



BIJU PATNAIK INSTITUTE OF INFORMATION TECHNOLOGY & MANAGEMENT STUDIES (BIITM), BHUBANESWAR

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SUMMER INTERNSHIP PROJECT 2023

REPORT TITLE

A Study On Employee Motivation in ArcelorMittal Nippon
Steel India Limited, Paradeep

SUBMITTED BY

Rajashree Swain
2-year MBA Batch: 2022-24
University Regn. No : 2206258209

Faculty Guide

Ms. Smaranika Das
Asst. Prof.(HR)
BIITM, Bhubaneswar

Corporate Guide

Ms. Supriya Swain
HR,
AM/NS, Paradeep

CERTIFICATE OF INTERNAL GUIDE

This is to certify that **Ms. Rajashree Swain** bearing university registration no.**2206258209** of 2022-24 batch, has completed his/her summer internship at ArcelorMittal Nippon Steel India Limited, Paradeep from **11th September 2023** to **10th October 2023** under the supervision of **Ms. Supriya Swain** (corporate guide) and has submitted this project report under my guidance in partial fulfilment of the requirements for award of the degree of Master of Business Administration at **Biju Patnaik Institute of Information Technology and Management Studies, Bhubaneswar**. To the best of my knowledge and belief, this project report has been prepared by the student and has not been submitted to any other institute or university for the award of any degree or diploma.

Date:

Place: Bhubaneswar

Signature of the Internal Guide

Ms. Smaranika Das

Asst. Professor (HR)

CERTIFICATE OF EXTERNAL GUIDE

**AM/NS
INDIA**

Dated : 21st October 2023

TO WHOM IT MAY CONCERN

This is to certify that Ms. Rajashree Swain, student of Biju Patnaik Institute of IT & Management Studies (BIITM) – Bhubaneswar, undergone internship program under “HR Department” at Pellet Plant in AM/NS India Paradeep from dt 11.09.2023 to 10.10.2023 as a part of her curricular requirement.

During the internship programme her performance was found excellent.

We wish her all success in his future career.

For ArcelorMittal Nippon Steel India Limited



Sunila Kumar Das
Head -HR, Odisha Asset

ArcelorMittal Nippon Steel India Limited

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A joint venture between ArcelorMittal and
Nippon Steel Corporation



ArcelorMittal



NIPPON STEEL

DECLARATION

I, Ms. Rajashree Swain bearing university registration no. **2206258209** (2022-24 batch), hereby declare that the project report titled “**A Study on Employee Motivation in ArcelorMittal Nippon Steel India Limited**” is based on my internship at AM/NS Paradeep during the period 11-09-2023 to 10-10-2023 and is an original work done by me under the supervision of **Ms. Supria swain** and Ms. Smaranika Das. This report is being submitted to Biju Patnaik Institute of Information Technology and Management Studies, Bhubaneswar, affiliated to **Biju Patnaik University of Technology, Odisha**, in partial fulfilment of the requirements for the award of the degree of Master of Business Administration. This project report has not been submitted to any other institute/university for the award of any degree or diploma.

Date:

Place: Bhubaneswar

Rajashree Swain

SUMMARY

Employee Motivation is the key factor to help up the capacity of an association . In the globalization stage, each organization needs to continue itself in a furiously focused market. Representatives are the fundamental elements to show the business objectives into the real world Subsequently , in the present world each association attempts to deal with its human asset office to keep its representatives inspired . In that specific circumstance , some of the administration speculations have been rehearsing by them . Business work or presentation in the market can be assessed by surveying the degree of inspiration of representatives.

Inspiration can assume a lead job to get the expert achievement in each budgetary year in a less exertion way .While trying to find what inspires representatives, inspiration inquire of papers report that what spurs labours today is fundamentally connected to the qualities and objectives of the person. Starting in the 1970's, it appears that there was a sensational move in the qualities and needs of the ordinary labourer . As individuals become progressively taught and the economy saw sharp a decay of the Protestant hard working attitudes what representatives needed from their managers changed also .

Employee Motivation is the level of energy, commitment, and creativity that a company's workers bring to their jobs . Your motivated employees are the ones who roll out of bed almost every morning feeling excited to go to work and take on new challenges They look forward to learning new skills, stretching their capabilities, taking on new responsibilities and they're not just full of energy and enthusiasm - they're also very beneficial for your business. They're more productive, leave your company less , and bring positive energy to the whole team. That's why so many businesses have spent time trying to figure out the best ways to motivate employees. What motivates your employees to perform at their best every day? Many people think the main motivator is just money. And while it's true - we do all work for money - there's so much more to employee motivation than compensation. When you know what works, you can make improvements and see a difference in employee motivation levels and your workforce's strength .

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Chapter - 1

INTRODUCTION

In the complex tapestry of organizational success, the thread of employee motivation weaves a narrative that transcends mere professional achievement—it defines the very essence of a thriving workplace. As organizations navigate the ever-evolving landscape of global business, understanding and harnessing the forces that drive employee motivation emerge as critical imperatives. This comprehensive exploration aims to unravel the multifaceted layers of employee motivation, traversing historical antecedents, contemporary dynamics, and future trajectories.

Defining Employee Motivation :

At its core, employee motivation encapsulates the array of forces that initiate, direct, and sustain goal-directed behaviour within an organizational context. Motivated employees are the lifeblood of any successful venture, propelling it towards innovation, productivity, and resilience. This fundamental concept finds its roots in early psychological theories, such as the pioneering works of Abraham Maslow and Frederick Herzberg, whose frameworks laid the groundwork for understanding the intricate interplay between human needs and workplace satisfaction.

Historical Perspectives :

The journey of employee motivation unfolds against the backdrop of shifting societal paradigms and industrial revolutions. From the mechanistic approach of the early 20th century, where motivation was often equated with monetary incentives, to the humanistic turn inspired by the Hawthorne studies, the historical evolution mirrors the evolving nature of work itself.

Motivation Theories: A Guiding Light :

A panoramic view of employee motivation necessitates a journey through seminal theories that have shaped the discourse. Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, and Vroom's Expectancy Theory stand as stalwarts in the theoretical landscape. Each theory adds a layer to our understanding, illuminating the intricate dance between intrinsic and extrinsic motivators, shedding light on the psychological intricacies that underpin motivational dynamics.

Impact on Organizational Success :

The symbiotic relationship between employee motivation and organizational success forms the cornerstone of strategic management. Research and real-world examples abound, illustrating how a motivated workforce directly translates into enhanced productivity, reduced turnover, and a positive organizational culture. The success stories of companies that prioritize employee motivation stand as testimonials to the transformative power of fostering a motivated workforce.

In embarking on this odyssey through the labyrinth of employee motivation, we are poised to unearth not only theoretical gems but practical treasures that hold the potential to reshape the destiny of our chosen organization. As we navigate the chapters ahead, the goal is not merely academic exploration but the illumination of pathways that lead to a workplace where motivation is not just a concept but a lived reality, propelling individuals and organizations towards unprecedented heights of excellence .



OBJECTIVES OF THE STUDY

- To study the effect of job promotions on employees.
- To learn the employee's satisfaction on the interpersonal relationship exists in the organization.
- To provide the practical suggestion for the improvement of organization's performance .

SCOPE OF THE STUDY

- Every successful organization is backed by a committed employee base, and the commitment is the outcome of motivation and job satisfaction.
- It is the energy that compels employees towards organizational objective. It would be impossible for the organization to generate performance without commitment.
- order to create a competitive advantage organization needs to have a competitive In employee policies and practices.

LIMITATIONS OF THE STUDY

- This study conducted for only one Company .
- Here customer data are not taken , only employee data are taken .
- This study is only for motivation of the employees .
- His study is not include all company data .

RESEARCH METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer satisfaction based on product. This time research methodology is framed for the purpose of finding the level of "A STUDY ON EMPLOYEE MOTIVATION" .

STRUCTURE OF QUESTIONNAIRE

Depending on the complexity of this study, using a questionnaire can be cost effective compared to other methods .

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the respondent's opinions about employees .

The questionnaire data will be collected from different sources . Its depends upon which type of data are available for the study .

SOURCES OF DATA

PRIMARY DATA: Are collected by the investigator conducting the research.

SECONDARY DATA: Is collected from various articles ,published research and review from papers, magazines ,published statistics .

SAMPLE SIZE: 102

Chapter - 2

COMPANY PROFILE

Arcelormittal Nippon steel is a Luxembourg-based Multinational steel Manufacturing corporation headquartered in Luxembourg city . It was formed in 2006 from the takeover and merger of Arcelor by Indian-owned Mittal steel . ArcelorMittal is the second largest steel producer in the world with an annual crude steel production of 88 million metric tonnes as of 2022. It is ranked 197th in the 2022 Fortune Global 500 ranking of the world's largest corporations. It directly and indirectly employs around 200,000 people and its market capital is \$25 billion. The total value of company assets is estimated to be around \$100 billion. Mittal Steel was in turn formed from the merger of ISPAT International and LNM Holdings.-The company traces its history back to 1976 .

2006–2008: Formation and scalebacks ArcelorMittal was created by the takeover of Western European steel maker Arcelor (Spain, France, and Luxembourg) by India-owned multinational steel maker Mittal steel in 2006, at a cost of €40.37 per share, approximately \$33 billion total. Mittal Steel launched a Hostile Takeover bid, which replaced a previously planned merger between Arcelor and Severstal that had lacked sufficient shareholder approval.

The resulting merged business was named ArcelorMittal and was headquartered in Luxemburg City. The resulting firm produced approximately 10% of the world's steel, and was by far the world's largest steel company. Total revenues in 2007 were \$105 billion . By February 2008, the company had 320,000 employees in 60 countries. In October 2008, the market capitalisation of ArcelorMittal was over \$30 billion, After peaking at \$32.5 billion in September 2008. At the end of 2008, the company reported operating income of around \$12 billion. In December 2008, ArcelorMittal announced several plant sales, to which it had been ordered by U.S. antitrust authorities as a condition of approval of Mittal Steel's takeover of Arcelor SA-including the Bethlehem Steel plant in Lackawanna, Newyork the Russian company Severstal . Other plants were closed by the company due to economic reasons . After purchase of Kryvorizhstal Ukraine's largest steel producer, employment was scaled back from 57,000 employees to 30,000 .

According to the findings, the firm had been part of a 17-member-steel group nicknamed "Club Zürich", that later became known as "Club Europe". Between January 1984 and September 2002, the companies fixed the market, prices, and exchanged confidential corporate information. In 2015, the company had a net loss of \$7.9 billion. Between February 2015 and February 2016, share value dropped 60%, making the company the "worst performer" in the FTSEurofirst300 index. The CEO said the company had performed poorly in 2015 due to "Chinese exports depressing prices". Early in 2016, the company announced it had raised \$3 billion in new investment capital to help reduce debt to \$11.7 billion of debt. In early 2016 the company also announced a program to boost core profit by \$3 billion by 2020 "through a mixture of cost-cutting, increased production and a focus on higher-value forms of steel". Chairman Lakshmi Mittal announced doubled earnings the following year in May 2017. Along with the increase in capital, the company also sold its 35% stake in Gestamp Automacion for \$979 million, with the goal of reducing ArcelorMittal's debt to less than \$12 billion. By February 2016, the company made about 6% of the world's steel. It ranked 108th in the 2016 Fortune global 500 ranking of the world's biggest corporations.

Acquired by Mittal Steel Company:

- International Steel Group (acquired 2004)
- Bethlehem Steel - United States (acquired 2003)
- ISG Weirton Steel - United States (acquired 2002)
- LTV-Steel Cleveland, OH - United States (acquired 2002)
- Republic Steel - United States (acquired 1984)[58]
- Jones and Laughlin Steel - United States (acquired 1984)
- Acme Steel - Chicago, US (acquired 2002)
- Ispat International (acquired 2004)
- ArcelorMittal Kryvyi Rih - Ukraine (acquired 2005)

Acquired by Arcelor:

- Aceralia - Spain (merger 2001)
- Usinor - France (merger 2001)
- Acesita - Brazil (acquired 1998)
- ARBED - Luxembourg (merger 2001)
- Acindar - Argentina (acquired 2006)

The company is involved in research and development ,mining and steel ArcelorMittal in 2016 produced around 90 million tons of steel. As of May 2017, the company made 200 unique steel grades for automotive purposes, half of which were introduced since 2007.Among the steel varieties are Usibor 2000, which the company announced in June 2016 and released later that year. Upon release, the high-strength automotive steel was said to be about one-third stronger than other steels then available for car making .

Purpose

We are living in an age of remarkable progress, where invention and human ingenuity are driving unprecedented advances in global development.Technology has a critical role in this transformation, but so do the materials that build our world. As the world's leading steel and mining company, we have an inherent stake in this and a clear responsibility.Steel is as relevant as ever to the future success of our world. As one of the only materials to be completely reusable and recyclable, it will play a critical role in building the circular economy of the future. Steel will continue to evolve, becoming smarter, and increasingly sustainable.At ArcelorMittal, our goal is to help build a better world with smarter steels. Steels made using innovative processes which are more efficient, use less energy, and emit significantly less carbon. Steels that are cleaner, stronger and reusable. Steels for electric vehicles and renewable energy infrastructure that will support societies as they transform through this century.



ArcelorMittal Nippon Steel (AM/NS)



ArcelorMittal Nippon Steel (AM/NS) is a joint venture between ArcelorMittal, one of the world's leading steel and mining companies, and Nippon Steel, a major Japanese steel producer. This collaboration was established to leverage the strengths of both companies and create a formidable force in the global steel industry.

Background:

ArcelorMittal Nippon Steel was formed in 2019 when ArcelorMittal and Nippon Steel acquired the bankrupt Essar Steel, one of India's largest steel producers. The joint venture was a strategic move to expand their presence in the lucrative Indian market, which has seen significant growth in infrastructure and construction projects.

Ownership Structure:

ArcelorMittal holds the majority stake in the joint venture with a share of approximately 60%, while Nippon Steel owns the remaining 40%. This collaboration brings together the global expertise and resources of ArcelorMittal and the technological prowess of Nippon Steel, creating a synergy that enhances the competitiveness of the new entity.

Values and Corporate Culture:

1. **Innovation:** AM/NS places a strong emphasis on innovation in steel production processes and product development. This commitment to innovation is evident in their efforts to enhance efficiency, reduce environmental impact, and meet the evolving needs of industries and consumers.

2. **Sustainability:** With a growing global focus on sustainability, AM/NS aligns its values with environmentally responsible practices. This includes efforts to reduce carbon emissions, optimize resource utilization, and invest in cleaner technologies. The company recognizes the importance of sustainable practices in the long-term viability of the steel industry.

3. **Integrity and Ethical Conduct:** Upholding high standards of integrity and ethical conduct is a fundamental aspect of AM/NS's corporate culture. This commitment extends to dealings with employees, customers, suppliers, and the communities in which they operate. By maintaining a culture of transparency and fairness, the company aims to build trust and credibility.

4. **Customer-Centric Approach:** AM/NS prioritizes understanding and meeting the needs of its customers. This customer-centric approach involves developing tailored solutions, ensuring product quality, and maintaining reliable delivery schedules. Building strong, lasting relationships with clients is integral to the company's success.

5. **Employee Empowerment:** Recognizing that employees play a crucial role in the success of any organization, AM/NS emphasizes creating an inclusive and empowering work environment. This includes providing opportunities for professional growth, fostering a culture of collaboration, and ensuring the health and safety of its workforce.

Global Impact:

AM/NS's global footprint extends beyond India, encompassing various regions where ArcelorMittal and Nippon Steel have a presence. This international reach allows the joint venture to participate in diverse markets, adapting to regional demands and contributing to the development of industries worldwide.

Challenges and Opportunities:

Like any major player in the steel industry, AM/NS faces challenges such as fluctuating raw material prices, geopolitical uncertainties, and the ongoing evolution of global trade dynamics. However, these challenges also present opportunities for innovation, strategic partnerships, and continuous improvement.

Conclusion:

In conclusion, ArcelorMittal Nippon Steel stands as a testament to the collaborative strength of two industry giants, ArcelorMittal and Nippon Steel. The joint venture combines the global reach and scale of ArcelorMittal with the technological excellence of Nippon Steel, creating a formidable force in the steel sector. With a commitment to values such as innovation, sustainability, integrity, customer-centricity, and employee empowerment, AM/NS is positioned to navigate the challenges of the industry while capitalizing on opportunities for growth and development.

INDUSTRY ANALYSIS

1. Economic Landscape:

The year 2000 marked a pivotal moment for the Indian steel industry against the backdrop of a liberalizing economy. The government's economic reforms in the 1990s had set the stage for increased industrialization and infrastructure development.

2. Demand Drivers:

The primary demand drivers for the steel industry included robust growth in sectors like construction, infrastructure, and manufacturing. The surge in urbanization and a burgeoning middle class led to an increased demand for steel in various applications.

3. Production and Capacity:

Steel companies in India were actively expanding their production capacities to meet the rising demand. The industry witnessed substantial investments in modernization and technological upgrades to enhance efficiency and output.

4. Global Dynamics:

Global steel dynamics played a crucial role in shaping the industry's landscape. Fluctuations in global steel prices, influenced by factors like raw material costs and international trade policies, impacted the competitiveness of Indian steel in the global market.

5. Mergers and Acquisitions:

The industry experienced a wave of mergers and acquisitions as companies sought strategic partnerships to strengthen their positions. Consolidation efforts aimed at achieving economies of scale, optimizing resources, and improving overall competitiveness.

6. Raw Material Challenges:

Securing a stable and cost-effective supply of raw materials, especially iron ore and coking coal, emerged as a significant challenge. Companies focused on forging long-term agreements and exploring alternative sourcing strategies.

7. Technological Advancements:

Investments in technology were pivotal for steel companies aiming to enhance production processes, improve product quality, and stay ahead in a competitive market. Upgradation of manufacturing facilities became a key focus area.

8. Government Policies:

Government policies played a crucial role in shaping the industry. Initiatives aimed at promoting investments, ensuring environmental compliance, and fostering innovation were introduced to create a conducive business environment.

9. Export and Import Dynamics:

India participated actively in the global steel trade, both as an importer and exporter. The international trade landscape influenced pricing strategies and market dynamics for Indian steel products.

10. Infrastructure Development:

The booming economy led to a surge in infrastructure development projects. Steel, being a fundamental component in construction and infrastructure, experienced heightened demand, further driving the growth of the industry.

Chapter - 3

COMPETITOR ANALYSIS



सेल SAIL

स्टील अथॉरिटी ऑफ इण्डिया लिमिटेड
STEEL AUTHORITY OF INDIA LIMITED

Steel Authority of India Limited (SAIL) is one of the largest state-owned steelmakers in India. Here are key aspects of SAIL:

1. Overview:

- SAIL was established in 1973 and is headquartered in New Delhi, India. It operates as a government-owned enterprise under the Ministry of Steel.

2. Steel Production:

- SAIL is a fully integrated steel producer with a focus on mining iron ore, producing steel, and manufacturing a variety of steel products.

3. Manufacturing Facilities:

- The company has integrated steel plants located at various strategic locations in India, including Bhilai, Bokaro, Durgapur, Rourkela, and Burnpur.

4. Diverse Product Portfolio:

- SAIL produces a wide range of steel products, including hot-rolled and cold-rolled coils, plates, rails, structural sections, and steel pipes.

5. Technological Upgradation:

- SAIL has undertaken various initiatives to modernize and upgrade its technology to enhance productivity and product quality.



Tata Steel is a global steel company and a part of the Tata Group, one of India's largest and oldest industrial conglomerates. Here are key aspects of Tata Steel:

1. Heritage and Ownership:

- Tata Steel is one of the oldest and most respected steel companies globally, founded by Jamsetji Tata in 1907. It is a flagship company of the Tata Group.
- The Tata Group is known for its commitment to ethical business practices and social responsibility.

2. Global Presence:

- Tata Steel has a significant international presence with operations and subsidiaries in various countries, including the United Kingdom, the Netherlands, Singapore, Thailand, and others.
- The acquisition of Corus Group in 2007 marked a major milestone in Tata Steel's global expansion.

3. Diverse Product Portfolio:

- The company produces a wide range of steel products, catering to industries such as automotive, construction, infrastructure, and manufacturing.
- Tata Steel's product offerings include hot-rolled and cold-rolled coils, sheets, strips, tubes, and specialty steel products.

4. Employee Welfare:

- The company places a strong emphasis on the well-being of its employees, providing a safe and inclusive work environment.
- Training and development programs contribute to a skilled and motivated workforce.



Jindal Steel and Power Limited (JSPL) is an Indian steel and energy company with a significant presence in the steel industry. Here are key aspects of JSPL:

1. Overview:

- JSPL is part of the O.P. Jindal Group, one of India's leading industrial groups with diverse business interests.
- The company operates in multiple segments, including steel, power, infrastructure, and mining.

2. Steel Production:

- JSPL is a major player in the steel sector, producing a variety of steel products for domestic and international markets.
- Its steel products include plates, coils, angles, channels, rails, and wire rods, catering to industries like infrastructure, construction, and automotive.

3. Diversified Product Portfolio:

- The company has a diversified product portfolio, serving the needs of different industries such as construction, infrastructure, and energy.

4. Global Presence:

- JSPL has ventured into international markets, exporting its steel products to various countries and exploring opportunities for global expansion.



JSW steels one of the leading steel producers in India and a part of the diversified JSW Group. Here are key aspects of JSW Steel:

1. Overview:

- JSW Steel is a flagship company of the JSW Group, a conglomerate with interests in steel, energy, infrastructure, cement, and more.
- The company operates multiple steel plants in India, strategically positioned to cater to diverse markets.

2. Production Capacity:

- JSW Steel has a substantial production capacity, capable of producing a wide range of steel products.
- The company's production includes flat products like hot-rolled and cold-rolled coils, galvanized products, and long products such as TMT bars.

3. Technological Advancements:

- JSW Steel is known for its adoption of advanced technologies in steel manufacturing.
- Continuous efforts are made to enhance efficiency, quality, and sustainability through technological innovations.

4. Diversified Product Portfolio:

- The company produces a diverse range of steel products catering to various industries including automotive, construction, infrastructure, and manufacturing.

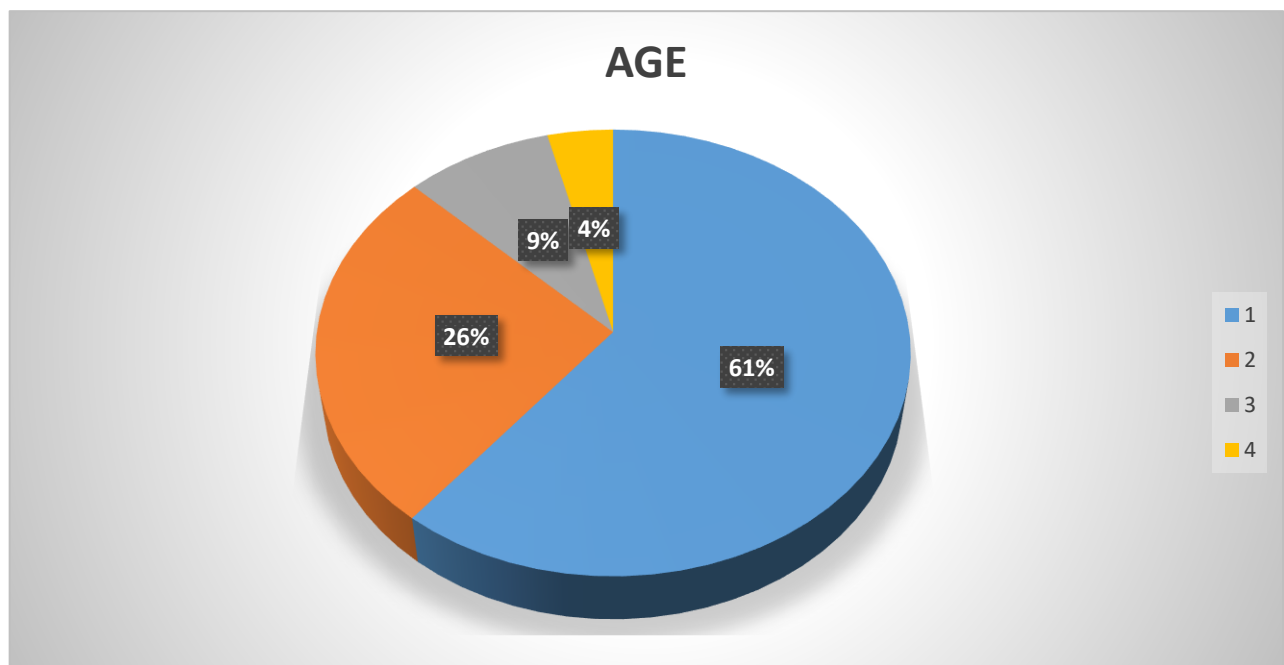
Chapter - 4

EMPLOYEE ANALYSIS

PERCENTAGE ANALYSIS

- Age of the respondents

PARTICULARS	NO. OF RESPODENTS	PERCENTAGE
20-30	62	60.8
30-40	27	26.5
40-50	9	8.8
Above 50	4	3.9



INTERPRETATION:

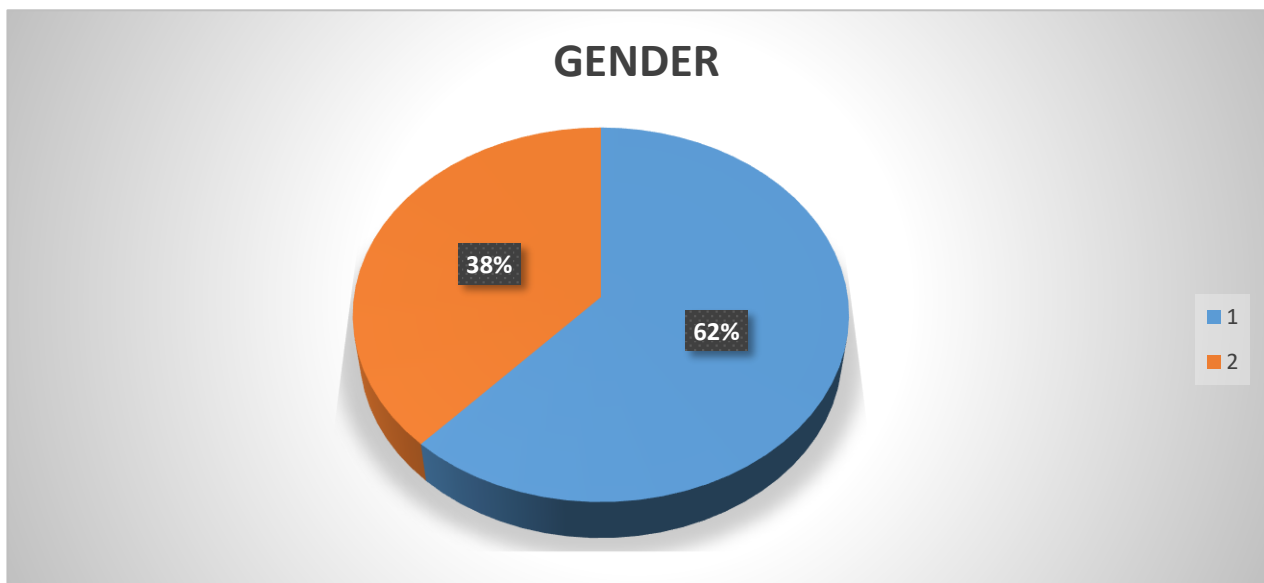
- In the table 60.8% maximum in 20-30
- And 3.9 minimum in Above 50

INFERENCE:

Maximum 60.8% in 20-30

- Gender of the respondents

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Male	63	61.90%
Female	39	38.20%



INTERPRETATION:

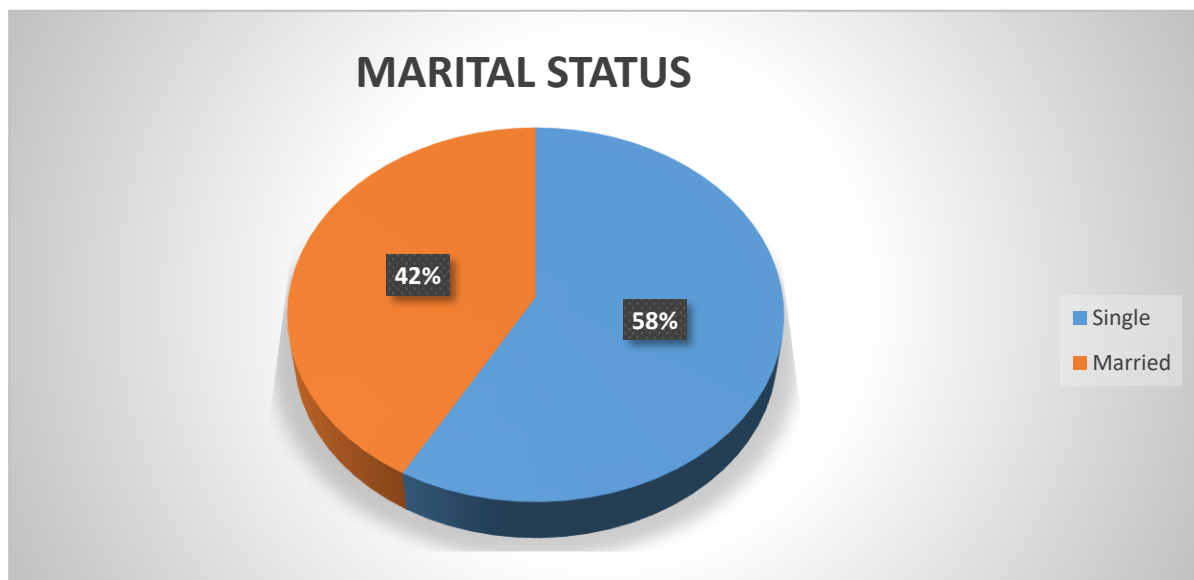
- In the table 61.9% maximum in Male
- And 38.20 minimum in Above Female

INFERENCE:

Maximum 61.9% in Male

- Marital Status of the respondents

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Single	60	58.20%
Married	42	41.80%



INTERPRETATION:

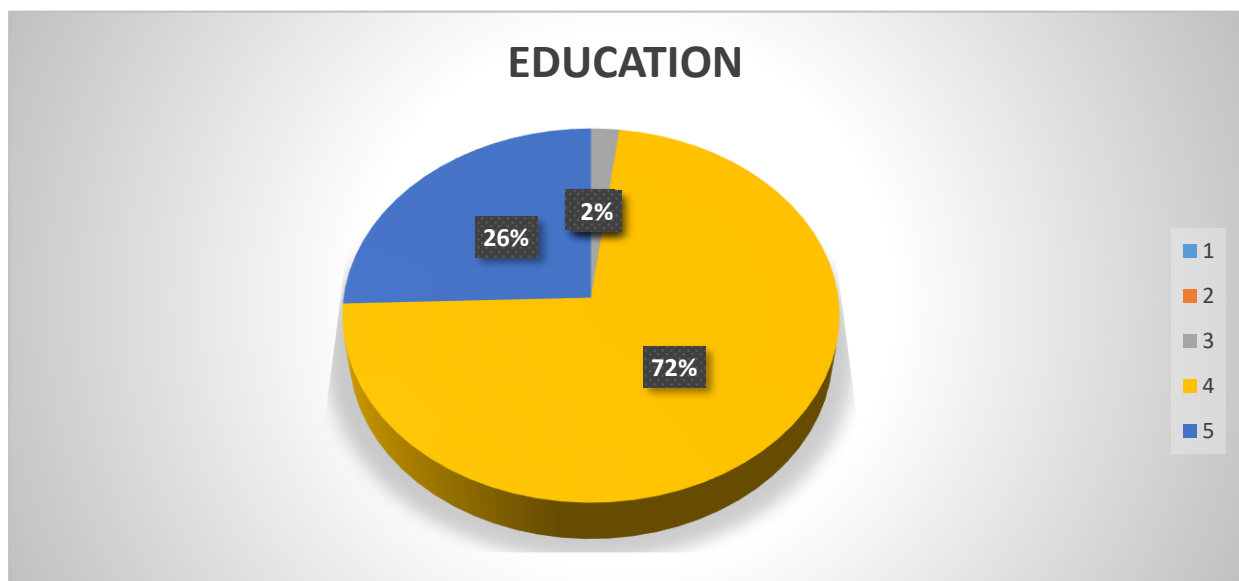
- In the table 58.2% maximum in Single
- And 41.80% minimum in Married

INFERENCE:

Maximum 58.2% in Single

- Education of the respondents

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Below Matric	0	0%
Matric	0	0%
Intermediate	2	2%
Graduate	74	72.50%
Post Graduate	26	25.50%



INTERPRETATION:

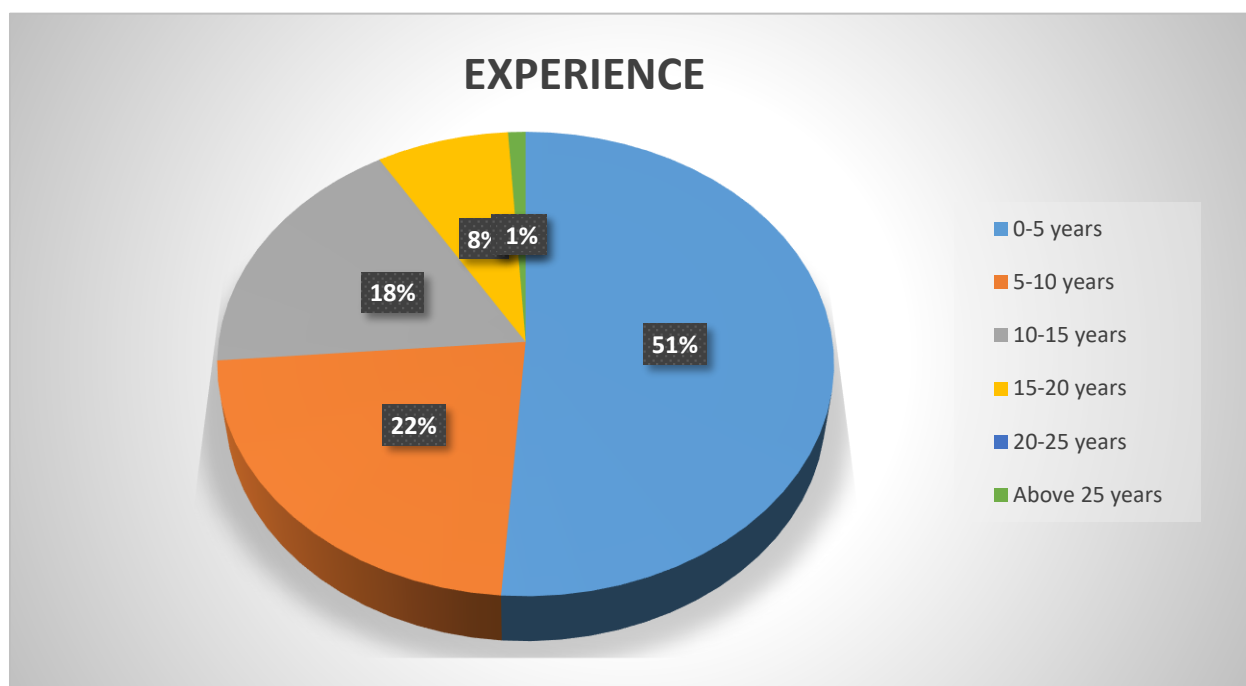
- In the table 72.5% maximum in Graduate
- And 0% minimum in below matric

INFERENCE:

Maximum 72.5% in Graduate

- Experience of the respondents

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
0-5 years	52	51%
5-10 years	23	23%
10-15 years	18	18%
15-20 years	8	7.60%
20-25 years	0	0.00%
Above 25 years	1	1%



INTERPRETATION:

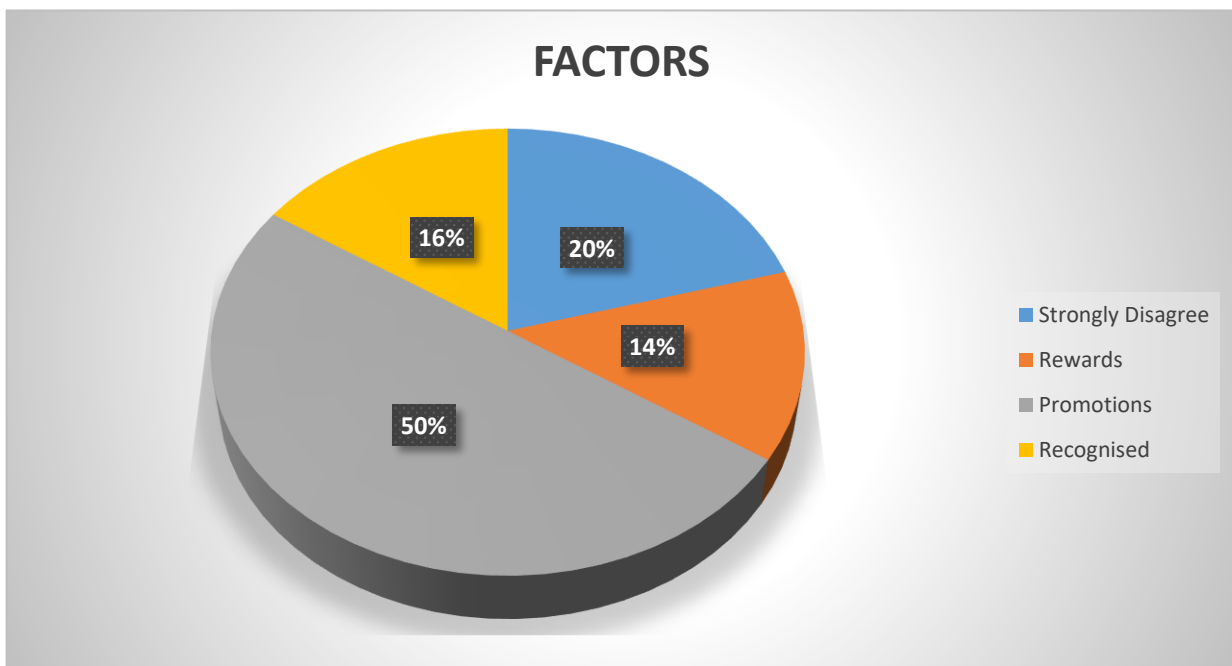
- In the table 51% maximum in 0-5 years
- And 0% minimum in 20-25 years

INFERENCE:

Maximum 51% in 0-5 years

- Factors which increase the motivation level at workplace

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Award	21	21%
Rewards	14	14%
Promotions	51	50%
Recognised	16	15.70%



INTERPRETATION:

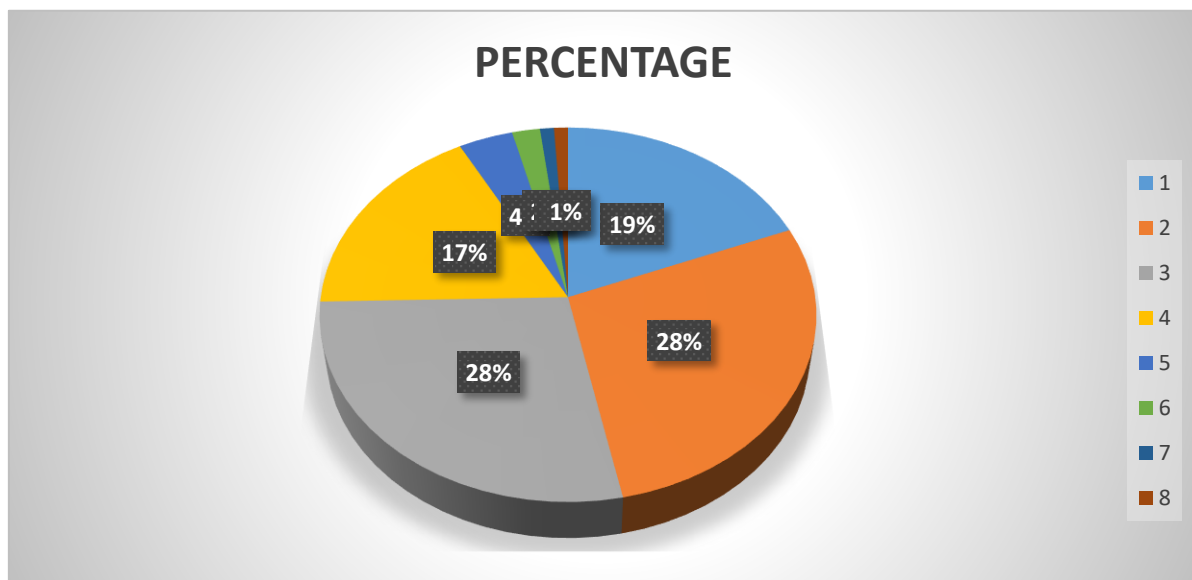
- In the table 50% maximum in promotions
- And 14% minimum in rewards

INFERENCE:

Maximum 50% in promotion

- Types of approach motivates you more

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
psychological	19	19%
Behavioural	129	28%
Cognitive	28	28%
Social	18	17.60%
Promotions	4	3.90%
Job Security	2	2%
Career	1	1%



INTERPRETATION:

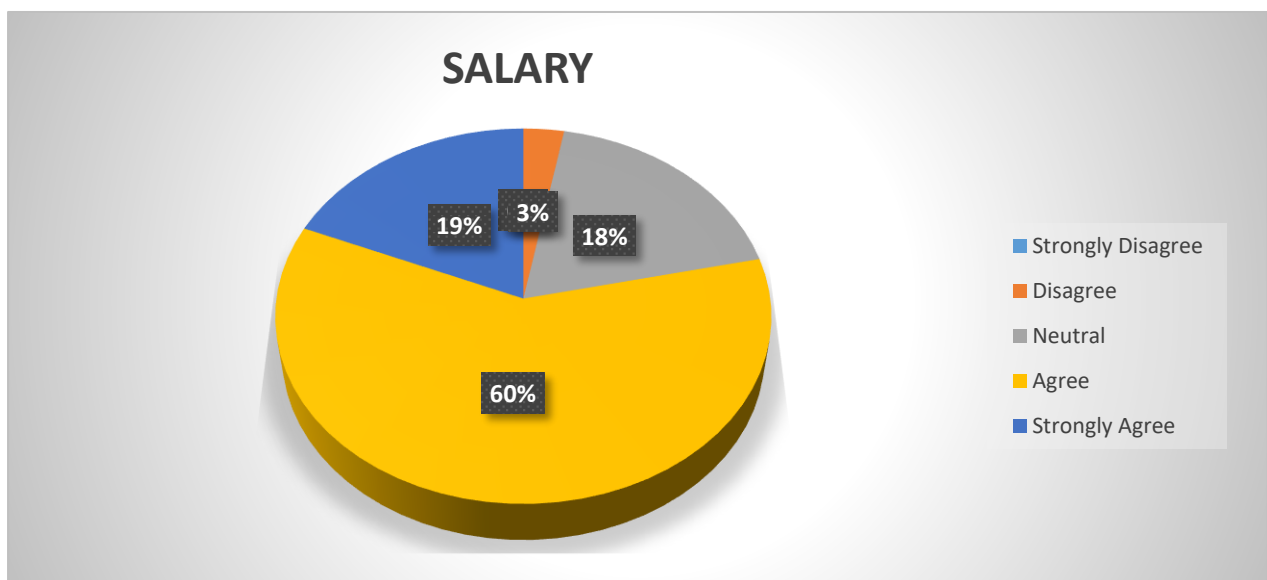
- In the table 28% maximum in Behavioural
- And 1% minimum in Career

INFERENCE:

Maximum 28% in Behavioural

- Salary as the motivational factor to employees performance

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Disagree	0	0
Disagree	3	2.9
Neutral	19	18.6
Agree	61	59.8
Strongly Agree	19	18.6



INTERPRETATION:

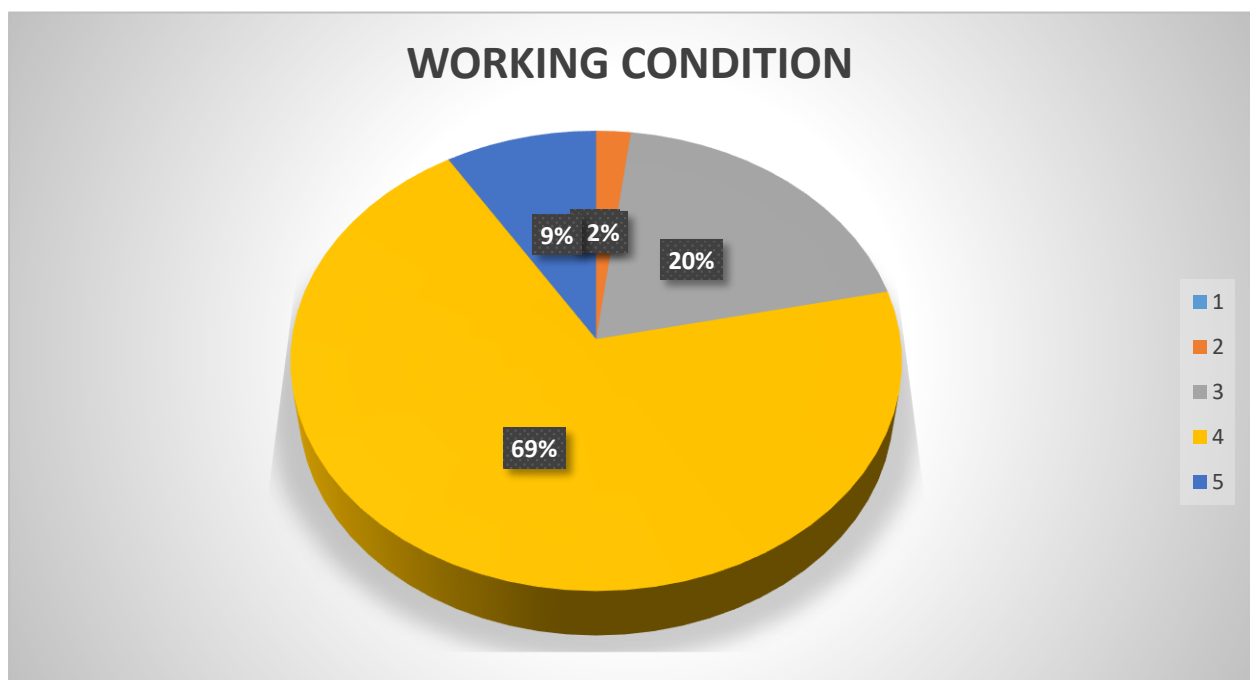
- In the table 59.8% maximum in Agree
- And 2.9% minimum in Disagree

INFERENCE:

Maximum 59.8% is agree .

- Working Condition as the motivational factor to employees performance

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Disagree	0	0
Disagree	2	2
Neutral	20	19.6
Agree	71	69.6
Strongly Agree	9	8.8



INTERPRETATION:

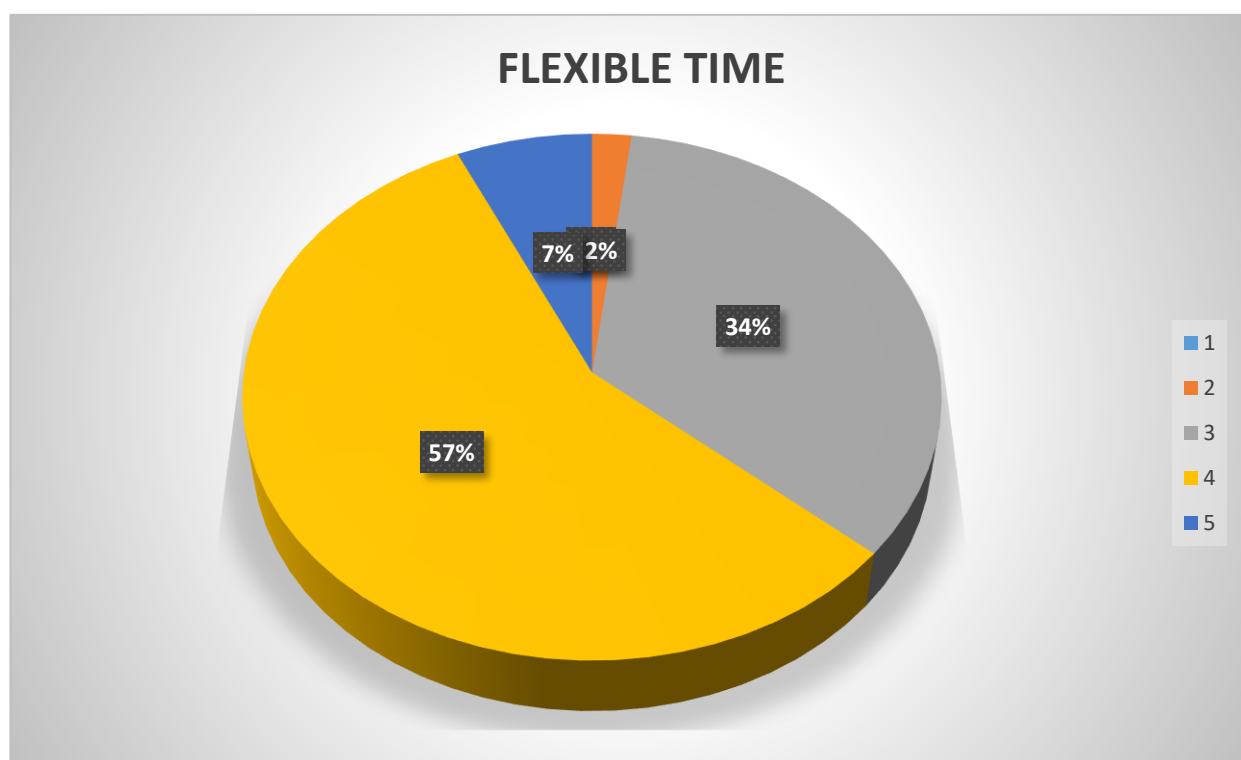
- In the table 0% maximum in Strongly Disagree
- And 69.6% minimum in Agree

INFERENCE:

Maximum 69.6% is agree .

- Flexible Time as the motivational factor to employees performance

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Disagree	0	0
Disagree	2	2
Neutral	35	34.3
Agree	58	56.9
Strongly Agree	7	6.9



INTERPRETATION:

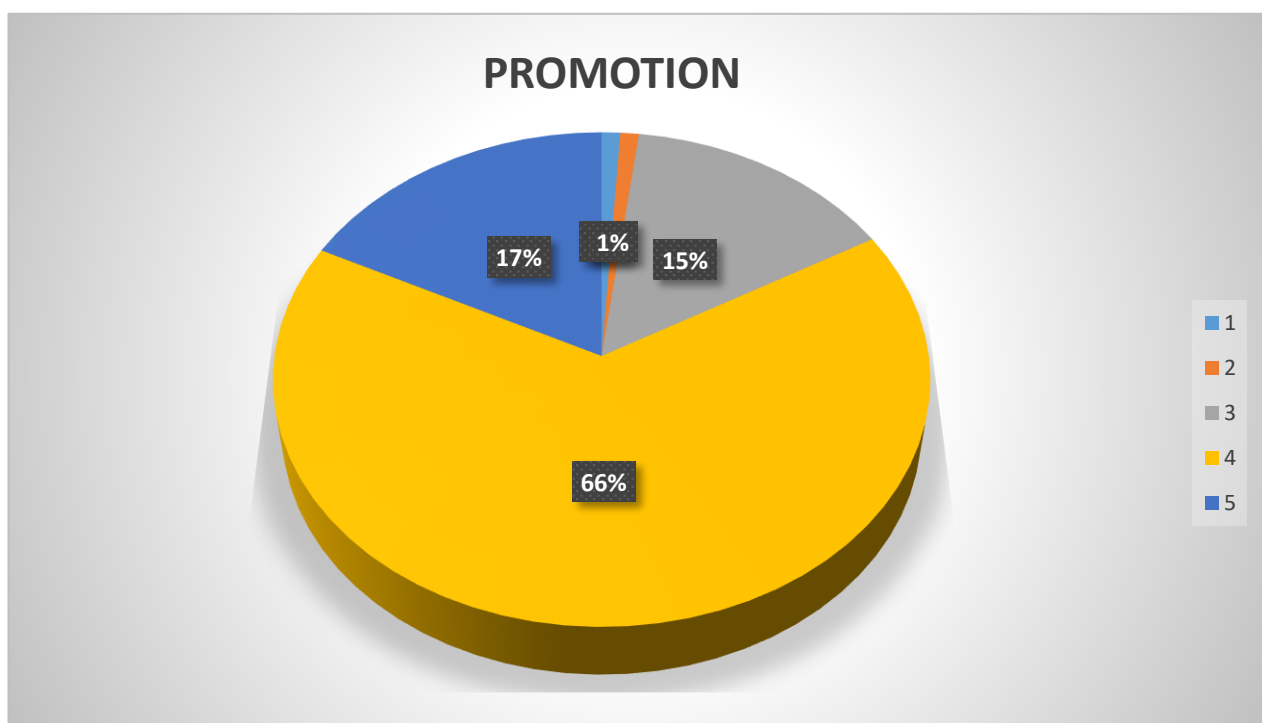
- In the table 56.9% maximum in Agree
- And 0% minimum in Strongly Disagree

INFERENCE:

Maximum 56.9% is agree .

- Promotion as the motivational factor to employees performance

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Disagree	1	1
Disagree	1	1
Neutral	15	14.7
Agree	67	65.78
Strongly Agree	18	17.6



INTERPRETATION:

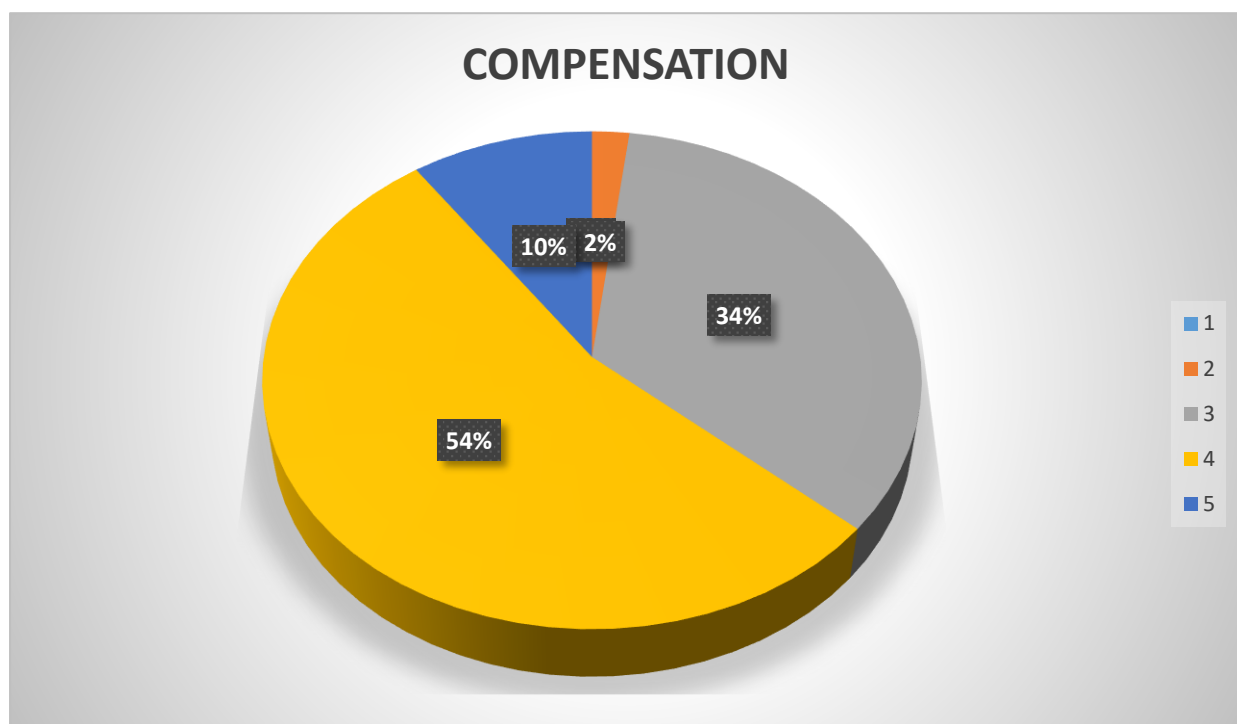
- In the table 65.78% maximum in Agree
- And 1% minimum in Strongly Disagree

INFERENCE:

Maximum 65.7% is agree .

- Compensation as the motivational factor to employees performance

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Disagree	0	0
Disagree	2	2
Neutral	35	34.3
Agree	55	53.9
Strongly Agree	10	9.8



INTERPRETATION:

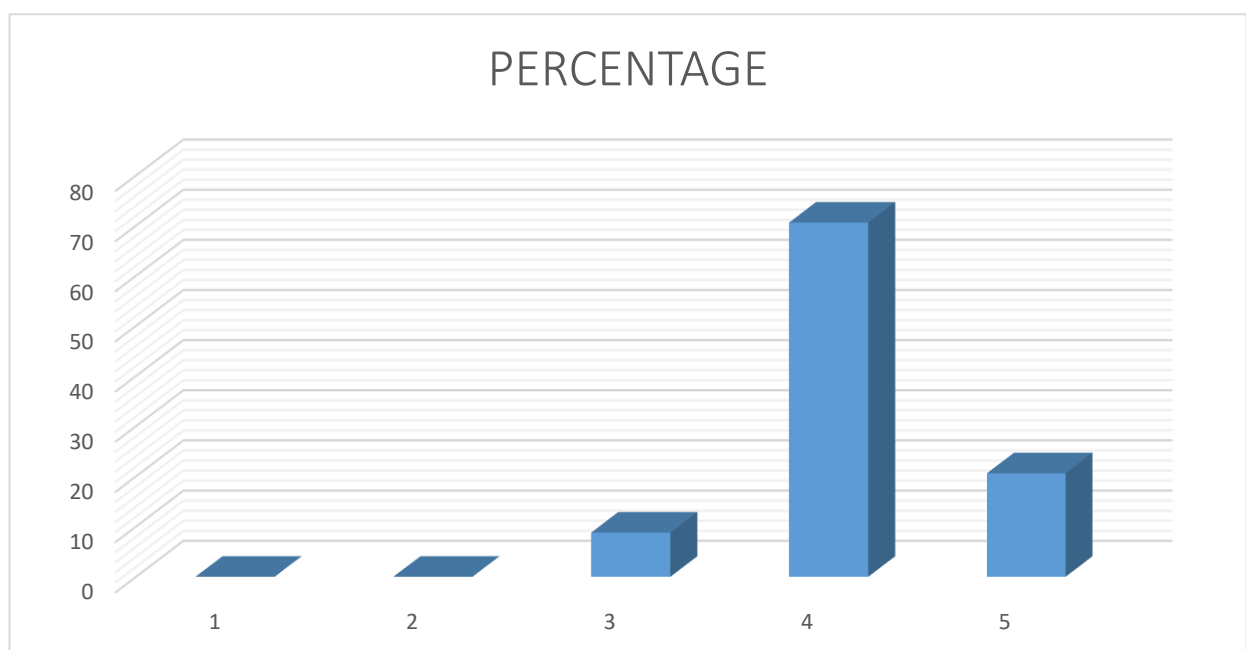
- In the table 67.7% maximum in Agree
- And 1% minimum in Strongly Disagree

INFERENCE:

Maximum 65.7% is agree .

- What is your satisfactional level at your workplace

PARTICULARS	NO. OF RESPODENTS	PERCENTAGE
1(Very Low)	0	0
2(Low)	0	0
3(Neutral)	9	8.8
4(High)	72	70.6
5(Very High)	21	20.6



INTERPRETATION:

- In the table 70.6% maximum in 4
- And 0% minimum in 1,2

INFERENCE:

Maximum 70.6% in 4

Chapter - 5

ACTUAL WORK DONE

1. Assisting in recruitment processes, such as screening resumes and scheduling interviews.
2. Conducting orientation sessions for new employees.
3. Managing employee records and ensuring data accuracy.
4. Assisting in the implementation of HR policies and procedures.
5. Supporting employee relations activities.
6. Handling basic HR queries from employees.
7. Assisting in performance management processes.
8. Coordinating training and development programs.
9. Participating in employee engagement initiatives.
10. Assisting in payroll and benefits administration.
11. Monitoring and updating job descriptions.
12. Supporting disciplinary actions and grievance procedures.
13. Managing employee attendance and timekeeping.
14. Assisting in the organization of company events.
15. Collaborating with other departments on HR-related matters.
16. Maintaining confidentiality of sensitive HR information.
17. Assisting in HR reporting and analytics.
18. Updating and communicating HR policies to employees.
19. Participating in HR audits and compliance activities.
20. Contributing to continuous improvement of HR processes.

FINDINGS

1. Maximum 60.8% in 20-30
2. Maximum 61.8% in male
3. Maximum 58.8% are in single
4. Maximum 72.5% are graduate
5. Maximum 51% in 0-5years
6. Maximum 50% in promotion
- 2 Maximum 28.4% in behavioural
8. Maximum 42.2% in promotion
9. Maximum 84.3% in yes
10. Maximum 80.4% in yes.
11. Maximum 59.8% in agree
12. Maximum 62.7% in agree
13. Maximum 69.6% in agree
14. Maximum 56.9% in agree
15. Maximum 65.7% in agree
16. Maximum 59.8% in agree
17. Maximum 53.9% in agree
18. Maximum 51% in neutral
19. Maximum 55.9% in neutral
20. Maximum 47.1% in neutral
21. Maximum 70.6% in 4

Chapter - 6

SUGGESTION

- More financial benefits should be given .
- Promotion system should be communicated among the workers .
- Today, as there is a atmosphere of worker participation in the decisions regarding . organization worker should have given opportunity to express their views in the company.
- Money incentives should be increased .
- Management policies and practices should be communicated so that workers . could understand them easily .

CONCLUSION

On the basis of the data analysis and interpretations the research comes to know that following points .

- Respondents get opportunity to express their views .
- There is a cooperative relationship between workers and management.Motivation . abstract quality, for which measurement become to difficult task because of the
- non-availability of standardized test for it .
- Attitude of workers towards supervisor and co-workers is also extremely Favourable .
- Attitude of workers towards organization is extremely favourable.

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ANNEXUR

ArcelorMittal Nippon Steel (AM/NS)

* Indicates required question

1. Email *

2. NAME *

3. AGE *

Mark Only One Square

- ☐ 20-30 YEAR
☐ 30-40 YEARS
☐ 40-50 YEARS
☐ ABOVE 50 YEARS

4. GENDER *

Mark Only One Square

- ☐ MALE
☐ FEMALE

5. MARITAL STATUS *

Mark Only One Square

- ☐ SINGLE
☐ MARRIED

6. EDUCATIONAL QUALIFICATION *

Mark Only One Square

- ☐ BELOW MATRIC
- ☐ MATRIC
- ☐ INTERMEDIATE
- ☐ GRADUATE
- ☐ POST
GRADUATE

7. EXPERIENCE *

Mark Only One Square

- ☐ 0-5 YEARS
- ☐ 5-10 YEARS
- ☐ 10-15 YEARS
- ☐ 15-20 YEARS
- ☐ 20-25 YEARS
- ☐ ABOVE 25 YEARS

8. FACTORS WHICH INCREASE THE MOTIVATION LEVEL AT WORKPLACE *

Mark Only One Square

- ☐ AWARDS
- ☐ REWARDS
- ☐ PROMOTIONS
- ☐ RECOGNITIOS

9. TYPES OF APPROACH MOTIVATE YOU *

Mark Only One Square

- ☐ PSYCHOLOGICAL
- ☐ LBEHAVIOURAL
- ☐ COGNITIVE
- ☐ SOCIAL
- ☐ PROMOTIONAL
- ☐ JOB SECURITY
- ☐ CAREER

10. FACTORS MOTIVATE YOU MOST *

Mark Only One Square

- ☐ SALARYINCREASE
- ☐ EPROMOTION
- ☐ LEAVE
- ☐ MOTIVATIONAL
- ☐ TALKRECOGNITION

11. DO YOU GET OPPORTUNITY TO EXPRESS YOUR THOUGHT IN COMPANY *

Mark Only One Square

- ☐ YES
☐ NO

12. SALARY AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE *

Mark Only One Square

- ☐ STRONGLY DISAGREE
☐ DIS AGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

13. INCREMENT AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE *

Mark Only One Square

- ☐ STRONGLYDISAGRE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

14. WORKING CONDITION AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE *

Mark Only One Square

- ☐ STRONGLYDISAGRE
☐ EDISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

16. FLEXIBLE TIME AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE

*

Mark Only One Square

- ☐ STRONGLYDISAGRE
- ☐ EDISAGREE
- ☐ NEUTRAL
- ☐ AGREE
- ☐ STRONGLY AGREE

17. APPRECIATION AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE

*

Mark Only One Square

- ☐ STRONGLYDISAGRE
- ☐ EDISAGREE
- ☐ NEUTRAL
- ☐ AGREE
- ☐ STRONGLY AGREE

18. COMPENSATION AS MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE

*

Mark Only One Square

- ☐ STRONGLYDISAGRE
- ☐ EDISAGREE
- ☐ NEUTRAL
- ☐ AGREE
- ☐ STRONGLY AGREE

19. RELATION WITH SUPERIOR AS THE MOTIVATIONAL FACTOR TO
EMPLOYEES PERFORMANCE

*

Mark Only One Square

- ☐ HIGHLY
 - ☐ SATISFIED
 - ☐ NEUTRAL
 - ☐ DISSATISFIED
 - ☐ HIGHLY DISSATISFIED
-