

**PANIPAT INSTITUTE OF ENGINEERING & TECHNOLOGY**

**DEPARTMENT OF MANAGEMENT STUDIES**

**Industrial Visit to BHEL**

On Oct. 3, 2024, Few shortlisted students of HR domain accompanied by one faculty member Ms. Manju Bala from Department of management studies, PIET got the opportunity to interact with the senior officials from the HR department of BHEL (Bharat Heavy Electrical Limited). The highlight of the visit was Students interaction with the CHRO of BHEL, which lasted approximately 30 to 45 minutes and provided valuable insights into the company's HR strategies within the public sector framework. Students gained a deeper understanding of how BHEL effectively manages talent retention, skill development, and employee well-being while addressing the unique challenges faced by government organizations. The CHRO emphasized the importance of aligning HR practices with national objectives, fostering continuous learning, and adopting digital transformation. Additionally, he suggested the book *The 7 Habits of Highly Effective People* by Stephen R. Covey, which can serve as a valuable resource for personal and professional development. The visit also underscored BHEL's commitment to innovation and sustainability, which are vital for its long-term success as a public sector leader. Overall, the experience provided students with invaluable insights that will greatly influence their HR approach, especially in managing large workforces within the public sector.

**The main objective of the visit was to provide students with an understanding of:**

1. To understand the HR strategies within the public sector framework.
2. To understand how PSU's manage talent retention, skill development and employee well-being.

3. To get insights that will greatly influence their HR approach, especially in managing large workforces within the public sector

