Conclusion:

1.1 As far as sales of the selected companies are concerned, it is found that Essar has performed exceptionally followed by L & T, Reliance and Kribhco.

1.2 It is found that the companies having higher turnover had increase in Net Profit. Hence, Essar ranked first as far as increase in Net Profit is there.

1.3 From the study, it is revealed that the companies having increase in turnover registered increase in assets too and vice-versa.

1.4 It is found that Out of all the surveyed executives only 57 (14%) were female, out of four Company the proportion of female executives in Kribhco is maximum (20%). So, we can say as the job of Company executive more related on fieldwork it attracts lees no. of females to work.

1.5 It is found that the 65% executives are under age group of 20 to 35 years.

1.6 It is found that 66% executives accepted that, they are working under better working environment.

1.7 It is found that only 37% executives are happy with work culture of the company and 43% executives are not happy with work culture of company, while 20% executives remained neutral on the question. If we study each company then executives of Kribhco are most happy (60%) while executives of Essar are most unhappy (55%) with work culture.

1.8 It is found that In total 55% executives felt they receive clear communication from HR department, while at SKS 66% executives admit that, they receive clear communication about HR policies.

1.9 It is found that executives are not happy with the policy of specific Company. Here one interesting fact is that at Essar, only 18 executives are planning to leave their present job, but 42 executives are ready to work other
than Company, while at other private Company no. of executives are willing to leave industry is less than no. of executives leaving their present Company. So, private Companies are required to redesign their HR policies.

10. It is found that 77% customers are not aware about the products available to them.

11. It is found 88% executives believe that, Company is required for sustainable development. So, we can say that in India Industries is achieving its desired goal.

12. It is found that 41% executives believe training to staff is important, while 25% executives believe attention is required to be given on management.

6.2 Suggestions

1. It is suggested that kribhco should take initiative to increase sales by effective marketing strategies.

2. It is suggested that the companies having low Net Profit should control administrative expenses.

3. It is suggested that the companies should take initiative to improve their assets turnover ratio to increase profitability.

4. It is suggested that the company should maintain sex ratio of employees to improve performance.

5. It is recommended that the company should have proper mix of experienced and young executives to have effective decision making.

6. It is suggested that there should be proper working environment to have stress free and efficient decision making process.

7. It is suggested that management should take steps to increase intimacy among the employees of all cadre to have positive work culture.
8. It is suggested that steps should be taken for improvement of proper communication to avoid unclear communication; conflicts and wastage of resources.

9. It is suggested that more autonomy should be given to the executives for designing policies pertaining to the business.

10. It is suggested that effective promotion of the products should be initiated to make consumers awareness.

11. It is recommended that steps should be taken for sustainable development of its clients.

12. It is suggested that steps should be undertaken to give systematic and rigorous training to the staff.