

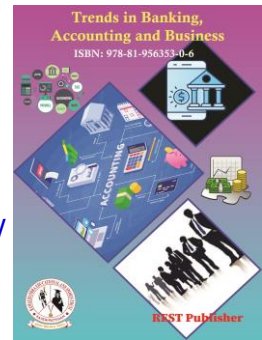


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A Study on Employee Perception About Hr Practices and Culture with Special References to Rathna Packaging India Private Limited

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Abstract. This paper explores an overview of a study on employee perception about hr practices and culture with special references to rathna packaging India private limited. Organization is a place where the entire employees are going to work together. Human Resource practices in organization describe about the perception of the employee towards the job and organization. In any organization HR practices play the very important role in the development of the organization and its keep the employee happy with their work. Organization working culture is going to define the employee perception about the organization and HR Practices. The objectives as follows the growth opportunity of employees and HRM practices in an organization. To study the external environmental context of the factory and identify set of values, mission and goals. Based on the objective that follows the scope of the study is to support the employee career growth or development of individual employee and relationship among employees and their superiors or managers. Ethics refers to norms of conduct regarding acceptable and unacceptable behaviors within a society or community. Descriptive analysis that is used to describe the characteristics of a population. Tools used in this research methodology include based on questionnaire in the survey tools, such as percentage analysis and chi-square test. The study is based on feedback of 80 respondents who are working in an organization. Our findings show that hierarchy culture positively moderates the relation of high-performance human resource management practices with affective commitment and HR practices that prioritize employee development and empowerment can lead to increased employee engagement and innovation. Additionally, a focus on diversity, equity, and inclusion can enhance organizational culture and foster a more inclusive and supportive work environment. From this study increasing the hr practices and culture and it is essential for organizations to prioritize the alignment of HR practices and culture to create a positive and productive work environment.

1. INTRODUCTION

In any organization HR practices play the very important role in the development of the organization and its keep the employee happy with their work. Organization working culture is going to define the employee perception about the organization and HR Practices. In a present situation many organizations are focusing to create employees friendly environment and working condition. Due to the bad Culture and unfriendly HR practices employees are leaving their job or they changing their work place one organization to another organization and it's also somewhere becoming the trend of the employees in the organization. **objective of the study:** to study the growth opportunity of employees. to study the employees and employers relationship between in the factory. to identify the ethical and cultural context on the factory. to study the external environmental context of the factory. to identify set of values, mission and goals. **scope of the study.** the study support of employee career growth or development of individual employee. Relationship among employees, between employees and their superiors or managers. Ethics refers to norms of conduct regarding acceptable and unacceptable behaviors within a society or community. Personnel aspect is concerned with manpower planning, recruitment, selection, placement, transfer, promotion, training and development. Goals are the more specific aims that organization pursue to reach their visions and mission.

2. REVIEW OF LITERATURE

Boxall P & Macky K, (2014) High-involvement work processes, work intensification and employee well-being: A study of New Zealand worker experiences. This paper examines the relationship between high-involvement work processes (HIWPs), work intensification, and employee well-being. The authors argue that while HIWPs can lead to

improved performance, they can also lead to work intensification and negative impacts on employee well-being if not implemented properly. Guest D. E, (2017) Human resource management and performance a still searching for some answers. This paper examines the relationship between human resource management (HRM) practices and organizational performance. The author argues that despite decades of research, the nature and strength of this relationship remain unclear, and more research is needed to fully understand the mechanisms that link HRM practices to performance. Maitra S & Chatterjee A, (2018) Human resource practices and innovation: a study of Indian firms. This paper examines the relationship between HR practices and innovation in Indian firms. The authors find that HR practices such as training and development, employee involvement, and rewards and recognition are positively associated with innovation. Shen, Benson, & Jermier, (2020) The new HR practices prioritize employee well-being, development, and engagement. The culture of new HR practices is collaborative, flexible, and open to change. Employees are valued for their unique contributions, and there is a focus on diversity, inclusion, and equality. The new HR practices also prioritize work-life balance, employee benefits, and wellness programs

3. RESEARCH METHODOLOGY

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. The word ‘design’ has various meanings. But, in relation to the subject concern, it is a pattern or an outline of research project’s workings. It is the statement of essential elements of a study that provides basic guidelines of conducting the project. It is same as the blue print of architect’s work. The research design is similar to broad plan or model that states how the entire research project would be conducted. It is desirable that it must be in written form and must be simple and clearly stated. The real project is carried out as per the research design laid down in advance.

4. DATA ANALYSIS

TABLE 1. percentage analysis: gender of the respondents

Particulars	No of respondents	Percentage
Male	44	55%
Female	36	45%
TOTAL	80	100%

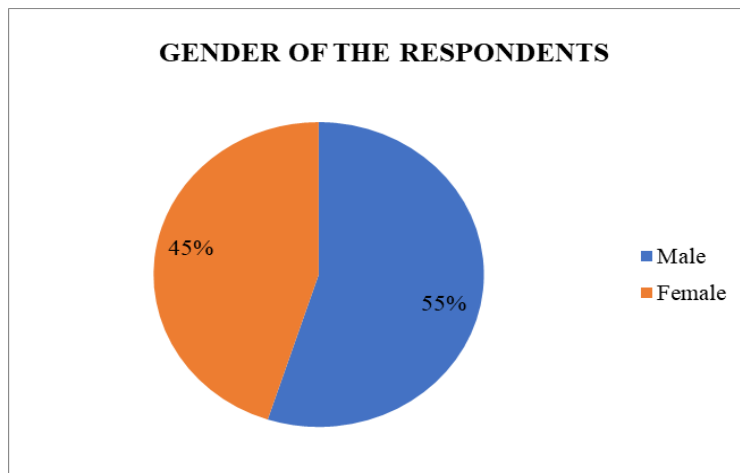


FIGURE 1. Gender of the respondents

Interpretation: the above chart shows that 55% of the respondents are male and 45% of the respondents are female. thus, majority of the respondents are male.

TABLE 2. Experience of the respondents

Particulars	No of respondents	Percentage
Less than 1 year	46	57.5%
1-2 years	16	20%
2-5 years	9	11.25%
5-10 years	7	8.75%
More than 10 years	2	2.5%
TOTAL	80	100%

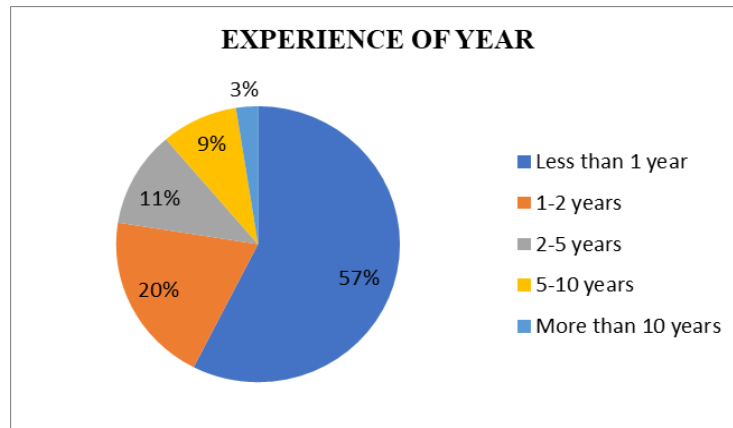


FIGURE 2. Experience of Year

Interpretation: The above chart shows that 57% of the respondents are less than 1 year, 20% of the respondents are 1-2 years, 11% of the respondents are 2-5 years, 9% of the respondents are 5-10 years and 3% of the respondents are more than 10 years. thus, majority of the respondents are less than 1 year in experience. Findings: A factory have the good hr practices and balanced factory culture, it helping the all employees to involving in the work. Effective human resources department managing the all things nicely in the factory. Gender of the employee working in their organization for 55% of the respondents are male and 45% of the respondents are female. Thus, majority of the respondents are male. Employee of working in their organization for majority of the respondents are less than 1 year in experience. Suggestions: Employees dress pattern should be such that it is acceptable to others and is in conformity with the accepted way of life. HR practices and culture should be modeled from the top-down. Ensure that senior leadership is committed to creating a positive workplace culture that supports employee well-being, growth, and development. The management is more focus on the HR practices and culture so that help to increase the ethical value of the employees.

5. CONCLUSION

Most of the employees are presently happy with HR practices and culture but there is need to maintaining same and improving them self. HR practices and culture play a crucial role in shaping the success of an organization. By developing effective HR practices, companies can attract and retain top talent, increase employee engagement and productivity, and create a positive work environment. Additionally, a strong company culture that values diversity, inclusion, and collaboration can improve morale, foster innovation, and drive business results. It is important for organizations to regularly assess and adapt their HR practices and culture to ensure they are meeting the needs and expectations of their employees, customers, and stakeholders. By doing so, companies can build a strong foundation for sustainable growth and success.

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