



CONTRIBUTION OF EMPLOYEES TO DEVELOPMENT OF PETROLEUM ORGANIZATION WITH SPECIAL REFERENCE TO HASSAN PETROLEUM TERMINAL

A sociological study

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Abstract

Petroleum Organization includes petroleum industry, person's workings in petroleum industry and the concerned consumers of petroleum products. Petroleum industry has got a history of several thousand years, but in 19th century and 20th century petroleum organization attracted people all over the world. The reason is petroleum products are used in all walks of life of people all over the World. Simultaneously the demands for petroleum products are increasing day by day. This influenced the petroleum organization to new opportunities of work and business.

At present in India nearly 60,000 petrol bunks are working, approximately 10,00,00 personnel are working in petrol bunks, approximately there are 70,000 truck driver and conductors, 20,000 official personnel, 18,000 Skilled employees in oil terminals, 20,000 personnel in 23 crude oil refineries and exploration points, 60,000 petroleum dealers, 35,000 employees in pipeline, lubricants manufacturing points, marketing sector and in others centers totally 12,23,000 personnel are working directly or indirectly to meet the needs of Indian consumers. A sociological study is conducted about the above said petroleum organization is serving the nation through the wheels of energy. In the era of liberalization, privatization, globalization as made the world more compact, integrated and independents. The transitional movement of people, capital acceleration, and information technology as let to easier and accessible. Technological developments are also contributed to petroleum organization. The present paper tries to unveil some of the changes that have result of work, labor, organization, has made a way to discuss about reconstructing social discourse in Indian petroleum organization.

Objectives:

To know the contributions of employees to the development of petroleum organization

Hypothesis:

Employee's contribution is most significant in success of petroleum organization.

Key words: Petroleum products, petroleum industry, oil refineries, oil terminals, retail outlets, work, labor, organization, globalization



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Introduction:

Petroleum Organization includes petroleum industry, person's workings in petroleum industry and the concerned consumers of petroleum products. Petroleum industry has got a history of several thousand years, but in 19th century and 20th century petroleum organization attracted people all over the world. The reason is petroleum products are used in all walks of life of people all over the World. Simultaneously the demands for petroleum products are increasing day by day. This influenced the petroleum organization to new opportunities of work and business. At present in India nearly 60,000 petrol bunks are working, approximately 10,00,00 personnel are working in petrol bunks, approximately there are 70,000 truck driver and conductors, 20,000 official personnel, 18,000 Skilled employees in oil terminals, 20,000 personnel in 23 crude oil refineries and exploration points, 60,000 petroleum dealers, 35,000 employees in pipeline, lubricants manufacturing points, marketing sector and in others centers totally 12,23,000 personnel are working directly or indirectly to meet the needs of Indian consumers.

Work:

Work can be defined as the physical effort or mental effort done in order to achieve a specific result. According to philosophers work is worship. The word work is carved on the main entrance wall of Karnataka Vidhana –soudha built by Sri kengal-Hanumanthaiah. He was the former chief minister of Karnataka state.

Labor:

Labor can be defined as mental or physical act or work done by a human being to achieve a specific aim. In other words labor is nothing but hard work. According to some philosophers labor cannot be hired and fired. The famous thinker Karl-Marks in his work Das-Capital explained labor is nothing but one's service rendered to another.

Organization:

Organization can be defined as a social unit of people structured and managed to meet the need or to pursue collective goals. Further it determines relationships between the different activities and the members, and subdivides and assigns roles and responsibilities.

Employee:

Employee can be defined as an individual who works for part-time or full-time under a contract of employment in oral, written, express, implied, and others has recognized rights and duties.

Employer:

Employer can be defined as a person or, company that provides a job paying wages or salary to 1 or more people.

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Employee's contribution is most significant in success of petroleum organization.

Importance of the study:

Study on Employees contribution to the development of petroleum organization has an importance because petroleum products are essential products which are used by the common peoples of the nation in all the walks of life. Without petroleum products, without petroleum industry, without personnel who are working in petroleum industry it is very difficult to imagine the country and its developments. In recent days peoples are completely dependent on petroleum products inevitably, and it is the need of the hour also. To cater the needs of customers for petroleum products, the petroleum company personnel have to work in a systematic and scientific manner. The petroleum industry personnel are performing their best throughout 7X24X365 days in the interest of common petroleum customer. To achieve the sustainable development of the country petroleum industry should work in a very good manner. Now it has been fulfilled by the esteemed personnel of petroleum industry in India.

Methodology:

For this study I have used primary sources and secondary sources to collect data form respondents regarding contribution of employees to development of petroleum organization.

Theoretical perspectives:

For this study I have selected structural functional theory.

Limitations of the study:

Our study area is Hassan petroleum terminal.

Source of information:

1) primary source:

I have collected primary information form (10) personnel of Hassan petroleum terminal.

2) Secondary source:

I have collected the information from articles, journals, library, news papers, websites and other source of information's.

General Layout of Hassan Petroleum Terminal:

Hassan petroleum terminal is place in KIADB Industry Area Hassan. It belongs to Hindustan Petroleum Corporation limited. (HPCL) it is working under the Ministry of petroleum and natural gas. It supplies petroleum products like Petrol (MS) Diesel (HSD), and ethanol other branded fuels to all neighboring districts like Hassan, chikkamagalore, Shivmogga, Davanagere , Bellary, Tumkur, Mysore, Mandya, Ramanagara, Bangalore rural and other districts. HPCL will supply petroleum products to other oil companies like IOCL, BPCL, Reliance, ESSR others.

Details of personnel of Hassan top:

Approximately 35 officers are serving from HPCL, IOCL, BPCL, Reliance and ESSR oil companies. Employees are serving in different capacities like officers, blue collar work men, white collar workmen, security, housekeeping and others. Blue collar workmen are serving in operation and field work. White collar workmen are serving has assistants, typists, Clarks, accounts officers, section officers and others. Apart from this there are 200 contract employees are working. The petroleum products for receiving from MRPL Mangalore. The mode of supply of petroleum products are in pipe lines from MRPL to Hassan top. Petroleum products are supplied to Retail outlets through tank trucks. The pipe line is managed by petro net company owned by ministry of petroleum and natural gas. Hassan top is delivering nearly 450 loads of petroleum products daily to the needy customers. Hassan top belongs to HPCL Company. But it is serving other oil companies like IOCL, BPCL, Reliance, ESSR and other oil companies on hospital basis. Hassan top generally working in 2 shifts. From 06 am to 02 pm and 02 pm to 10 pm. sometime it works in night time also but there will be no loading. At present 450 tank trucks are loading every day. It is providing job opportunity to 1000 of people directly or indirectly.

Data analysis:

Data collected by using all research methods and other sources are analyzed by essential statistical techniques by using analysis of data research report. The data was collected on structural functional approach.

Table no: 1 Personal profile of respondents:

Sl no	Personal profile of respondents				
01	Age	25-35	36-45	46+	
		04	04	02	
02	Gender	Male		Female	
		07		03	
03	Profession	Personnel of HPL Petroleum Terminal			
04	Caste	SC	ST	OBC	Others
		02	01	04	01
05	Religion	Hindu	Christian	Muslim	
		08	01	01	
06	Education	Primary	Secondary	Higher	
		00	00	10	
07	Marriage	Married		Unmarried	
		09		01	
08	Family	Joint		Nuclear	
		00		10	
09	Monthly Income	30000-40000	40001-60000	60001+	
		04	05	01	

- **Age:** Age is the important factor at the time of interview, because if the respondents are below 18 years age will be considered as minors. They are not eligible for any contract according in to Indian contract act -1872.
- **Gender:** Interviewed 70% of male, 30% female respondents.
- **Profession:** Our respondents are personnel of petroleum companies.
- **Cast:** At the time of interview cast plays an important role. I have interviewed 2 respondents form SC category, 1 respondent from ST category, 4 respondents from OBC category 1 from other category.
- **Religion:** Even though India is a secular state, religion plays an important role I have interview 80% Hindus, 10% Muslims, and 10% Christian respondents.
- **Education:** All our respondents having higher education level.
- **Marriage:** 90% respondents are married, 10% respondents are unmarried.
- **Family:** 100% of our respondents are leaving in nuclear family system.
- **Monthly Income:** 40% of our respondents are getting salary from Rs 30000-40000, 50% of our respondents are getting salary from Rs 40001-60000, 10% of our respondents are getting salary about 60001 / month.

Table:2 Thematic analysis:

Sl no	Major factors that contribute to development of petroleum organization	Yes %	No %
01	Do you opine punctuality of employees contributes to development of petroleum organization	100	00
02	Belongingness	98	02
03	Promptness	99	01
04	Hardworking nature	99	01
05	Smart working style	98	02
06	Efficient working system	97	03
07	Transparent administration	96	04
08	Honest administration	97	03
09	Well in time management	96	04
10	Visionary management	95	05
11	Utilizing modern technology	97	03
12	Understanding the present conditions of the market	95	05
13	Attaining the global level competency	96	04
14	In time decision making	97	03
15	Control over the administrative expenses	94	06
16	Proper communication system	97	03
17	Inspiration to fellow employees	98	02
18	Avoiding unnecessary expenditures	94	06
19	Feature forecasting in the industry	95	05
20	Studying the alternative sources of energy	98	02
21	Assessing productivity per employee	90	10
22	Quality work	96	04
23	Safety factor	100	00
24	Focus on customer delight	100	00
25	Exposure to health risk and threat to life safety	100	00

- 1) **Do you opine punctuality of employees contributes to development of petroleum organization:** 100% of the petroleum organization employees opine that punctuality is the base is all industrial developments, it is necessary for our industry also. In this competitive World without punctuality it is very difficult to maintain and develop the petroleum industry.
- 2) **Belongingness:** 98% of the employees opine that Belongingness is very important for each employee in the petroleum industry without belongingness employee cannot contribute to the sustainable development of the petroleum industry.
- 3) **Promptness:** 99% of the employees opine that without Promptness in working area nothing can be achieved in the constructive manner. Promptness of the employee is the capital of the employer has said by Jamsetji Tata Grandfather of Ratan Tata.

- 4) **Hardworking nature:** 99% of the employees opine that hard working nature of employees will contribute to the overall development of the petroleum industry. There is no substitute for hard work in this World. The hard working nature will inspire the fellow employees to positive direction.
- 5) **Smart working style:** 98% of the employees opine that smart working style will improve the productivity of the petroleum organization in total. Smart working means performing the assigned job in a very good manner.
- 6) **Efficient working system:** 97% of the employees opine that efficient working system will bring dividends to the petroleum organization in total. Without efficient working system no organization will not develop
- 7) **Transparent administration:** 96% of the employees opine that transparent administration by the management is the heart of the organization. Without transparent administration all the stakeholders will be kept in dark. Transparent administration provides healthy working atmosphere with in the petroleum organization. Transparent administration should flow from top to bottom. From executive director (ED) to the Safayi karmachari level.
- 8) **Honest administration:** 97% of the employees opine that honest administration from top to bottom will help the health of the petroleum industry. Without honest administration in any field nothing can be achieved. Honest administration means the policy makers and the fellow members should think selflessly. That means they should think and work in the interest of petroleum industry only.
- 9) **Well in time management:** 96% of the respondents opine that well in time management is the key factor in all the managements. According to the management experts think should be settled or rectified immediately by sitting across the table consulting with all employees concerned to the particular department. Well in time management is a Japanese concept, by this concept only the Japanese improved a lot after the Hiroshima and Nagasaki nuclear atomic Bomb attack. So well in time management gains importance in petroleum industry also.
- 10) **Visionary management:** 95% of the respondents opine that visionary management is the need of the hour in petroleum industry because there is an acute competition in petroleum industry with in that nation and outside the nation also.

- 11) Utilizing modern technology:** 97% of the respondents opine that without utilizing modern technology we cannot achieve our goals. In this 20th century technology plays an important role in all the stages of the petroleum industry. Modern technology is growing day by day all over the World in a drastic way. It is the need of the hour to utilize and adopt the modern technology in petroleum organization.
- 12) Understanding the present conditions of the market:** 95% of the respondents opine that studying and understanding the present market condition is very essential. Because petroleum industry and market is volatile in nature. Petroleum products are the very sensitive products and essential products also. Petroleum industry is controlled by OPEC and other major oil producing nations. Without understanding the present conditions we cannot adopt a proper system in petroleum organization.
- 13) Attaining the global level competency:** 96% of the respondents opine that attaining global level competency is the need of the hour. Because petroleum products are globally controlled sensitive essential products. In all the level of the administration from oil well to customer the personnel must attain global level competency. Otherwise the multi-National oil companies which are having the global level competency will dominate on our petroleum organization.
- 14) In time decision making:** 97% of the respondents opine that in time decision making is important in volatile petroleum market and organization. Failing to take in time decision will damage the progress of the petroleum organization. In time decision making is the primary necessity of the petroleum organization.
- 15) Control over the administrative expenses:** 94% of the respondents opine that without control over the administrative expenses no organization will develop. In all the stages of the administration administrative expenses should be shortlisted and must be materialized. Sometimes administrative expenses will become a burden on the petroleum organization.
- 16) Proper communication system:** 97% of the respondents opine that proper communication system will help the petroleum organization. Without proper communication system employees cannot contribute to the petroleum organization positively.

- 17) Inspiration to fellow employees:** 98% of the respondents opine that inspiration to fellow employees is very essential. Without proper inspiration in a positive direction petroleum organization cannot achieve its goals. Inspiration to fellow employees will increase the productivity of the employee.
- 18) Avoiding unnecessary expenditures:** 94% of the respondents opine that unnecessary expenditure should be stopped immediately otherwise, the profits of the industry and the organization will be wasted on the basis of a rupee saved is equal to a rupee earned. The management and the organization should think in avoiding the unnecessary expenditures.
- 19) Feature forecasting in the industry:** 95% of the respondents opine that future forecasting in petroleum organization and industry is very essential. Without proper forecasting system we cannot assess the future advantages and challenges.
- 20) Studying the alternative sources of energy:** 98% of the respondents opine that the petroleum organization and the industry should think about the alternative sources of energy like wind, solar, hydro, organic, and other renewable energy resources. Because petroleum deposits are available for some future years only. Already we have overused the fossil fuels.
- 21) Assessing productivity per employee:** 90% of the respondents opine that calculating the productivity per employee within the organization will help the industry and organization. Otherwise some employee will work hard some employees will not work hard.
- 22) Quality work:** 96% of the respondents opine that quality work is very important in petroleum organization. Without quality work we cannot achieve our milestone.
- 23) Safety factor:** 100% of the respondents opine that everybody should provide attention towards safety aspects. Because all the stages of the petroleum industry and the organization is sitting on the fire. At any time anything may happen in petroleum industry because they are highly inflammable and can leads to fire accidents and destroy the human life and the property also.
- 24) Focus on customer delight:** 100% of the respondents opine that employees are always focusing on customers delight by serving them to the most possible extent. By the serves of employees the customers are fleeing well. By the concentrating on customers delight the petroleum company's employees are contributing to the needs of the customers regarding petroleum products supply.

25) Exposure to health risk and threat to life safety: 100% of the respondents opine that their health is exposed to risk due to the inhalation of petroleum vapors daily will leads to chronic disease. The area in which employees are working specially in oil wells, pipe line management, unloading the petroleum products from ships to terminals, loading products to tank tracks and in oil terminals also, the employees are always sitting on the fire. This factor is a life threat to personnel who are working in petroleum industry.

Findings:

The main findings of this study are employees are working to the maximum extent to serve the customers. The employees are scarifying their health and life to the interest of the petroleum origination. The employees are keen in the development of the petroleum origination. By the sincere efforts of employees all the three major public sector oil companies acquired place in fortune 500 companies in globe. And they are performing in the global level.

Confirmation of hypothesis:

By the above factors we can confirm the hypothesis that employee's contribution is most significant in the success of petroleum originations.

Suggestions:

By considering all the above factors there is a need to respect and honor the employees of petroleum origination who are directly and indirectly working in the origination from bottom to top level. There is need to provide training, retraining and refresher training including human resource training also.

Conclusion:

By considering all the above facts employees are contributing a lot to the development of petroleum origination. They are the pillars of the petroleum origination. They need the moral support of all other stake holders simultaneously.

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