





JINDAL STAINLESS LIMITED

JAJPUR, ODISHA

WINTER INTERNSHIP REPORT

A PROJECT REPORT ON "TRAINING NEED ANALYSIS" (TNA)

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A handwritten signature in black ink that reads 'Baibhaba Nath'.

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ACKNOWLEDGEMENT

I would like to express my sincere gratitude and appreciation to the entire team at Jindal Stainless Limited, KNIC Jajpur, Odisha, for providing me with a valuable opportunity to undertake my winter internship from December 13, 2023, to January 12, 2024. During this period, I had the privilege of gaining practical experience in the field of Human Resources Management.

I am deeply thankful to Mr. Shyama Sundar Tripathy, Senior Manager HR and IR JSL, for their unwavering guidance and mentorship throughout my internship. His wealth of knowledge and expertise in the realm of human resources has been instrumental in shaping my understanding of the field.

I would also like to extend my heartfelt gratitude to Mr. Ashok Kumar Nayak, Manager HR, whose support and insights have been invaluable in enhancing my practical skills and knowledge in human resources management.

Special thanks to My Mentor Miss. Nasima Khatun Begam, HR Associate, for her continuous support and guidance, which contributed significantly to my learning experience during the internship.

I am grateful to the entire HR team at Jindal Stainless Limited for creating a conducive learning environment and providing me with an opportunity to apply theoretical concepts to real-world scenarios.

I appreciate the encouragement, patience, and cooperation extended to me by everyone at Jindal Stainless Limited. This internship has been a significant milestone in my academic and professional journey, and I am truly thankful for the support and encouragement I received during my time with the organization.



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ABOUT THE FOUNDER

Late Om Prakash Jindal, founder of the Jindal Group, Was a visionary industrialist and Pioneer in the steel Industry. **Om Prakash Jindal** (7 August 1930 – 31 March 2005), popularly known as **O.P. Jindal**, was born in Hisar, Haryana. He established successful business enterprises including Jindal Steel and Power, JSW Group and Jindal Stainless Limited under the flagship of the Jindal Organization, of which he was the chairman. In November 2004, Jindal was awarded the "Life Time Achievement Award" for his outstanding contribution to the Indian steel industry by the Bengal Chamber of Commerce and Industry. According to the latest Forbes List, he was ranked 13th amongst the richest Indians and 548th amongst the richest persons in the world.



Jindal was appointed Minister of Power in the Government of Haryana. He won the Hisar Legislative Assembly seat of Haryana three times consecutively. He was also a Member of the Committee on Food, Civil Supplies and Public Distribution from 1996 to 1997.

ABOUT THE CHAIR PERSON

A commerce graduate and alumnus of the Wharton School of Management, Mr. Ratan Jindal is the Chairman & Managing Director of Jindal Stainless Limited and Chairman of Jindal Stainless (Hisar) Limited, part of the USD 25 billion OP Jindal Group.

Known for his technical proficiency and intimate knowledge of customers and markets, Mr. Ratan Jindal is synonymous with stainless steel in India. As a vanguard of innovation in steel industry, his focus has not only been on producing world class stainless steel products but also on promoting the usage of stainless steel in myriad applications. His vision is to improve the lives of people by producing and promoting a metal that is corrosion resistant, durable, infinitely recyclable and inherently stainless.



Social commitments remain as central to Mr. Ratan Jindal's businesses as they were to the founder of the Jindal Group, Shri OP Jindal. Established by the group, the 600-bedded multi-specialty charitable hospital, the famed VDJ School (VDJS) and the OP Jindal Modern School in Hisar (Haryana, India) stand testimony to this commitment. The group undertakes several initiatives at the plant level to empower local communities through self-reliance. The interventions include technical & vocational training, micro-financing & livelihood generation, tailoring, farming & poultry training, and environment conservation drives.

JSL OVERVIEW



Jindal Stainless Limited is an Indian stainless steel maker headquartered in New Delhi. It is a part of OP Jindal group. The firm has a melt capacity of 2.9 million tonnes per annum which makes it the largest stainless steel producer of India. Incorporated in 1970, it ranks among the top 5 stainless steel makers of the world.

Jindal Stainless has two stainless steel manufacturing complexes in India, in the states of Haryana and Odisha and one overseas manufacturing unit in Indonesia. It has 14 global offices across the world.

History

In 1970, O.P. Jindal founded a mini steel plant named Jindal Strips Limited at Hisar. It started manufacturing hot rolled carbon steel coils, plates, slabs and blooms. It was the beginning of the story for Jindal Stainless. Over the years, the company expanded its capacity at Hisar. In 2002, Jindal Strips was restructured as Jindal Stainless. In 2003, Jindal Stainless set up its integrated stainless steel plant at Jajpur in Odisha with a capacity scalable up to 3.2 MTPA. The plant became operational in 2011.

Production

The plants of Jindal Stainless are located in Jajpur, Odisha and Hisar, Haryana.^[10] The Jajpur facility started operating in 1970 while the Hisar plant was made operational in the year 1975. The plants comprise 2.9 million tonnes per annum of stainless steel melting facilities.^[1] The Jajpur plant has a melting capacity of 2.1 MTPA. The plant has a captive power generation facility of 264 MW. The Hisar plant has a melting capacity of 0.8 MTPA. It is also India's largest producer of coin blanks.

PLANT OVERVIEW

The Jindal Stainless Odisha steel plant began operating in 1970. In 2013, employees at the plant organized a strike to demand for permanent jobs and better wages.

In 2014, the State Pollution Control Board found that the Odisha plant had been violating environmental regulations by discharging waste and pollutants outside factory limits. Jindal Stainless denied causing the pollution. In November 2014, the State Pollution Control Board sealed the plant's cold rolling mill and coke oven units because of the environmental violations.

In 2017, one employee was killed and four others were injured after an acid tank at the plant burst.

In 2020, the plant was briefly shut down due to the Covid-19 pandemic. The plant was also accused of releasing effluents, including cyanide and phenyl, into the water in the Kalinga Nagar area that year.



In 2021, Jindal Stainless Limited announced it may double the capacity of its Odisha plant within the next two to three years, and had set aside Rs 2,000-3,000 crore as capital expenditure funding for that plan; yet as of January 2021, these plans had not been finalized. On 28 April, 2022, SMS group was chosen to build a new blast furnace at the plant which is expected to be commissioned by the end 2023. By April 2023, the project was completed and the crude steel capacity of the plant was increased to 2.2 mtpa.

Jindal Steel has also published a pre-feasibility report planning to increase the crude stainless steel capacity of the plant from 2.2 mtpa to 3.2 mtpa. In 2020 JSL had made an application with the MoEF&CC for installing a blast furnace of 680 m³, which it later modified with 720 m³ blast furnace, 148 m² sinter plant, electric and induction furnaces and other auxiliary facilities. The company also plans to set up a green hydrogen plant at the Odisha plant

KEY-LEARNINGS FROM THE 'INTERNSHIP'

Winter Internship at Jindal Stainless Limited, Kalinganagar Plant, Jajpur, Odisha

Duration: December 13th to December 28th, 15 Days

I. Introduction:

I had the privilege of undertaking a winter internship at Jindal Stainless Limited, Kalinganagar Plant, situated in Jajpur, Odisha, during the period from December 13th to December 28th. My internship was focused on the Human Resources Department, where I actively engaged in various aspects of HR functions and gained valuable insights into the corporate HR environment.

II. Project Title:

Training Need Analysis

III. Project Overview:

My primary focus during the internship was to conduct a comprehensive Training Need Analysis (TNA) within the organization. The project aimed to identify skill gaps among employees and formulate training programs to address these gaps. In the process, I gained hands-on experience in various HR domains, including training and recruitment, talent acquisition, and utilizing Management Information System (MIS) for analysis.

IV. Key Responsibilities and Contributions:

1. Training and Recruitment:

- Collaborated with the HR team to understand the training and recruitment processes.
- Assisted in crafting job descriptions, screening resumes, and participating in interview processes.
- Worked closely with the training team to align recruitment efforts with identified skill gaps.

2. Talent Acquisition:

- Contributed to the talent acquisition strategy by identifying potential candidates for key roles.
- Assisted in organizing recruitment drives and campus placements.
- Utilized MIS for tracking and analyzing recruitment metrics to enhance efficiency.

3. MIS Utilization:

- Developed a systematic approach to utilize the Management Information System for data analysis.
- Generated reports to track employee performance, training completion rates, and other relevant HR metrics.
- Provided insights through data analysis for informed decision-making.

4. Rewarding and Recognition:

- Participated in the process of rewarding and recognizing outstanding employee performance.
- Assisted in the distribution of bonuses and incentives to acknowledge and motivate employees.

5. Adherence Sheet Management:

- Maintained meticulous records on an Excel adherence sheet to ensure compliance with HR policies.
- Monitored attendance, leave records, and other HR-related documentation.

V. Learning and Insights:

The internship provided me with a holistic understanding of HR operations in an industrial setting. I gained insights into the nuances of talent management, employee engagement, and the importance of data-driven decision-making in HR.

VI. Conclusion:

The winter internship at Jindal Stainless Limited was an enriching experience that deepened my understanding of HR practices in a real-world scenario. The exposure to diverse HR functions, from talent acquisition to training analysis, has equipped me with practical skills and knowledge that will undoubtedly prove beneficial in my future endeavors in the field of Human Resources.

I extend my sincere gratitude to the HR team at Jindal Stainless Limited for their guidance and support throughout this valuable learning experience.

Submitted By: [BAIBHABA NATH, MBA GENERAL, IIT GUWAHATI]