

**A STUDY ON THE FUNCTION ON HRM OF AMSTEEL  
CASTING PVT. LTD, HOSUR.**

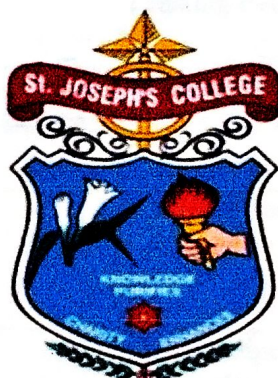
Report on Internship Training submitted to Periyar University, Salem  
in partial fulfilment of requirement for the award of the degree of  
**BACHELOR OF COMMERCE**

Submitted by

**NAME : ALAFRIN M**  
**REG NO : C21UG152COM006**

Under the guidance of  
**Mrs. M. PRIYA, M.com., M.Phil., B.Ed., PGDCA., (Ph.D.)**

Assistant Professor



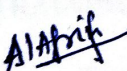
**DEPARTMENT OF COMMERCE**  
**ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE FOR WOMEN**  
(Affiliated to Periyar University, Salem)

**Mookandapalli, SIPCOT, Hosur – 635126**

**JULY 2023**

**PERIYAR UNIVERSITY**  
**INTERNSHIP TRAINING REPORT FORMAT**

1	Name of the candidate	ALAFRIN M
2	University Examination Registration Number	C21UG152COM006
3	Name of the College	ST. JOSEPHS COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR
4	Name of the Department / Degree	Commerce / B. Com
5	Name of the Industry/Institute in which for Internship Training Undergone	Amsteel casting pvt. ltd
6	Guide/ Supervisor under whom the training undertaken	Mrs. M. Priya M.com., M.Phil., B.Ed., PGDCA., (Ph.D.)
7	Title of the Training	A Study on Functions on HRM of Amsteel casting Pvt. Ltd, Hosur
8	Brief output of training (not more than 2 pages) – Attach Annexure – 1	(Enclosed)
9	Conclusion	Secured Practical Knowledge and experience
10	Outcome of the Training	Knowledge and skills gained through the internship training program can be applied in real life scenario



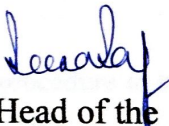
Signature of

the student



Signature of

the guide

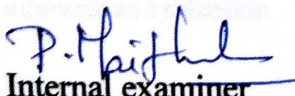


Head of the

department



Principal

  
Internal examiner



# **A STUDY ON THE FUNCTION ON HRM OF AMSTEEL CASTING PVT. LTD, HOSUR.**

## **INTRODUCTION**

In today's world the education is not adequate to enable the student to complete with confidence and reach the goal without having practical experience. I the student of commerce of St. Joseph's college of arts and science for women, Hosur has undertaken 15 days of internship program at Amsteel casting pvt. Ltd, Hosur.

Company started in the year 1996 with annual turnover of 50 to 100 crores per year. Manufacturing of carbon steel, Alloy steel, Stainless steel and Nikel alloys castings. The major customers are Velan, Caterpillar, L & T and Goodwill with 90% export and 10% local selling of products with the certification of ISO 9001-2015.

## **ORGANISATION**

A HR head is responsible for organizing all function of the organisation. It is a must for every HR head to carry out an induction for every new hire and give them an orientation regarding the company policies and rules.

## **HR DEPARTMENT PROCEDURE**

### **RECRUITMENT**

It has been one of the functions and major responsibilities of the HR team to plan and devise strategic campaigns and guidelines for recruiting suitable candidates for required job description. This is the pillar of HR management.

### **TRAINING**

Training of the recruited employees is an important procedure to help them to get required knowledge with the organisations work pattern. It is imperative for the HR department to incorporate a training program for every new employee based on the skills required for the job. It will further also contribute towards Employee motivate and retention.

## **MAINTAINING OF WORK CULTURE**

It is the duty of the HR department to maintain a healthy, safety, good work environment to ensure a level of comfort amongst the employees and it is vital to have an efficient work atmosphere, because an individual's performance is largely dependent on the surroundings, he is work in.

## **EMPLOYEE RELATIONS**

The HR departments major responsibility is dealing with the human part of the organisation and this involves great inter personal skills. As HR department person, Employer and Employee relationship is to be maintain in good manner always.

## **APPRAISALS**

Since HRM is a department mainly dealing with Employees, carrying out the timely/periodical performance appraisals is an important role. Performance appraisals help in employee motivation. It also enables to give them feedback on their work and suggest necessary measures required to be taken for their performance. This helps Employees to have a clear view of what is expected of them and what they are delivering. Thus, they can work better towards improving their performance and achieving targets.

## **CONCLUSION**

Through internship training at Amsteel Casting Pvt. Ltd, Hosur a clear knowledge has been obtained about the various Human Resource Management methods. I have developed the practical knowledge during the process of training, this training session helped me to know more about steel casting which would definitely help me in the future aspects of my career. Thus, I gained a deep knowledge about process of steel casting.





**AMSTEEL**

**CASTINGS Pvt. Ltd.**

FACTORY : 35A, SIPCOT INDL. COMPLEX,

HOSUR - 635 126. T.N. INDIA

PHONE : 04344 - 276952, 276753

E-mail : info@amsteel.co.in

CIN NO. : U27310TN1993PTCO24444

Date: 13.07.2023

**TO WHOM SO EVER IT MAY CONCERN**

**INTERNSHIP TRAINING CERTIFICATE**

This is to certify that Ms. **ALAFRIN. M** 3<sup>rd</sup> year B. Com (Computer Application), student of St. Joseph's College of Arts and Science for Women, Mookandapalli, Hosur – 635 126 has successfully completed her Internship Training in our unit from 26.06.2023 to 13.07.2023.

For Amsteel Castings Pvt. Ltd.,

M. Subramaniam,  
General Manager.

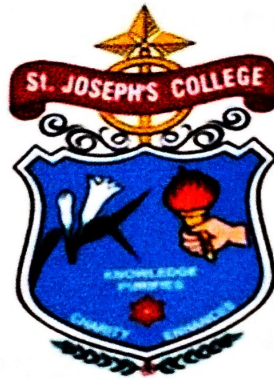
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Hosur**

**Report on Internship Training submitted to Periyar University, Salem  
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BACHELOR OF COMMERCE**

**Submitted by**

**NAME : CHETHANA M  
REG NO : C21UG152COM021**

**Under the guidance of  
Mrs. L .MANJULA, M.Com., M.Phil., PGDCA.,  
Assistant Professor**



**DEPARTMENT OF COMMERCE  
ST. JOSEPH'S COLLEGE OF ART'S AND SCIENCE FOR  
WOMEN,**

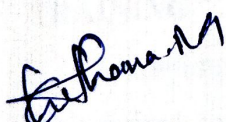
**(Affiliated to Periyar University, Salem)  
Mookandapalli, SIPCOT, Hosur - 635109**

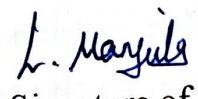
**JULY 2023**

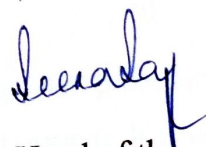


**PERIYAR UNIVERSITY**  
**INTERNSHIP TRAINING REPORT FORMAT**

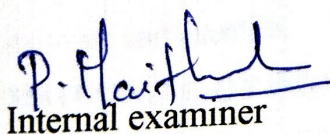
1	Name of the candidate	CHETHANA M
2	University Examination Registration Number	C21UG152COM021
3	Name of the College	ST. JOSEPHS COLLEGE OF ARTS AND SCIENCE FOR WOMEN, HOSUR
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6	Guide/ Supervisor under whom the training undertaken	Mrs. L. MANJULA
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Signature of  
the Students

  
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the Guide

  
Head of the  
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## **OBJECTIVES**

- To have an overall idea about the Human resource Management procedure of Amsteel casting Pvt. Ltd, Hosur.
- To gain knowledge and experience on how Amsteel casting Pvt. Ltd performance on Human Resource Management process.
- To identify about how to recruit the employees.

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## **REWARDS AND INCENTIVES**

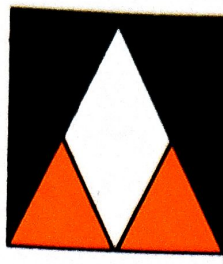
Rewarding the Employees for a work well done imports motivation and at the same time induces a desire to excel at tasks in hope of obtaining rewards. For any new Innovations, Suggestions in New Product Development (NPD) and R&D rewards to be given for their talent and achievement.

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## **CONCLUSION**

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