. And video regarding advanced technologies of flights were displayed in projector which we had experienced visually and learnt a bit on how exactly HAL works

*Shraddha S*  
Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10



### OBJECTIVES OF HRM

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about overall organizational effectiveness.
- \* Societal objectives to be ethically and socially responsible to the needs and challenges of society while minimizing the negative impact.
- \* Functional objectives to maintain the departments contribution at a level where it serves the organizations needs tailoring the departments according to the requirement of the organization.

### STUDENT OPINION

We had been taken out for an industrial visit to KSICL. We had enjoyed a lot during this both in terms of entertainment and learning process. KSICL is a reputed industry in India. Its sarees go all the way up to almost 10 lakhs. The process is also very systematically arranged in industry and we students had zero knowledge regarding how sarees are actually made. The way they put colour, the process they follow was very attractive to look at and even staff were very friendly even they showed keen interest in helping us to clear our doubts.

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## STUDENT OPINION

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. And even in industry when we had been taken for visit the guide at KSICL said some interesting facts about sandalwood tree which we had been of no idea regarding those facts

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
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requirement for the award of degree of  
Bachelor of Business Administration



Bengaluru Central University

By

**NIRMAL R**

**Student Id: 19005473**

**Reg no: B1923039**

Under the Guidance of

**Ms. SHAHENAZ BANU S**

Assistant Professor

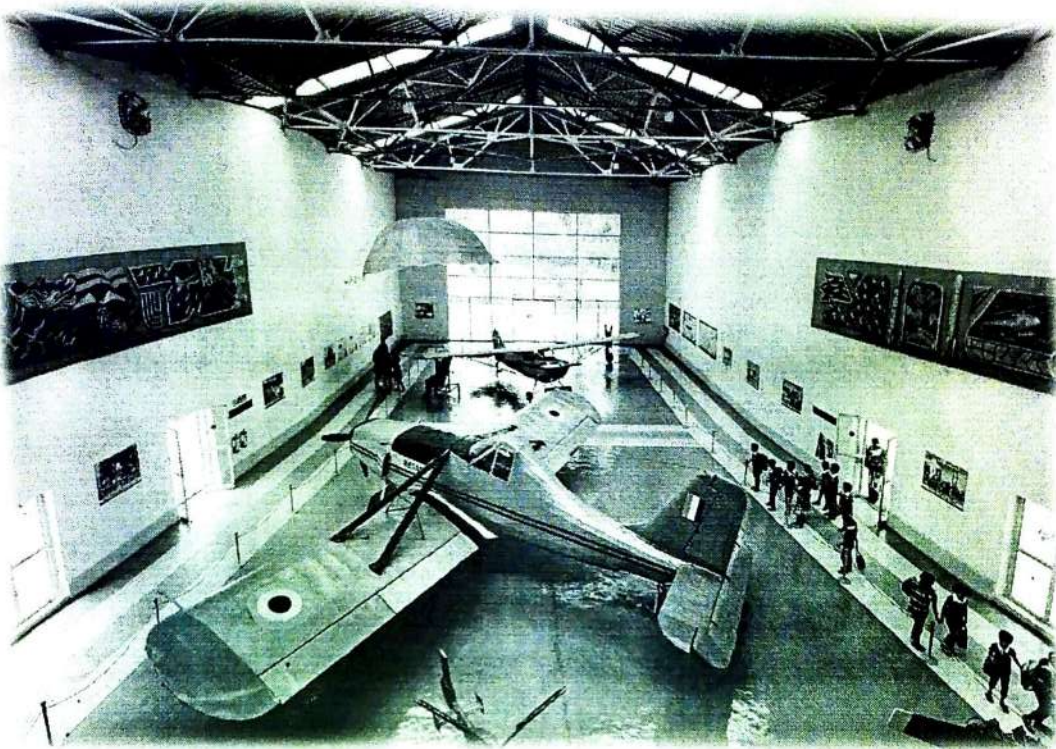


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*Charada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

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Principal

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## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
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Bachelor of Business Administration



Bengaluru Central University

By

**PAVAN.K.P**

**Student Id: 19005474**

**Reg no: B1923040**

Under the Guidance of

**Ms. SHAHENAZ BANU .S**

Assistant Professor



***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*Shanale S*

Principal

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Bachelor of Business Administration



Bengaluru Central University

By

**PRAJWAL.P. KULKARNI**

**Student Id: 19005476**

**Reg no: B1923042**

Under the Guidance of

**SUSHMITHA V**

Assistant Professor

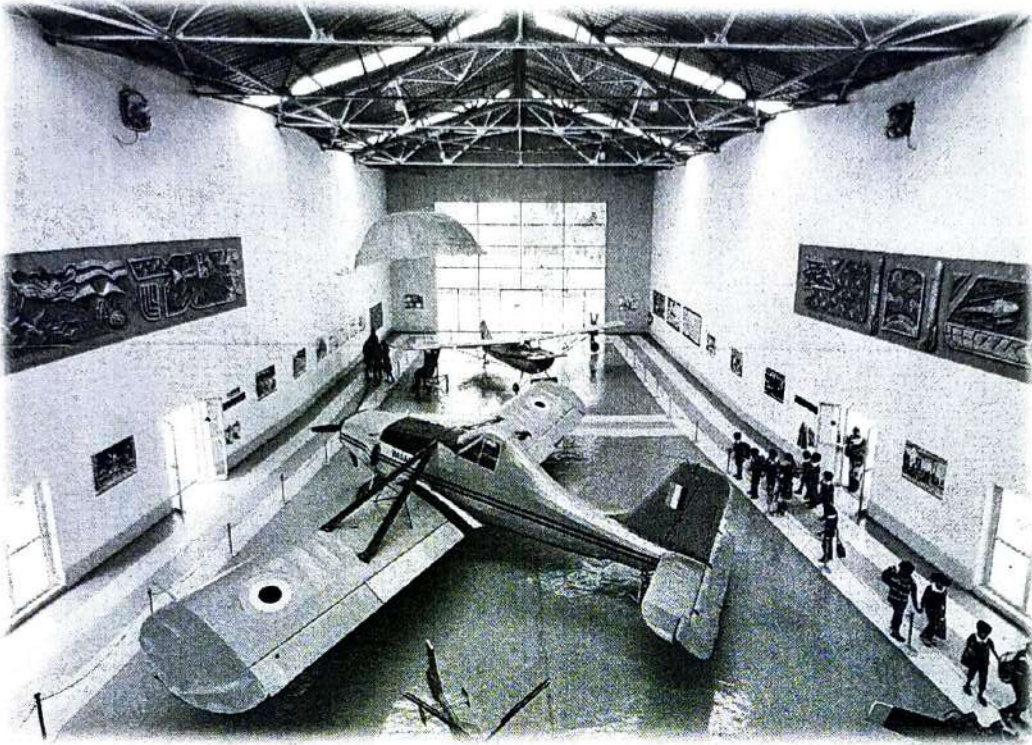


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Tel+91-080-23128321



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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 16

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Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

Bachelor of Business Administration



**Bengaluru Central University**

By

**PRATHAM PAREEK**

**Student Id: 19005477**

**Reg no: B1923043**

Under the Guidance of

**SUSHMITHA.V**

Assistant Professor



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## STUDENT OPINION

The objective of an industrial visit is to provide us an insight regarding internal working of the company. We understand that theoretical knowledge is not enough for a successful professional career .with an aim to go beyond academics industrial visit provides students a practical perspective of the work place

HAL is one of the Asia's largest aerospace company. as the company philosophy corporate governance is based on the principle of transparency, compliance of law ,procedures & adhering to the values and business ethics

It has limited customer base and all the raw material of the company is based on the foreign countries .employees are not satisfied with the current performance appraisal system the appraise is not given the maximum marks in accordance with there performance in the company the quantity of work is given more importance than quality of work.

*Sharda S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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*sharada .s*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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Principal

M.E.S. Institute of Management  
 Rajajinagar, BANGALORE - 10.



# **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**RAMYA S**

**Student Id: 19005478**

**Reg no: B1923044**

Under the Guidance of

**SUSHMITHA V**

Assistant Professor



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## HINDUSTAN AERONAUTICS LTD

(d) Other Non-Current Liabilities	117490	71009	117994
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*Shamada S*

Principal

M.E.S. Institute of Management  
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Trade Receivables,	13.69 %
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Current Ratio	5.32

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There are 200 – 300(approximately) employed in the company.

### STUDENT OPINION

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Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## MYSORE SANDALWOOD OIL DIVISION

Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

*Sharmela S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

**Bachelor of Business Administration**



**Bengaluru Central University**

Submitted By

**SANDHYA.V**

**Student Id: 19005479**

**Reg no: B1923045**

Under the Guidance of

**SUSHMITHA.V**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

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Vidyavihara #25/1, 17<sup>th</sup> main, 2nd Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

## STUDENT OPINION

The objective of an industrial visit is to provide us an insight regarding internal working of the company. We understand that theoretical knowledge is not enough for a successful professional career .with an aim to go beyond academics industrial visit provides students a practical perspective of the work place

HAL is one of the Asia's largest aerospace company. as the company philosophy corporate governance is based on the principle of transparency, compliance of law ,procedures & adhering to the values and business ethics

It has limited customer base and all the raw material of the company is based on the foreign countries .employees are not satisfied with the current performance appraisal system the appraise is not given the maximum marks in accordance with there performance in the company the quantity of work is given more importance than quality of work.

A handwritten signature in green ink, appearing to read 'sharada S'.

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



### ***STUDENT OPINION***

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*sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

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Principal

**M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.**



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

By

**SHARATH.MB**

**Student Id: 19005480**

**Reg no: B1923046**

Under the Guidance of

**SUSHMITHA V**

Assistant Professor



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HINDUSTAN AERONAUTICS LIMITED

## NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE DETAILS

Number of people employed in HAL is 55,000.

### ***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

### ***STUDENT OPINION***

We had been to industrial trip to HAL .There we had learnt many things basically we had no idea regarding how HAL works. There we were permitted to museum there we went through the history of HAL which was a great experience to visualize those pictures and a demo of jets were placed out there with which we got a idea regarding size of fighter jets. And video regarding advanced technologies of flights were displayed in projector which we had experienced visually and learnt a bit on how exactly HAL works

*sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



### OBJECTIVES OF HRM

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about over all organizational effectiveness.
- \* Societal objectives to be ethically and socially responsible to the needs and challenges of society while minimizing the negative impact.
- \* Functional objectives to maintain the departments contribution at a level where it serves the organizations needs tailoring the departments according to the requirement of the organization.

### STUDENT OPINION

We had been taken out for an industrial visit to KSICL .KSICL is a reputed industry in India.Its sarees goes all price to almost 10lakhs .The process is also very systematically arranged in industry and we leant the production process of sarees the scientific methods ,costing methods,quality control measures and HR policy of the industry.We had the opportunity to witness the practical perspective of theoretical knowledge.

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## STUDENT OPINION

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. And even in industry when we had been taken for visit the guide at KSICL said some interesting facts about sandalwood tree which we had been of no idea regarding those facts

*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
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requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

By

**SHREYAS.BJ**

**Student Id: 19005481**

**Reg no: B1923047**

Under the Guidance of

**SUSHMITHA V**

Assistant Professor



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(Affiliated to Bengaluru Central University)

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*Sharda S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

OBJECTIVES OF HRM

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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





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*Shanaka S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of therequirement for the award of degree of

**Bachelor of Business Administration**



**Bengaluru Central University**

**BY**

**SIDDU.S**

**Student Id: 19005482**

**Reg no: B1923048**

**Under the Guidance of**

**SUSHMITHA V**

**Assistant Professor**



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**Tel+91-080-23128321**

***HUMAN RESOURCE DETAILS:***

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

***STUDENT OPINION***

Industrial visit offered me a great source to gain practical knowledge, we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization. Hence it gave us a great experience to see the working of the industry.

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Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



**STUDENT OPINION**

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sharada S

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



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Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

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Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of  
Bachelor of Business Administration



**Bengaluru Central University**

By

**SRINIDHI**

**Student Id: 19005483**

**Reg no: B1923049**

Under the Guidance of

**Mr. M VIJAY KUMAR**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

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Tel+91-08-23128321

## ***HUMAN RESOURCE DETAILS:***

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*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 1U.



## STUDENT OPINION

The first thing I learn is that ,we haven't learnt anything in college. This industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visiting a industry gives you a practical perspective on the world of work.



Principal

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Rajajinagar, BANGALORE - 10.





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*Shanoba S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



# **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the requirement for the award of degree of Bachelor of Business Administration



Bengaluru Central University

By

**SUDARSHINI R**

**Student Id: 19005484**

**Reg no: B1923050**

Under the Guidance of

**M VIJAY KUMAR**

**Assistant Professor**



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

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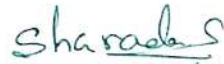
(d) Other Non-Current Liabilities	117490	71009	117994
Subtotal – C	2843524	2609794	2676336
Total Equity and Liabilities- (A+B+C)	5042568	4766073	5052381

**NUMBER OF PEOPLE EMPLOYED**

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

***STUDENT'S OPINION***

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry



Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## MYSORE SILK SAREE

---

Trade Receivables	13.69 %
Trade Payables	43.52 %
Current Ratio	5.32

### NUMBER OF PEOPLE EMPLOYED

There are 200 – 300(approximately) employed in the company.

### STUDENT OPINION

The industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. Visiting a industry gives us a practical perspective on the world of work.

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## MYSORE SANDALWOOD OIL DIVISION

Fixed Assets	0.03%
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Industrial visit has its own importance in a academic of a student who is pursuing a **professional degree**. It is a part of college curriculum and objective of the industrial visit is to **provide student an insight** regarding internal working of companies. We know theoretical **knowledge is not enough** for making a good professional career.

**With an aim to go beyond** academics, industrial visit provides student a practical perspective **into the world of working** environment of organization

*Sharada S*  
Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

**SUHAS B A**

**Student Id: 19005485**

**Reg no: B1923051**

Under the Guidance of

**M VIJAY KUMAR**

Assistant Professor



## **M.E.S INSTITUTE OF MANAGEMENT**

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*Sharada S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE



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*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





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**Principal**

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

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Bachelor of Business Administration



**Bengaluru Central University**

By

**SUJAY.J**

**Student Id: 19005486**

**Reg no: B1923052**

Under the Guidance of

**Mr. M VIJAY KUMAR**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

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Tel+91-08-23128321

## STUDENT OPINION

Industrial visit has its own importance in a career of a student who is pursuing a professional degree. It is considered as a part of college curriculum and objectives of industrial visit is to provide students an insight regarding internal working of companies. We know, theoretical knowledge is not enough for making a good professional career. With an aim to go beyond academics, industrial visit provides student a practical perspective on the world of work.

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Principal

M. E. S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## STUDENT OPINION

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Principal

M.E.S. Institute of Management  
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*shameela S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

**Bachelor of Business Administration**



**Bengaluru Central University**

By **SUNIL.H**

**Student Id: 19005487**

**Reg no: B1923055**

Under the Guidance of

**M. VIJAY KUMAR**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1, 17<sup>th</sup> main, 2nd II Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

**HUMAN RESOURCE DETAILS:**

The HR processes viz. Recruitment, Placement, Compensation, Career Growth, Career Planning, Succession Planning etc. are linked to the current and future projects of HAL. HAL today needs to develop capabilities essential to become a globally competitive and a high growth organization.

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## **Practical Record**

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Bachelor of Business Administration



**Bengaluru Central University**

By

**SYED RUMAAN**

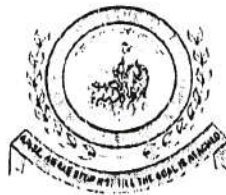
**Student Id: 19005488**

**Reg no: B1923054**

Under the Guidance of

**M VIJAY KUMAR**

Assistant Professor



**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1, 17<sup>th</sup> main, 2nd Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321

**KARNATAKA SILK INDUSTRY CORPORATION LIMITED**

**OBJECTIVES OF HRM**

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about overall organizational effectiveness.
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*Shamala.S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





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*Sharada S*  
Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.





HINDUSTAN AERONAUTICS LIMITED

**NUMBER OF PEOPLE EMPLOYED AND HUMAN RESOURCE  
DETAILS**

Number of people employed in HAL is 55,000.

***HUMAN RESOURCE DETAILS:***

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*Sharaola S*

Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## **Practical Record**

An Industrial Visit report submitted to Bengaluru Central University in partial fulfillment  
of the

requirement for the award of degree of

Bachelor of Business Administration



Bengaluru Central University

By

TEJAS M L

Student Id: 19005489

Reg no: B1923055

Under the Guidance of

**M VIJAY KUMAR**

Assistant Professor



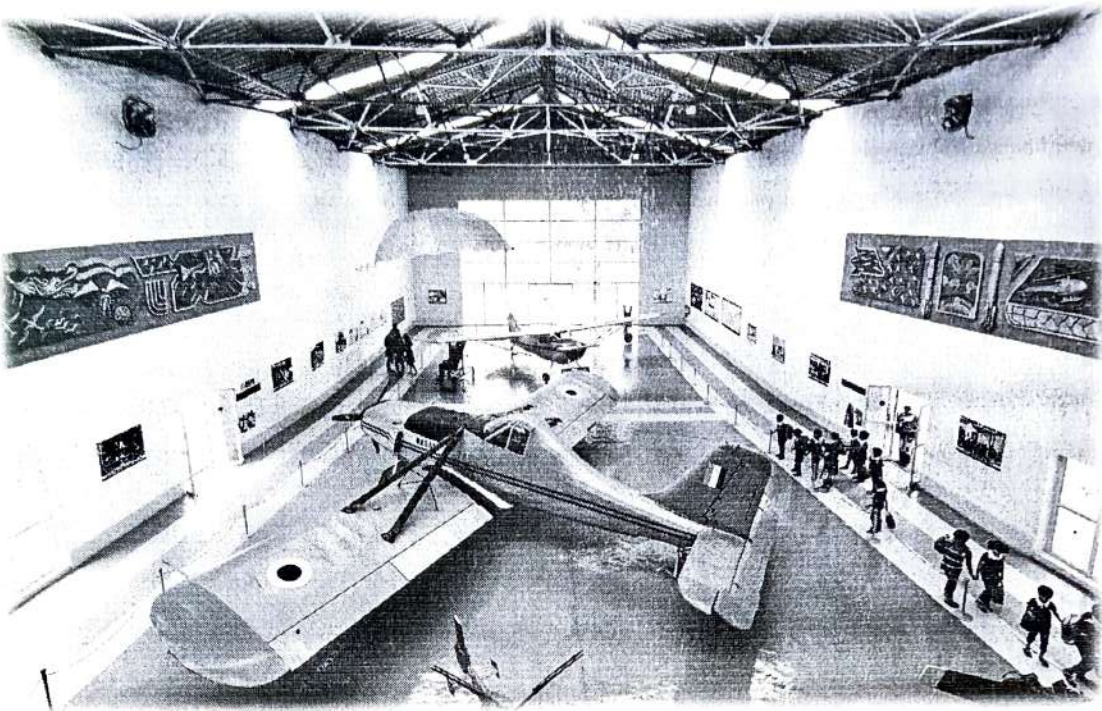
**M.E.S INSTITUTE OF MANAGEMENT**

(Affiliated to Bengaluru Central University)

Vidyavihara #25/1, 17<sup>th</sup> main, Block, Rajajinagar, Bengaluru-560010

Tel+91-08-23128321





## *STUDENT OPINION*

Industrial visit offered me a great source to gain practical knowledge. We got an opportunity to observe and learn as to how theoretical concepts are put into action thereby facilitating practical learning. We got exposure to real working environment in the manufacturing industries. Hence it gave us a great experience to see the working of the industry and enhance our knowledge.

*Shanab S*  
Principal

M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization.

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

The industrial visit was very helpful to me .I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. we can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop there skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. visitinga industry gives us a practical perspective on the world of work.

*Sharada S*

Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.



## STUDENT OPINION

Industrial visit has its own importance in a academic growth of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know that theoretical knowledge is not enough for making a good professional career and through this industrial visit , I obtained a practical exposure to the working environment of organization.

*Shanadas*

Principal

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Industrial visit has its own importance in a academic growth of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know that theoretical knowledge is not enough for making a good professional career and through this industrial visit , I obtained a practical exposure to the working environment of organization.

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Bachelor of Business Administration



Bengaluru Central University

By

**V S PAVAN KUMAR**

**Student Id: 19005490**

**Reg no: B1923056**

Under the Guidance of

**SHAHENAZ BANU S**

Assistant Professor



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## HINDUSTAN AERONAUTICS LTD



(d) Other Non-Current Liabilities	117490	71009	117994
Subtotal – C	2843524	2609794	2676336
Total Equity and Liabilities- (A+B+C)	5042568	4766073	5052381

### NUMBER OF PEOPLE EMPLOYED

There are 55000 employees working in Hindustan Aeronautics Limited (HAL).

### *STUDENT'S OPINION*

Industrial visit offered us a great source to gain practical knowledge we got observe and learn as to how theatrical concepts are put into action there by aiding our practical learning. We got exposed to real working environment and shown how things are done in an organization industry. Hence it gave us a great experience to see the working of the industry

*Sharada S*

Principal

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Current Assets	14.84 %
Current Liabilities	23.34 %
Trade Receivables	13.69 %
Trade Payables	43.52 %
Current Ratio	5.32

### NUMBER OF PEOPLE EMPLOYED

There are 200 – 300 (approximately) employed in the company.

### STUDENT OPINION

The industrial visit was very helpful to me. I learnt many things from that which was very much helpful for my studies which we could relate for particular subject and understand in better way. We can relate the activities of industry like production of products, history of industry, management system of industry for each subject. It also helps students to develop their skills and talent. They provided us all the clear information and clarified all our doubts. Though the theory you know may be correct and our knowledge may be perfect, but we will see that particular things work in quite a different way in industries. It provides us an opportunity to learn practically through interaction, working methods and employment practices. Visiting an industry gives us a practical perspective on the world of work.

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## MYSORE SANDALWOOD OIL DIVISION

Fixed Assets	0.03%
Current Assets	33.40%
Current Liabilities	50.24%
Trade Receivables	18.84%
Trade Payables	371.47%
Current Ratio	3.12

### STUDENT'S OPINION

Industrial visit has its own importance in a academic of a student who is pursuing a professional degree. It is a part of college curriculum and objective of the industrial visit is to provide student an insight regarding internal working of companies. We know theoretical knowledge is not enough for making a good professional career.

With an aim to go beyond academics, industrial visit provides student a practical perspective into the world of working environment of organization

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**Bengaluru Central University**

**By: VAIBHAVI.C**

**Student Id: 19005491**

**Reg no: B1923057**

**Under the Guidance of**

**M VIJAY KUMAR**

**Assistant Professor**



**M.E.S INSTITUTE OF MANAGEMENT**

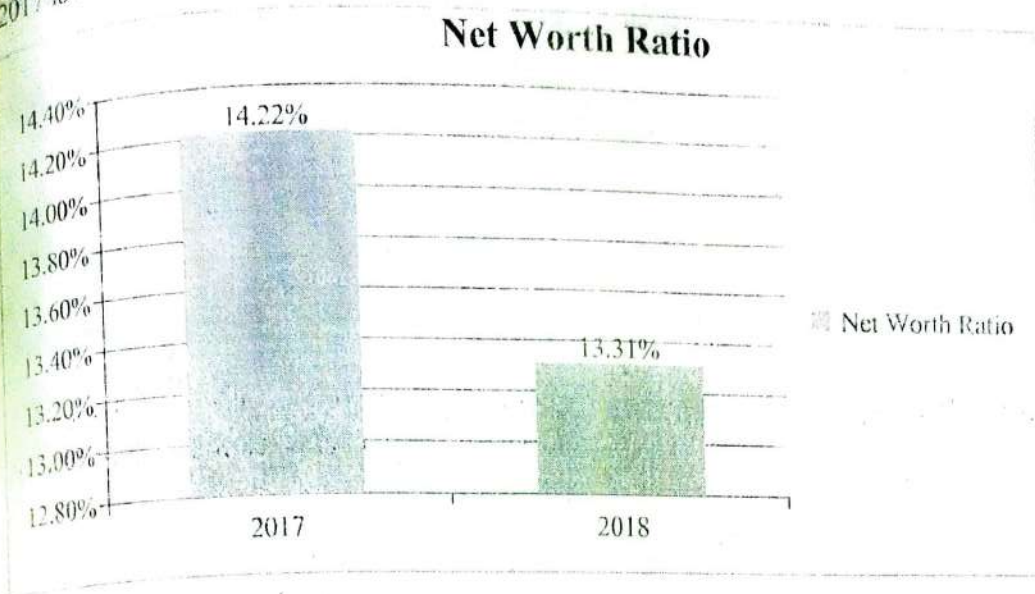
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The above data gives net worth ratio of the company of the last two years, the ratio of the company in 2017 is 14.22% and ratio is decreased to 13.31% in 2018.



### DEPARTMENT DETAILS:-

Hindustan Aeronautics Limited (HAL) was formed on 1 October 1964 when Hindustan Aircraft Limited joined the consortium formed in June by the IAF Aircraft Manufacturing Depot, Kanpur (at the time manufacturing HS748 under licence) and the group recently set up to manufacture MiG-21 under licence (with its new factories planned in Koraput, Nasik and Hyderabad). Though HAL was not used actively for developing newer models of fighter jets, except for the HF-24 Marut, the company has played a crucial role in modernisation of the Indian Air Force. In 1957 company started manufacturing Bristol Siddeley Orpheus jet engines under licence at new factory located in Bangalore.

### ADDRESS LOCATED :-

HAL old airport road, HAL airport area, Bengaluru, Karnataka 560017

Contact number :- 08022318341

### NUMBER OF PEOPLE EMPLOYED :- 32108

Shanaka S  
Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

## **STUDENT OPINION**

**The industrial visit was very helpful to me. I learnt many things from that which was a very helpful for my studies which we could relate for particular subject and understand in a better way. It clarified all our doubts. It provided an opportunity to learn through interaction, working methods**

*Sharada S*

**Principal**

**M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.**



## CONCLUSION :

K.SDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge

Sharada S  
Principal  
M.E.S. Institute of Management  
Rajajinagar, BANGALORE - 10.

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**Bengaluru Central University**

By

**VARUN KUMAR.P**

**Student Id: 19005492**

**Reg no: B1923058**

Under the Guidance of

**M VIJAY KUMAR**

Assistant Professor



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HINDUSTAN AERONAUTICS LIMITED

***STUDENT OPINION***

We had been to industrial trip to HAL .There we had learnt many things basically we had no idea regarding how HAL works. There we were permitted to museum there we went through the history of HAL which was a great experience to visualize those pictures and a demo of jets were placed out there with which we got a idea regarding size of fighter jets. And vedio regarding advanced technologies of flights were displayed in projector which we had experienced visually and learnt a bit on how exactly HAL works

*sharada S*

Principal

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Rajajinagar, BANGALORE - 10.



### OBJECTIVES OF HRM

- \* Personal objectives to assist employees in achieving their personal goals.
- \* Organizational objectives serve the organization with its primary objectives and bring about overall organizational effectiveness.
- \* Societal objectives to be ethically and socially responsible to the needs and challenges of society while minimizing the negative impact.
- \* Functional objectives to maintain the departments contribution at a level where it serves the organizations needs tailoring the departments according to the requirement of the organization.

### STUDENT OPINION

We had been taken out for a industrial visit to KSICL .We had enjoyed a lot during this both in means of entertainment and learning process.KSICL is a reputed industry in India.its sarees goes all price to almost 10lakhs .the process is also very systematically arranged in industry and we students had zero knowledge regarding how sarees are actually made .The way the put colour ,the process they follow was very attractive to look and even staff were very friendly even they showed keen intrest in helping us to clear our doubts.



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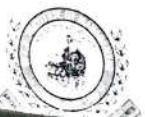
## STUDENT OPINION

KSDL has a wide variety of products but people are unaware of many products like Agarbathi, Detergents, Baby soaps etc., as its marketing is very weak. So it should spend both money and man power on advertising. They should also improve in building up the strong marketing strategy in order to improve the distribution channels and could be able to increase the sales other than the Mysore Sandal Soap. Thus the R&D should work effectively and achieve the break-through in new products and can make the company to earn more profits. The management should design Training and Development programmes and Career Development programmes and identify the skills or knowledge. And even in industry when we had been taken for visit the guide at KSICL said some interesting facts about sandalwood tree which we had been of no idea regarding those facts



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**Bengaluru Central University**

By

**VINITH**

**Student Id: 19005493**

**Reg no: B1923059**

Under the Guidance of

**M VIJAY KUMAR**

Assistant Professor



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## STUDENT OPINION

The objective of an industrial visit is to provide us an insight regarding internal working of the company. We understand that theoretical knowledge is not enough for a successful professional career with an aim to go beyond academics industrial visit provides students a practical perspective of the work place

HAL is one of the Asia's largest aerospace company. as the company philosophy corporate governance is based on the principle of transparency, compliance of law procedures & adhering to the values and business ethics

It has limited customer base and all the raw material of the company is based on the foreign countries. employees are not satisfied with the current performance appraisal system the appraise is not given the maximum marks in accordance with there performance in the company the quantity of work is given more importance than quality of work.

A handwritten signature in blue ink, appearing to read "Shankar S".

Principal

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