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PURNEA UNIVERSITY, PURNEA

Ph. D Thesis Evaluation Report

Name of Examiner:

Dr. Jagannath Patnaik

Designation & Address:

Vice Chancellor

**ICFAI University, Sikkim, Sichey, Ranka
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Email address:

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9132933333

Examiner's specialization:

Advanced Accounts

Title of the thesis:

**Human Resource Management enhancing the
skills of Human Resources of Jindal Steel and
Power Limited, Jharkhand.**

Subject:

Commerce

Degree:

Ph.D.

Faculty:-

Commerce & Management

Name of the candidate:-

SANATAN SINHA

Title: Is it adequate and appropriate for the content of the thesis?

Yes, the title is adequate and appropriate for the content of the thesis.

Abstract / Summary: Does it contain the essential information of the thesis? Is it complete?

The Abstract/Summary is complete and it contains the essential information of the thesis.

Motivation: Does the problem considered have a sound motivation? The thesis should clearly demonstrate the results. The thesis should not rely solely on previous literature.

Yes, the problem considered in the thesis have a sound motivation and it is clearly demonstrated by the thesis. The consideration of the thesis is based on the primary data, and the previous literature is taken into account to establish the theoretical support regarding the findings of the research.



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Academic merit: Is the work rigorous, well organized, accurate, and correct? (Attach additional sheet, if required)

Yes, the work is rigorous, well organized, accurate and correct. The thesis is written using all the relevant facts collected through primary as well as secondary data and used it in a very theoretical way to establish the findings.

Clarity: Are the ideas expressed clear and concise? Are the concepts understandable? Are the concepts in the thesis logically organized?

The thesis is well organised and the findings, ideas expressed here is very clear and concise. The concepts presented in the thesis are in very simple language and very easy to understand. The concepts in the theory are precise and supportive and very logically organised.

Originality: Is the work relevant and novel? Does the work contain significant additional material to that already published? If you feel that the work presented is not original, then suggest references contribution, (Attach additional sheet, if required)

This thesis is a very novel and relevant for today's working environment. The work is original as the thesis is precisely based on the primary data.

Diagrams, figures, tables and captions: Are they clear and essential?

The Diagrams, figures, tables and captions are clear and essential. As the diagrams, tables and captions are very vital part of any data to be presented in such a way that it clears the doubts and establishes the findings correctly in the thesis.

Text: Is the thesis clearly and intelligently conceived and stated showing insight and a growth of understanding?

Yes, the thesis is clearly and intelligently conceived showing insight and a growth of understanding of the subject concerned.

Grammar and composition: Do grammar and composition adhere to proper grammatical usage, logical format and correct spelling?

Yes, the grammar and composition in the present theory adhere to proper grammatical usage, logical format and the spellings are correct.



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Referencing: Has the author referred to the most recent and most appropriate work? Is the present work set in the context of the previous work? Are the cited materials relevant and important to the topic? (*Attach additional sheet, if required*)

Yes, the author has referred to the most recent and most appropriate work. The present work is completely new one and very relevant to the topic. The cited materials are relevant and important to the topic.

Balance: Do you think, the overall balance and structure of the thesis is good? Should the authors concentrate more on a specific area of the thesis, or are some sections, which are unnecessary and should have been reduced or eliminated? (*Attach additional, if required*)

In my view, the overall balance and the structure of the thesis is unique and completely based on established facts. The author is has focused on necessary sections. No sections of the thesis are needed to be reduced or eliminated, as every part and section of the theory is interrelated and supportive to each other.

Conclusion: Does the thesis contain a carefully written conclusion, summarizing what has been done and why it is interesting and useful? (*Attach additional sheet, if required*)

The researcher has taken utmost care while writing the thesis and the summary and conclusion are very useful for future research work in this field.

Future direction: What are future directions for the research presented? (Author's opinion and your opinion) (*Attach additional sheet, if required*)

The present research work provides new and significant insights of employee's talent and skills, that can be harmonized according to the need of their work. The thesis clearly demonstrates the inherent skills of the human resources and the supporting guidance and techniques used by the Human Resource Management to enhance their skills. The present research gives new insights to access the way an employee should be handled to get the best out of him.

Significance: Does the thesis contain important new results? Is it likely to make significant impact on current research? (*Attach additional sheet, if required*)

Yes, the thesis contains new important results and significant insight regarding Human Resource Management and its working techniques. It is likely to make significant impact on current as well as future research.



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Viva-Voce examination: Please set at least five questions relevant to the findings in the thesis, which the candidate shall be required to answer during open viva-voce examination. (Attach additional sheet, if required)

1. Why Human Resource Management is important?
2. What is the difference between skilled and unskilled employees?
3. What is the course of action taken by HRM in skill enhancement?
4. What is the need of skill enhancement?
5. What are your suggestions regarding the improvement of HRM techniques?

Recommended / Not Recommended / Revision needed

(Please specify in detail in reference to the Regulations, relevant extract of which is given overleaf)

All the reference used in thesis writing are as per UGC regulations. All the relevant facts and findings are extracted through various techniques used by the researcher himself adhering to the UGC Guidelines. The theory is based on primary data and the findings are used in a well-planned manner as per the UGC regulations in the thesis.

Mr. Sanatan Sinha is eligible and qualifies in every aspect to have the degree of Ph D. So, I highly recommend that, Mr. Sanatan Sinha, Research Scholar, Commerce should be awarded the Doctor of Philosophy Degree by Purnea University, Purnea.

Gangola
Place: 25/06/2023

Date : _____

Signature of the Examiner with Seal





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PURNEA UNIVERSITY, PURNEA

Ph. D Thesis Evaluation Report

Your Ref:- Exam/conf/PRNU/415/22 dt 14/06/23

Name of Examiner: Prof. (Dr.) Pawan Kumar Poddar
Designation & Address: Pro-Vice Chancellor
B.B.M.K. University, Dhanbad
Jharkhand - 826001
Email address: drpkpoddar@rediffmail.com
Telephone / Fax: 9431214154
Examiner's specialization: Finance and Management
Title of the thesis: *Human Resource Management enhancing the skills of Human Resources of Jindal Steel and Power Limited, Jharkhand.*
Subject: Commerce
Degree: Ph.D.
Faculty:- Commerce & Management
Name of the candidate:- SANATAN SINHA

Title: Is it adequate and appropriate for the content of the thesis?

Yes, the title is adequate and appropriate for the content of the thesis.

Abstract / Summary: Does it contain the essential information of the thesis? Is it complete?

The Abstract/Summary contains the essential information of the thesis. It is complete.

Motivation: Does the problem considered have a sound motivation? The thesis should clearly demonstrate the results. The thesis should not rely solely on previous literature.

Yes, the problem considered have a sound motivation and the results is clearly demonstrated by the thesis. The consideration of the thesis is based on the primary data, and the previous literature is taken into account to establish the theoretical support regarding the findings of the research, but not solely rely on previous literature



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Academic merit: Is the work rigorous, well organized, accurate, and correct? (Attach additional sheet, if required)

Yes, the work is rigorous, well organized, accurate and correct. The thesis is written using all the relevant facts collected through primary as well as secondary data and explained in very organised manner.

Clarity: Are the ideas expressed clear and concise? Are the concepts understandable? Are the concepts in the thesis logically organized?

The ideas expressed in the thesis is very clear and concise. The various concepts presented in the theory are clearly understandable, and are logically organised.

Originality: Is the work relevant and novel? Does the work contain significant additional material to that already published? If you feel that the work presented is not original, then suggest references contribution. (Attach additional sheet, if required)

The work is a very novel and relevant. The work contains significant additional material to that already published.

Diagrams, figures, tables and captions: Are they clear and essential?

The Diagrams, figures, tables and captions are clear and essential. As the diagrams, tables and captions are very vital part of any data to be presented. These make the research work more analytical.

Text: Is the thesis clearly and intelligently conceived and stated showing insight and a growth of understanding?

Yes, the thesis is clearly and intelligently conceived showing insight and a growth of understanding of the subject concerned.

Grammar and composition: Do grammar and composition adhere to proper grammatical usage, logical format and correct spelling?

Yes, the grammar and composition in the present theory adhere to proper grammatical usage, logical format and the spellings are correct, except at some places a few typographical mistake occurred.



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Referencing Has the author referred to the most recent and most appropriate work? Is the present work set in the context of the previous work? Are the cited materials relevant and important to the topic? (*Attach additional sheet, if required*)

Yes, the author has referred to the most recent and most appropriate work. The present work is completely new one and very relevant to the topic. The cited materials are relevant and important to the topic.

Balance: Do you think, the overall balance and structure of the thesis is good? Should the authors concentrate more on a specific area of the thesis, or are some sections, which are unnecessary and should have been reduced or eliminated? (*Attach additional, if required*)

In my view, the overall balance and the structure of the thesis is unique and completely based on established facts. The author is having focused on necessary sections. No sections of the thesis are needed to be reduced or eliminated, as every part and section of the theory is interrelated and supportive to each other.

Conclusion: Does the thesis contain a carefully written conclusion, summarizing what has been done and why it is interesting and useful? (*Attach additional sheet, if required*)

The thesis contains a carefully written conclusion, and summarized the work that has been done. It is useful and interesting as it is based on primary data collection, that provides new knowledge about the prevailing conditions of skill enhancement through Human Resource Management in Jindal Steel and Power Limited.

Future direction: What are future directions for the research presented? (Author's opinion and your opinion) (*Attach additional sheet, if required*)

The findings of the research a new insight in the working of Human Resources Management, and gave a new dimensions to understand the present conditions of skill and it's need for continuous enhancement.

Significance: Does the thesis contain important new results? Is it likely to make significant impact on current research? (*Attach additional sheet, if required*)

Yes, the thesis contains new important results and significant insight regarding Human Resource Management and its working techniques. It is likely to make significant impact on current as well as future research.



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Viva-Voce examination Please set at least five questions relevant to the findings in the thesis, which the candidate shall be required to answer during open viva-voce examination (*Attach additional sheet if required*)

1. Why skill enhancement is necessary?
2. What is the role of HRM in skill enhancement?
3. What are the important human skills a worker needs to contain?
4. Does skill enhancement improve the quality of an employee?
5. What do you recommend for skill enhancement of a worker?

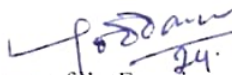
Recommended / Not Recommended / Revision-needed

All the relevant facts and findings are extracted through various techniques used by the researcher using primary data collection. The theory is based on primary data and the findings are used in a well-planned manner in the thesis.

Mr. Sanatan Sinha is eligible and qualifies in every aspect to have the degree of Ph.D. So, I highly recommend that, Mr. Sanatan Sinha, Research Scholar, Commerce should be awarded the Doctor of Philosophy Degree by Purnea University, Purnea, subject to successful defence of his view points by him in the Viva-voce examination.

Place: Dhanbad

Date: 24.06.2023


Signature of the Examiner with Seal

PRO-VICE CHANCELLOR
Binod Bihari Mahto Koyalanchal University
Dhanbad- 828130 (Jharkhand) India



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Evaluation report of the Thesis

Title: Is it adequate and appropriate for the content of the thesis?

The title of the thesis is adequate and it appropriately defines the contents of the research work, as this research work is totally based on the facts and findings of the subjects at a steel-based industry.

Abstract / Summary: Does it contain the essential information of the thesis? Is it complete?

Yes, the Abstract Summary of the thesis contains all the essential information of the thesis. The abstract is complete, as it summarized all the facts found and analysed during the research work.

Motivation: Does the problem considered have a sound motivation? The thesis should clearly demonstrate the results. The thesis should not rely solely on previous literature.

The problem considered for this research work has a sound motivation, as it was initiated to find out the relevance of the study material in the required field. The result is clearly demonstrated by the thesis, containing all the relevant materials. The consideration of the thesis is based on the primary information and data collected through the uses of various tools and techniques, and after their critical analysis. The previous literature is considered only to take literary support to establish the findings of the research.

Academic merit: Is the work rigorous, well organized, accurate, and correct?
(Attach additional sheet, if required)

The research scholar has done a rigorous work for find out the true picture about the problem undertake. The researcher has collected the data regarding the research on his own and organised it well all the accurate and correct findings in the thesis to be used for the addition in the current knowledge and for future reference in the field of knowledge.

Clarity: Are the ideas expressed clear and concise? Are the concepts understandable? Are the concepts in the thesis logically organized?

All the parts of the thesis are written after critical analysis and evaluation. Every part of the thesis is well organised and the findings, ideas expressed here is very clear and concise. Presented in a very simple language, all the concepts of this thesis are quite clear to understand. The facts, concepts and findings are logically organised in this thesis, that are precise and supportive.

Originality: Is the work relevant and novel? Does the work contain significant additional material to that already published? If you feel that the work presented is not original, then suggest references contribution, (Attach additional sheet, if required)

Steel and power is considered as the backbone of any country. The workers working in these



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industries are going through various physical and psychological conditions. The research work was initiated to find out the relevance of the problem undertaken. All the facts found during the research work are truly novel, relevant and original as they are collected through rigorous interview schedules. The research work is completely based on the data undertaken primarily, and is not related to any previous published paper. The research work is completely a hard work of the research scholar and very original.

Diagrams, figures, tables and captions: Are they clear and essential?

In any research paper, the diagrams, figures, tables and captions are used to present the facts in such a way that it clearly represents the findings of the research. In this thesis, the research scholar had used all the necessary diagrams, figures and table to shoe the findings of the result, that are very clear and essential.

Text: Is the thesis clearly and intelligently conceived and stated showing insight and a growth of understanding?

The presented facts and findings of the research are intelligently presented by the scholar. The thesis is clearly and intelligently conceived and sated that shows the insight and growth of understanding of present knowledge.

Grammar and composition: Do grammar and composition adhere to proper grammatical usage, logical format and correct spelling?

After critical examining the thesis, it is found that the grammar and composition in the present theory adhere to proper grammatical usage, logical format and the spellings are correct. All the words and sentences structuring the thesis are grammatically true.

Referencing: Has the author referred to the most recent and most appropriate work? Is the present work set in the context of the previous work? Are the cited materials relevant and important to the topic? (*Attach additional sheet, if required*)

The researcher has referred to the most recent and most appropriate work while using the secondary sources of published materials. The present work is completely new one and very relevant to the topic, as it is completely based on facts and findings of primary data. The cited materials are relevant and important to the topic, as they support the present facts and findings of the research work.

Balance: Do you think, the overall balance and structure of the thesis is good? Should the authors concentrate more on a specific area of the thesis, or are some sections, which are unnecessary and should have been reduced or eliminated? (*Attach additional, if required*)

According to me the overall balance and the structure of the thesis is very unique and is completely based on established facts found during the research work. The author concentrated necessary on all the sections that were necessary. No sections of the thesis are needed to be reduced or eliminated, as every part and section of the theory is interrelated and supportive to each other. The findings of the research are truly containing all the essence of the relevance of this theory.



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Conclusion: Does the thesis contain a carefully written conclusion, summarizing what has been done and why it is interesting and useful? (*Attach additional sheet, if required*)

Written with careful consideration, the present thesis contains a true conclusion with complete summary of the findings. The thesis is very interesting and useful for new research work, as it provides new insights for the future research work in this field. The research scholar has done a commendable work.

Future direction: What are future directions for the research presented? (Author's opinion and your opinion) (*Attach additional sheet, if required*)

To set a new parameter to inquire in the field of Human resources and their skills, keeping in view the needs of the human resources employed anywhere in any industrial establishment is the future direction of the present research. In my view, the present research work provides new and relevant insights of employee's skills, that can be changed according to the needs of the organisation, while working in an organisation, with the help of human resources and its useful tools and techniques. The thesis clearly demonstrates the new paradigm of skills that are inherent in the human beings and only surfaces, when it is demanded by the work.

Significance: Does the thesis contain important new results? Is it likely to make significant impact on current research? (*Attach additional sheet, if required*)

The thesis contains new and unique results that are really important as it is purely based on the findings of the data collected first hand, providing a significant insight for future research. The findings if this research is likely to make significant impact on current as well as future research, as tries to provide a new way of thinking in the field of human resource management.



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Viva-Voce examination: Please set at least five questions relevant to the findings in the thesis, which the candidate shall be required to answer during open viva-voce examination. (*Attach additional sheet, if required*)

1. What is the significance of Human resource Management in skill enhancement?
2. What is Human Resource Management?
3. What tools and techniques were used by HRM in skill enhancement of the employees of JSPL?
4. Define empathy?
5. What are the findings of your research?

Recommended / ~~Not Recommended~~ / ~~Revision-needed~~

The established facts of the research are relevant and extracted from the studies of Jindal company, Journals, Textbooks and by direct materials collected by the researcher. The findings are based on primary data collected, first hand through rigorous labour by the researcher and has been precisely used in a well-planned manner in the thesis.

I strongly recommend to award the Degree of Doctor of Philosophy to Sanatan Sinha, as he is eligible and qualifies in every aspect to have the degree of Ph D.

Place: Purnea

Date Faculty of commerce and management - Purnea
25.06.2023

Signature of the

Purnachandra
25/06/2023
P. G. HEAD AND FORMER DEAN
FACULTY OF COMMERCE
AND MANAGEMENT
PURNEA UNIVERSITY, PURNEA