

## International Journal of Arts & Education Research

### IMPORTANCE OF OIL INDUSTRY IN INDIA'S DEVELOPMENT: A COMPARISON BETWEEN ONGC AND ESSAR

---

**Dr. Sweety Jain**

Asst. Professor

Department of Economics

Jain Kanya Pathshala (PG) College, Muzaffarnagar

---

#### ABSTRACT

The efficiency of any organization depend on its employees so its organization responsibility to ensure that its employee are pleased and satisfied. If employees do not believe that their organization values them and adopt extra work provisions for them, such as work life balance, They will find a place to work where they can feel committed and receive a satisfactory balance between personal life and professional life So today every organization frames a set of work life balance policies for its women employees. "Almost all employees reported that at least one healthy atmosphere should be arranged to them if they needed it. The arrangements most commonly boost up by workers were flexi-time, working from home, and part-time work. As a caring organisation it also provides flexible working arrangements. Every employee wants to have better life having with perks and incentive of an organization in a big organization like IOCL by which quality of life as well as talent may be survive in the organization either it may be IOCL or Essar.

**KEY WORDS:** Efficiency, Caring Organisation, ONGC, ESSAR.

#### INTRODUCTION

Apart from this stock of gas and oil in this country are limited, over the years dependence on this source of energy has increased considerably. Few hike in the utilization of oil was inescapable with the industrialisation and improvement of transport framework and must be mostly by raising the household yield by the import of unrefined petroleum. Hut there was no justification, petroleum use industrial and transport system having developed such a system, tin: government MI the requirement for oil investigation on a broad scale to settle indigenous assets. The Oil and Natural (ONGC), and the Oil India Limited (OIL) were built up in 1955 and 1959 separately to attempt this undertaking. Over the years, their core hard work have resulted in encouraging results. In the last of the Third Plan, India's total initial recoverable reserves were about 172 million tones. During the Fourth Plan, the ONGC went for offshore dulling and this marked as a new milestone in India's oil industry history. In the last of 1977 about 452 million tones of recoverable reserves were established. From the last four decades, oil exploration work was accorded a high priority and the capabilities of the ONGC and Oil India were fully exploited. By which all these efforts, balance recoverable crude oil reserves are now calculated at 775.0 million tones, reserves of oil represent only 0.43 percentage of the world's proven oil reserves. At present rates of creation, existing oil stores will keep going for around 25-26 years.

Unrefined petroleum generation was around 0.25 million tons in 1950-51. It has risen extensively throughout the years and remained at 36.0 million tons in 2016-17. Since the mid-1970s, Bombay High offshore fields have made increasing contribution. In 2016-17' the production of the offshore fields was 18.4 million tones. However, despite considerable crude oil production was also increased during planning, dependence on imports has continued to be very high.

Another part of the industry', that is refining, has additionally been created significantly amid the previous six decades. The full limit of oil industry at the beginning of the principal Plan was just 0.25 million metric tons yearly. As the solely output of crude oil increased and large imports had to be made for meeting the steadily rising consumption of petroleum products, refining capacity was expanded. The effective capacity of

the unit during 1980-81 was 31.8 million metric tons as far as rough throughput. It rose to 69.1 million metric tons in March 1999 and further to 223.2 million metric tons as on April 1, 2015.

The net stores of gas are by and by set at 1,119.55 billion cubic meters. The extent of India's gas stores to the world gas holds is as it were 7 per cent. India depends extensively on imports of flammable gas for meeting its necessities. As far as production of natural gas is concerned, it was Q billion cubic meters in 2016-17 as against the target of 14.1 billion cubic meters.

As far as APM (introduced in 1976) is concerned, it was abolished, effected from April 1, 2002 consequent upon the deregulation of the oil Indian industry. Vide Gazette Notification dated April 28, 2002, the government advised that estimating of all oil based goods aside from PDS (Public Distribution Scheme) lamp fuel and residential LPG, would be advertise decided.

### **BACKGROUND OF INDIAN'S OIL INDUSTRY**

Indian oil industry started since 1889, when to have some profit was the single objective of the industry where the oil was found in Assam. Be that as it may, the ascending order of oil industry began after independence when India was not in good position. When second plan started Indian Petroleum Industry was being nationalized.

During 1962 Indian government opened up its first unit of oil production in Guwahati. In the last of, Indian government introduced a policy of denationalization having some private sector units of Oil production among them ESSAR and Reliance were being given a priority, Right now Indian Oil Corporation has 44 percent of oil share market in India.

From May 1965, under strain of financial emergencies Government blocked import of things by private oil associations and it transformed into IOC's impressive plan of action. IOC could import oil from USSR and Rumania at more affordable than world ordinary costs, the esteem payable in rupees. The essential oil cost augmentation of 1973-74 was connected with having lost Rs. 1,190 crores in 1974-75 and Rs. 1,229 crores in the next year (1.56 percent of GDP). The offer of oil imports in passage salary nearly increased from 10.5 percent amid 1973-74 and bounced to 33.4 percent in 1974-75. The relating figures for another period of oil emergency amid 1979-80 were a terms-of-trade debilitating of Rs. 2,725 crores or 2.38 was being estimated as a GDP in 1979-80. The ascent oil import share ascended in exchange benefit was from 28.4 rates in the midst of 1978-79 to 50.9 percent in 1979-80 and 78.5 percent in 1980-81. In 2016, the development of worldwide economy was falling. Its expanding development tumbled to 3.1 percent from 3.4 percent which was being recorded in 2015 particularly high. In the created countries' economies, improvement again tumbles to 1.7 percent in 2016, from 2.1 percent estimated in 2015. With the passage of new In the new economies, advancement slipped gradually to 4.1 percent in 2016, from 4.2 percent tallied in 2015. The falling yield improvement in US, where it fall by one percent point hit, tumbling to 1.6 percentage in 2016 from 2.6 percent estimated in 2015, went about as an imperative decelerating power on the advancement in the created economies. In other huge economies, there was only a slight respite and the as a rule addition of advancement was kept up. As regards creating economies, while money related greatness has been remained mixed. In any case, dauntlessness was kept up through centered money related and financial help focusing on system adventure and on undertakings to quicken nuclear family credit.

### **IMPORTANCE OF OIL INDUSTRY IN INDIA'S DEVELOPMENT**

The oil business incorporates worldwide procedures to investigate the business in business way like, for example, extraction, investigation, refining, transporting, of oil based commodities. The business has bigger number of the items. Oil is industry produces numerous applicable and supporting items, pharmaceuticals, pesticides, manures, and plastics.

- The starting point of Oil and gas industry can be followed back to the late nineteenth century, when oil was first struck at Digboi in Assam in 1889. In perspective of job and significance of gas and oil segment

for in general financial development, the Indian government declared in 1954 that oil would be the center division industry.

- 1954, oil investigation and generation action was controlled by the legislature claimed National Oil Companies (NOCs), in particular Oil India Private Ltd (OIL) and Oil and Natural Gas Corporation (ONGC). India's refining limit has more than trebled over the most recent 13 years.
- The development is a procedure to upgrade the business, with a huge number of concentrate's reported by both the private and open area.

## REVIEW OF LITERATURE

The adequacy of the business is assessed by the salary of the net advantage. The more essential the advantage, the more gainful is the business. The fundamental purpose to pass judgment on past investigations about HRM rehearses in worldwide world including getting ready and enhancement, execution examination, enlistment and assurance, work orchestrating, headway, welfare and outskirts et cetera. Various examinations were grasped in the field of oil industry. The analyst has experienced it.

Kamal Poria (2007) - It clarifies about the periods of enhancement of oil industry. The oil business started in the north India with the quest for oil in the place called Digboi in Assam. The progression of Oil generation has been especially moderate. Until the 1970 the age of oil and new disclosure were basically shut north eastern state in India. In the later years, the disclosure of gas additionally, in Bombay High provokes new undertakings by the state open division association ONGC to investigation.

Asian Development Bank (2011) considers that "nations contrast in infrastructural and basic changes may incorporate all unmistakable and additionally non substantial resources having inclination to every one of." These qualifications found in varying SDRs and BCRs for refinery contemplates far and wide. It may be favorable to take a gander at the eagerness of social cost rates and the relating BCR for refinery contemplates transversely over made and making economies to guarantee results got of the association.

**Haid** (2008) these are the HR practices named: execution organization, capable enhancement sharpens, head reinforce, social obligation provoking the laborer attitudes and feelings which accordingly drive the upkeep. A model was delivered in this examination. These HR sharpens were prescribed to be executed in the Indian relationship to fabricate the laborer responsibility and upkeep, limits they require later on.

**Bharathi** (2009) elucidated that the regard and subject of HR impacts efficiency, Compelling HR practices could accept crucial employment in achieving all the above said factors.

**Chakraborty** (2009) as per him, every affiliation, office, assemble has unmistakable people must be understood, dealt with and oversaw honestly.

**Compton** (2009) called attention to that HRM systems must incorporate progression arranging, profitable strategy lastly how to hold enter players in the association. Within essential orchestrating frames required to be made with the objective that it builds the estimation of the affiliations.

**Abdi's** (2004) publication brought up that the extraordinary neediness and jobless people constrained 36,000 vagrant workers from Bihar, Orissa and eastern Uttar Pradesh to move to the ship breaking yards of Alang in Gujarat to take up unsafe occupations like cutting open poison bound boats. Risky working and unhygienic living conditions, unlawful nation alcohol, uncontrolled homosexuality and prostitution cumulated towards skin, gastro-intestinal and liver illnesses other than TB, sickness, jungle fever, lack of healthy sustenance, disease, STD and HIV-AIDS. The specialists are paid low, are not given methodical occupation preparing and do the ship disassembling work with inadequate defensive rigging. Wellbeing and ecological directions are not legitimately executed due to the financial and political clout appreciated by the ship breakers. The nearby individuals view them as outcasts and contenders for the employments produced by the ship breaking

industry. The article presumed that except if the ship-breaking specialists join together and sort out themselves with dealing power, there appears to be little seek after them.

**Rajalakshmi** (2006) called attention to the ILO's write about 'Work and Social Trends in Asia and the-Pacific' as indicated by which joblessness among the adolescent isn't troubling in contrast with the falling apart working conditions. The condition of level of unionization has been on the decay and making their voices heard has turning into a test for laborers. The report says that laborers in 'creating Asia' still put in significantly longer working hours than the majority of their partners in whatever remains of the world.

**Ghosh (2009)** delivered various essential measurements of ladies' work in contemporary India. Examination of the wage-paid work done by the ladies utilized in the private segment, utilized by the state and in independent work, the job of movement and the colossal measures of installment less work done by the ladies society has been done. She clarified that the locally situated sub-contracting exercises in little units per unit premise, inadequately paid and having no known non-wage benefits have likely supplanted to some degree the standard type of consistent wages. She has given sign towards the diminished monetary and social bartering intensity of ladies as specialists. She saw that the relationship among Governments is attempting to decreasing perpetual occupations for the agreement constructed work in light of such terms that are not in positive to the laborers. The closure had an expectation that lively ladies' developments will help to misuse of ladies in all types of work in contemporary society.

### **Occupational Structure -Trend during 1951-2011**

In India, the primary occupation is horticulture. In any case, it has been seen that over the period 1951 to 2011, farming remained the primary control of the general population, as work in it was never underneath 48.9 for each penny. Truth be told, over the period 1951 to 1971. After Independence when India settled on arranged improvement and a high need was concurred to industrialisation under different plans, it was trusted that the extent of work drive occupied with farming would tumbled to 60 for every penny by the center of the 1970s. Be that as it may, these desires were gave a false representation of. It is justifiable that amid the pre-Independence period, extent of work drive in farming did not decay. The financial arrangements of the British and combination of the Indian economy on the planet entrepreneur framework as a subordinate accomplice had left little extension for mechanical advancement. Some buyer products businesses were for sure set up amid the British time frame, yet because of their constrained linkage impacts they neglected to adjust essentially the word related structure. Be that as it may, J. Krishnamurthy states, "there were changes which lie taken cover behind these totals.

It is proposed this may be because of the land changes during the time spent which some farming workers may have proclaimed their status as that of cultivators. Maybe their desires were not satisfied and that is the reason the extent of horticultural workers again expanded and in 1971 rose to a record level of 26.3 for each penny. Clarifying this disturbing advancement the Census Commissioner expressed, "It doesn't imply that various people who were developing area in their own perfectly fine, have now been seized of their territory and have now turned out to be landless farming labourers...at the 1961 Census there seems to have been a clear inclination for people recording themselves as cultivators, with the end goal of monetary activity."

### **ANALYSIS OF COMPANIES' PROFITABILITY**

A cash related chief is a known as an unmistakable preferred standpoint to update any association having an idea of advantage making, he make an equality. Close by this he for the most part surveys the association's capability and effectiveness advantageous. He fills in as a careful young doggie and take an average decision an ideal time. An administrator may examination the viability of his association with respect to profit. Having without relating augmentation in offering esteem, the execution of Mangalore Refinery and furthermore Reliance Industries Ltd Petrochemicals Ltd was not poor but instead The ordinary working edge advantage extent of rest of the associations was not as much as the oil business typical. The CV regard exhibits that the two associations Essar Oil Ltd too Reliance Industries has enrolled instability working

advantage in the midst of the examination time allotment . The mean of operational advantage extent of all the picked refineries notwithstanding Essar Oil Ltd addressed high basic differences of the whole business ordinary as indicated by t-regard in the midst of the investigation.

**Table-1.1**  
**INDUSTRIAL AVERAGE OF THE SELECTED COMPANIES**

<b>Year</b>	<b>IOCL</b>	<b>HPCL</b>	<b>BPCL</b>	<b>MRPL</b>	<b>CPCL</b>	<b>EOL</b>	<b>RIL</b>	<b>Industry Average</b>
2001-02	4.50	6.42	5.74	46.40	9.98	22.89	30.12	18.01
2002-03	4.76	7.27	6.11	48.10	12.25	23.77	30.61	18.98
2003-04	5.33	7.30	5.40	45.90	13.57	4.60	30.28	16.05
2004-05	6.36	6.38	5.90	41.06	13.94	25.08	39.74	19.78
2005-06	7.12	6.65	6.00	19.52	12.72	24.36	31.23	15.37
2006-07	6.19	5.10	4.91	4.70	6.66	25.11	30.02	11.81
2007-08	4.60	4.43	4.26	3.86	5.47	27.00	24.17	10.54
2008-09	6.53	4.52	5.00	4.64	4.89	26.98	19.92	10.35
2009-10	8.43	5.78	5.88	4.47	8.64	3.38	18.74	7.90
2010-11	8.69	6.17	6.13	8.40	8.42	-4.91	19.45	7.48
2011-12	5.46	3.62	3.15	10.02	9.19	-15.00	19.52	5.14
2012-13	4.67	1.51	1.64	4.06	5.36	-10.22	16.82	3.41
2013-14	6.08	3.29	4.02	5.15	5.31	-3.91	17.35	5.33
2014-15	5.24	2.57	3.42	6.05	7.70	2.16	20.78	6.85
2015-16	3.22	2.92	2.78	5.46	-3.46	4.16	17.58	4.67
Mean	5.81	4.93	4.69	17.19	8.04	10.36	24.42	10.78
SD	1.49	1.83	1.41	18.07	4.44	15.15	7.00	5.41
CV	0.25	0.37	0.30	1.04	0.55	1.46	0.28	0.50
CAGR	-2.20	-5.11	-4.71	-13.29	-193.18	-10.75	-3.52	-8.60
t-value	-3.33*	-5.42*	-5.09*	1-83***	-2.70**	-0.14	19.43*	

**Table 1.1: Working overall revenue proportion of picked ANOVA: F.Value**

It is main benefit proportion and the most imperative proportion of execution as it demonstrates the relative productivity with which the entire organization runs appropriately. In this way, rate of expanding return on capital and speculation utilized is a profitable estimating pole for generally speaking execution of an endeavor. It speaks to return on capital utilized demonstrates the intensity of winning of capital contributed. It demonstrates how the administration has utilized the assets accessibility of the clients from interest side and in addition supply side. The higher the proportion, the more beneficial and additionally productive can be noted of the venture in utilizing store depended to it.

## CONCLUSION

In the midst of study it was found that predominant piece of agents feels that working hours are the key components to choose in changing allotted task, area of difficulties and domain of concern subject to the material status of laborers. Not a lot of denied about affiliation stable employment for altering work and social commitments. In any case everything considered and streets full conditions working agents can supervise life and they are satisfied and their life.

In the midst of study it has been noted undeniably that cash related focal points are best to drive for the laborers. In case of IOCL and moreover Essar Oil, things were particularly tantamount. Oppressive nature of the specialists was being found if there ought to be an event of IOCL while it was especially account in case of Essar Oil.

Undoubtedly, even in the wake of opening the oil and gas fragment as private part associations Indian government has held general society division oil and gas associations under its control in the greater national interest. Out of the oil and gas associations filling in as PSEs in India, two associations have been decided for close examination reason after careful examinations of their assignments, paid-up capital, affiliation structure, winning capacity and market capitalization, et cetera. The two associations that have picked are Indian Oil Corporation Ltd. (IOCL), and Essar refinery. The examination has concentrated on budgetary execution of the picked open part and what's more Private Sector Company.

The execution estimation scale evaluated specialist's perceptions towards the execution examination practices in their specific affiliations. Issues, for instance, clear definition and exchanges of destinations, obvious scale for execution estimations, tendency free examinations, degradation free assessment, and structure not requiring genuine alterations, ampleness and also positive response of the system.

Three individual things evaluated how much laborers are content with staffing, execution examination and monetary rewards in their specific affiliations. Each and every normal thing have mean scores more conspicuous than 4.0, this shows significant number of delegates are satisfied.

## References

1. Bernardin, H.J. and Russell, J.E.A.1993. Human Resource Management: An Experiential Approach, Singapore: McGraw-Hill Inc.
2. Bracken, D.W. 2000. "Designing and using organizational surveys", Personnel Psychology, 53,Pp.206-209.
3. Backer, B. and Gerhart, B. 1996. "The impact of human resource management on Organizational performance: progress and prospects", Academy of Management Journal, 39, pp.779-801.
4. Cascio, W.F. 2006. "Managing Human Resource: Productivity, Quality of Work L Dessler, G. (2003) Human Resource Management, Delhi: Pearson Education Asia ife, Profits", New Delhi: Tata McGraw-Hill
5. Hayes, E.1999. "Winning at Diversity, Executive Excellence ", New Delhi: Sage, July, p. 9.
6. Jackson, S. E. and Schuler, R. S. 2000. ,Managing Human Resource, A Partnership
7. Perspective ", Southern-Western College Publishing, London.
8. MacDuffie, J.P.1995. "Human resource bundles and manufacturing performance: Organisational logic and flexible production systems in the world auto industry", Industrial and Labor Relations Review, 48, pp.197-221.
9. Malhotra, A., & Gautam, A. (2016). HRM Practices and Employee Attrition: A gender centric analysis of Indian BPO industry. International Journal of Research in Commerce & Management, 7(11), 1-5

10. Mathis, R.L. and Jackson, J.H. 2004. "Human Resource Management, Singapore", Thomson Asia Pte. Ltd.
11. Kulik, C.T. 2004. "Human Resource for the non-HR Manager", New Jersey: Lawrence Erlbaum Associates Publishers.
12. Kundu, S. C. 2003. "Workforce diversity status: a study of employees' reactions" *Industrial Management & Data Systems*, 103 (4), pp. 215-226.
13. Milkovich, G.T. and Newman, J.M. 1999. *Compensation*, New York: Irwin/McGraw-Hill Wolfe, S. 1998. HRIS usability: why you can't afford to ignore it, *IHRIM Link*, January 1998.11.