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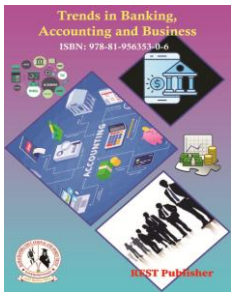

Human Resource Practices and Organisation Culture with Reference to Titan Company Limited (jewllery Division) At Hosur

M. Dhanasekaran, Rakshitha. R

Adhiyamaan college of Engineering, Hosur, Tamil Nādu, indie.

*Corresponding Author Email: dhanasekaran.mba@adhiyamaan.in

Abstract: *this paper examined the relationship between hr practices and organization culture with reference to titan company limited (jeweler division) in Hosur. Organization culture has developed in the Indian environment along with global work values. Hr practices are crucial concerning organization culture. This study examined the relationship between hr practices such as recruitment and selection, training and development and compensation and administration towards organization culture. The data were collected from 163 employees of titan company limited (jeweler division), using the quantitative approach based on the questionnaire data collection method. The result indicated that the relationship among hr practices and organization culture were positive and significant. Moreover, the study also found that organization culture positively mediates between the relationship of hr practices and organization culture. Keywords: hr practices, human resource management, organization culture, performance management, training and development.*

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1. INTRODUCTION

Organizational culture shows influence on numerous variables, including individual commitment and personal efficiency, job satisfaction, task execution, innovativeness, new product development and organizational effectiveness. In combination with human resource management practices, organizational culture in fluences employee' attitudes and behaviors, which translates into an organization' operating results. This allows one to make a few observations Firstly, results achieved by employees are connected with their motivation. Its superior level characteristic for homogeneous and strong organizational cultures allows the achievement of better results. `

Objective of the Study

- To analyses the organization culture and HR practice among the employees of private sectors
- To know the awareness about the culture and practices and study the important ways that helps to maintainer patronships.
- To investigate the various HRMP practices, i.e., planning, recruitment, selection, performance evaluation, training and development, career management and rewards in private sector organizations.
- To study and examine the relationships between various aspects of HRM practices and organizational culture.
- To find whether there is any difference in the organizational cultures of the under study.

2. LITERATURE REVIEW

Rubina et al. (2008) did similar research on workplace organization, and they found out that lack of resources, workload, lack of communication, and discomforts with supervisors have contributed to increasing the organization level of the employees. Technology supposed to shorten the working week and give more leisure time to the employees, but reverse is happening. People are working long hours and spend less hours with family. Richardson (2008) - A classification of organization interventions has been done, those are primary, secondary and tertiary. He suggested all the employees adopt relaxation training intervention for organization management which is the easiest and least expensive approach to implement. Clutterbuck D (2012) Whereas, as revealed by Comfort et al., (2012), a satisfied work force may be valuable because employees are then less likely to be absent and consequently affect the bottom line whereas had his view point that overwork causes job organization – related absenteeism, poor retention levels, low creativity, appalling customer

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service and unethical employees' behavior. Clutterbuck D. also quoted that the companies offering positive policies on Work-Life Balance also benefit from shorter absences by people on maternity leave. McDonald et al. (2012) However as elaborated by the researcher there are five dimensions that affect organizational work-life culture these are lack of managerial support for work-life balance; perception of negative career consequences; organizational time expectations; the gendered nature of policy utilization and perceptions of unfairness by employees with limited non – work responsibilities whereas changing the habits of employees does not necessarily imply a change in work - life balance particularly if the culture of the work environment does not change.

3. RESEARCH METHODOLOGY

Analytical research is a type of research that utilizes thinking to find out facts about Agi entopic and from the answers obtained to develop new and useful ways of doing things. Critical thinking is a method of thinking that puts assumptions into question to decide whether a given claim is true or false. The major purpose of this study is to analyses and inter pret the data items and its relationships. Their search design adopted for the studies is descriptive design. There searcher has to describe the present situation in order to know the behavior of the buyers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening. Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

4. DATA ANALYSIS

TABLE 1. Age of the respondents and performance management

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.569[a]	12	.167
Likelihood Ratio	18.022	12	.115
Linear-by-Linear Association	.024	1	.876
Nof Valid Cases	100		

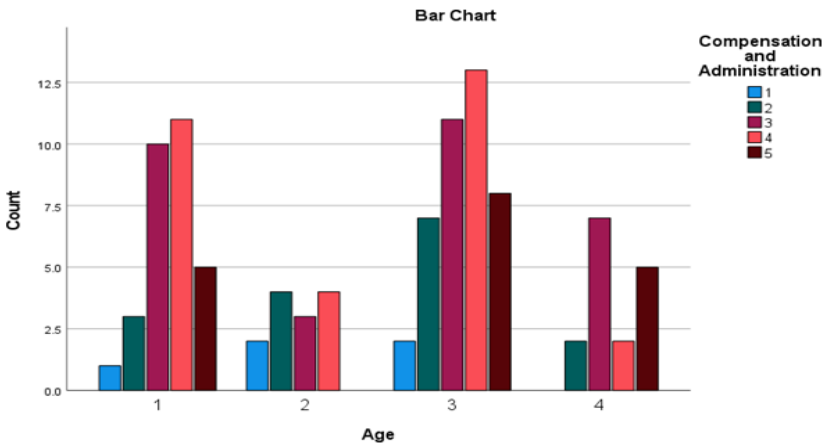

FIGURE 1.

TABLE 2. Relationship Between Organization Performance And Performance Management

Correlations			
		Organisationp erformance	Performance Management
Organization performance	Pearson Correlation	1	.204*
	Sig.(2-tailed)		.041
	N	100	100
Performance Management	Pearson Correlation	.204*	1
	Sig.(2-tailed)	.041	
	N	100	100

Findings

- Thus the above tabulation shows that 83% of the respondents belong to Male,17%of the respondents belong to the Female, Highest number of the respondents belong to Male.
- Thus the above tabulation show that30% of the respondents age are 18-25,
- 13%of the respondent' sage is in between26-30,41%of the respondent sage sin Between31-40,16%ofthe respondent' sage is above41.
- Thus the above tabulation show that 5% of the respondents education is SSLC,65%of the respondents is Diploma/ITI/UG,30%of the respondents.

Suggestions

The Organizational culture should be such that it promotes both Productivity and happiness has given certain suggestions for employees, especially beginners, to adjust with the organizational culture. The same tips would be well appreciated and can be applicable to the employees from Indian industrial sector too. These suggestions are mentioning Ed hereunder.

5. CONCLUSIONS

This paper has shown a significant, positive and meaningful relationship between HRMP policies and organizational culture. HRMP practices become theme an whereby organizational culture is created and sustained. Designing new culture enquires that HRMP professionalize head intercultural change curve with innovative and exciting HRM Practices. HRM has been proposed by others to be a potentially powerful lever for shaping and changing the culture of an organization to make the organization more effective (Schain1983; Ulrich1997). There is no significant difference in Training and Development and rewards asper the response of the respondents. ➢ Planning, Recruitment, Selection, Training and Development, Performance evaluation, Career Management and rewards are significant correlated with all the dimensions of organizational cultures.

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