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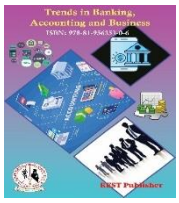

Challenges Faced by The Organization in Implementing the HR Policies

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Abstract: *Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives. This project is meant to know the Human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR Policies is to increase efficiency by increasing motivation and thus fulfill organizational goals and objectives. HR policies can be challenging due to various factors, such as employee resistance to change, lack of support from management, and limited resources. Other challenges include the difficulty of creating policies that are both comprehensive and flexible enough to accommodate diverse employees' needs and circumstances. HR policies comply with legal requirements and industry standards can also be challenging, particularly when operating in multiple jurisdictions. Additionally, measuring and evaluating the effectiveness of HR policies can be difficult, as it requires tracking and analyzing a wide range of data points. The objective is to provide the reader with a framework of the HR Policy Manual and the various objectives that the different policies aim to achieve. The main focus was on the managerial levels of employees in organization.*

1. INTRODUCTION

Human Resource Policies refers to principles and rules of conduct which "formulate, redefine, break into details and decide a number of actions" that govern the relationship with employees in the attainment of the organization objectives. According to a definition "HR Policies are formal rules and procedures that dictate how certain matters should be addressed in the workplace including employee rights and duties. HR Policies are tied to employment law. To avoid non-compliance and penalties from the government, employer must adhere to HR policies. 1. Policy of hiring people with due respect to factors like reservations, sex, marital status, and the like. 2. Policy on terms and conditions of employment-compensation policy and methods, hours of work, overtime, promotion, transfer, lay-off and the like. Employee's participation in policy formulation: HR is an integral part of overall management, and operates through the management group as a whole, in so far as every manager has certain HR activities to per-form. Thus, participation at different levels is invariably required in personnel policy formulation. The HR professionals assist the chief of an organization in formulating the policies at different levels, and the line management in implementing it. The success is achieved when the policies so formulated are practiced by the line. Needless to point out, HR professionals should serve the needs of the line management. Successful implementation of HR policy: The successful implementation of an HR policy depends much on the management. In case the intentions of the management are good, there is every possibility of the successful implementation of the policy. It is a matter of common knowledge that in industrial organizations, both executive and judiciary powers rest in the hands of the management. The policies should be reconsidered periodically, say after every three years or so, and if need be, changes should be affected to make it more meaningful and effective. The moment the management feels that the declared policy is not serving the desired purpose, it should be revised, amended or dropped as the situation demands. To secure effective implementation of the HR policies, it is desirable that employees at different levels understand the policies in the same sense as the management does.

2. OBJECTIVES OF RESEARCH

Primary objective: To study the challenges faced implementing HR policies followed in Asian Packages.
Secondary objectives: To study the present HR policies of Asian packages. To identify the various avenues for improving the HR policies of Asian packages. To Suggesting strategies to. improve the HR policies in organization. To analyses the

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recruitment and training process offered by the organization to the employees. To understand the opinion about the various welfare measures provided to employees.

3. SCOPE OF RESEARCH

Human resource is the most important asset. In today's current scenario ASIAN packages is a very large manufacturer and marketer. As the company's overall performance depends on its employee's performance which depends largely on the HR POLICIES of the organization. The project has wide scope to help the company to perform well in today's global competition. The core of the project lies in analyzing and assessing the organization to challenges faced on implementing HR policies in the organization

4. REVIEW OF LITERATURE

Thomas A. O'Neill., (2016) The study on Human resources policies provides the framework by which employees are expected to behave in the workplace. These policies are written statements of the company's standards and objectives and include all areas of employment, including recruitment, compensation, termination, benefits, employee relations and leaves of absence. They contain rules on how employees must perform their jobs and interact with each other. Managers, employees and the HR department all have roles in ensuring that HR policies. **David G. Collings, Kamel Mellahi., (2015)** Conducted as HR policies contain guides and information on grounds for termination of employees. These policies help protect the organization from harmful employees. They also provide clear cut ground rules for the violation of any company policies or rules, which call for corrective measures, or in the worst-case scenario, termination of the contract of an employee. While HR policies and procedures may be developed in every organization, it is eventually up to the staff members and employees to put them into action, and provide a safe working environment for all. **John Innes., (2014)** Conducted as Human resource policies and procedures can differ from organization to organization. Yet, they are simple, straight forwards ground rules which every employee of an organization must abide by. The HR policies provide guidelines on employer-employee interaction, behavior, appropriate work behaviors, work schedules, employment laws, 9 conflict resolution, disciplinary measures and health and safety measures. These policies and procedures are what provide foundation and structure to any organization. **Denny Meyer., (2013)** Conducted as HR policies, policies and procedures help an organization in maintaining consistent practices in the workplace. Consistent application of HR policies and procedures help prevent dissatisfaction amongst employees, as sudden changes in schedules, benefits or roles and responsibilities can create an unhealthy working environment. **Amy C. Edmondson., (2012)** The study on organization is easily understood by all employees to avoid inconsistency and confusion. Ensures all managers and supervisors are well trained and able to provide training to new employees as well. Ensure all employees and employers are properly trained in appropriate and inappropriate workplace behavior and work culture norms. Periodically review the policies and guidelines to ensure they are appropriate and up to date. **Takeo Yoshikawa., (2011)** Conducted as providing in-house training or even hiring experts to provide training to employees regarding work culture, policies, how to address issues and grievances, and correct training on appropriate and inappropriate workplace behavior should be provided. These tools, if provided before to employees, will help save a lot of productive time and resources when dealing with rules and regulations and consequences of wrong actions. **Pohan., (2010)** The study on retention is an effort to prevent employees from moving to the other organizations. The right way to prevent the release of employees are compensation, rewards, promotion, participation in decision makers, balanced living, work environments, the employee development and leadership training. **Muhammad Irshad., (2009)** The study on relationship between human resource practices and employee's retention. Researcher identified elements of HR policies that influence employee retention. After analyzed Some of the recommendations they suggested to management to manage employees towards successful attainment of organizational goals are: 1. Improvements in organizational culture.2. Exit interview system,3. Turn over based HR Policies,4. Fair Appraisal System, 5. Employee talent Recognition, 6. salary hikes and promotions, 7. Employee Retraining, 8. Employee Counselling 9. Career Development Opportunities etc. **John H. McConnell., (2008)** Conducted as HR policy will not only maintain the wellness of the organization inside but it also will create a good corporate image among the society as well as job seekers too. Even before employees are hired into a company, the HR team must sit and draft out 10 its set of policies and procedures. It is these policies which every employee of an organization is bound to follow, in order to assure harmony in the organization. **Gupta and Aggarwal., (2007)** The study on relationship between managerial perception of the climate of participation and the perceived effectiveness of HR policies in a private sector organization in North India. It was expected that the patterns of relationship between the variable under study would be positive in the organization.

5. RESEARCH METHODOLOGY

The researcher has collected the data keeping in view the primary data for the research study. The researcher has collected the data using structured questionnaire with sample unit of 80 employees working in Asian packages. The

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questionnaire contained questions pertaining to challenges faced by implementing the HR policies details about the respondents. The researcher has used particularly primary data for collection of information.

Research design:

Primary data: The primary data those which are collected fresh and for the first time and also it is original source of data. Data were are collected through questionnaires.

Secondary data: The secondary data, on the other hand, are that which have been already been collected by someone else and which has been proved and processed data. It is helpful for analyzing and framing suggestions and recommendations for this study.

Descriptive research: Descriptive research includes survey and facts finding enquiries of different kinds. The major purpose of descriptive of the state, as it exists at present. The main characteristics of this method is that the researcher has no control over the variable the researcher can only report what has happened or what is happening

Sampling: Through the primary purpose of research is to apply the conclusion for universal application. It is difficult to study the whole population hence we need to select a small g group and we select some of the element of the population with the intension of finding not something about the population from which the key is taken we refer to that element as sample.

Simple random sampling: A probability sampling is also known as "change sampling". Under this sampling design every item of universe has equal chance of inclusion in the sample. It is a form finite population refers to the method of sample selection is based on piece of paper, which gives each possible sample combination on equal chance of being included in the sample

4. DATA ANALYSIS

Data analysis of HR policies involves collecting and analyzing data related to human resource management policies and procedures within an organization. The purpose of this analysis is to evaluate the effectiveness of HR policies in achieving their intended objectives, identify areas of improvement, and make data-driven decisions to optimize HR practices. HR policies include a wide range of areas such as recruitment and selection, employee training and development, performance management, compensation and benefits, employee relations, and compliance with employment laws and regulations.

Percentage analysis: Percentage analysis is a method of analyzing data in which the figures are expressed as a percentage of a particular base or total. This type of analysis is commonly used in various fields, including finance, economics, and statistics, to better understand the relative proportions of different variables. A percentage analysis is used to give a particular representation at the respondents view point column diagram are used in this tool.

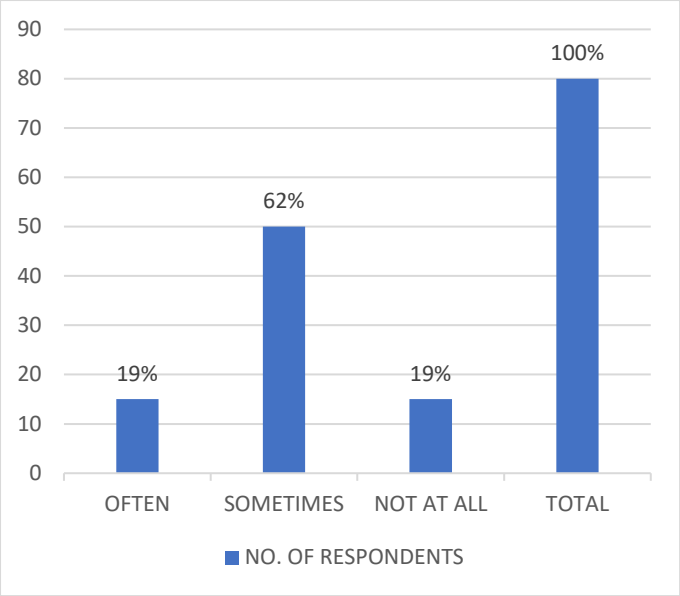
$$\text{Number of respondents} = \frac{\text{Percentage}}{\text{Total number of respondents}} * 100$$

TABLE: Management help to have a mutual understanding and help to attain goals analysis

Particulars	No. Of respondents	Percentage
Often	15	19%
Sometimes	50	62%
Not at all	15	19%
Total	80	100%

Source: Primary data

CHART: Management help to have a mutual understanding and help to attain goals analysis



INTERPRETATION

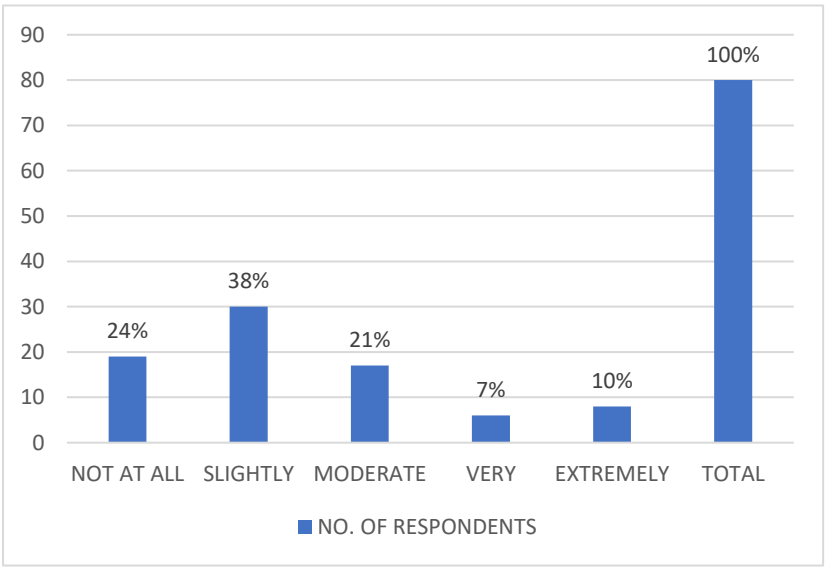
From the above chart shows that out of 80 responses 19% are the often i.e., 15 employees and 62% are the sometimes i.e., 50 employees and 19%are the not at all i.e., 15 employees.

TABLE: HR policies enforced in company analysis

Particulars	No. Of respondents	Percentage
Not at all	19	24%
Slightly	30	38%
Moderate	17	21%
Very	6	7%
Extremely	8	10%
Total	80	100%

Source: Primary data

CHART: HR policies enforced in company analysis



INTERPRETATION

From the above chart shows that out of 80 responses 24% are the not at all i.e., 19 employees and 38% are the slightly i.e., 30 employees and 21% are the moderate i.e., 17 employees and 7% are the very i.e., 6 employees and 10% are the other i.e., 8 employees.

F-Test Two-Sample of variances

The **F-Test Two-Sample for Variances** tool tests the null hypothesis that **two samples** come from **two** independent populations having the equal **variances.**

Null Hypothesis (Ho): The gender of the respondents has no significant relationship between willing to take on new tasks and challenges.

Alternative Hypothesis (H∞): The gender of the respondents has a significant relationship between willing to take on new tasks and challenges.

Formula:

$$F_{change} = \frac{(n-k-1)\sum_{i=f+1}^{k} v_i}{q.(1-R^2)}$$

TABLE: F-Test Two-Sample of variances

F-Test Two-Sample for Variances		
	Gender?	Employees are willing to take on new tasks and challenges as needed
Mean	1.5375	2.5625
Variance	0.251741	1.261867
Observations	80	80
Df	79	79
F	0.199498	
P(F<=f) one-tail	5.104139	
F Critical one-tail	0.689108	

INTERPRETATION

There was a statistically significant difference between gender and employees are willing to take new challenges as demonstrated by f-test c value (0.68) p value (5.104).

5. FINDINGS & SUGGESTIONS

FINDINGS

The overall satisfaction level of Asian packages of employees is satisfied in their work. The average answer given by employees when asked that if good relationship with co-workers was strongly agree. The average answer given by employees hr policy of career planning and development was moderate. When asked what are the organization has been managing change by integrating the hr issues with the business strategies and strategic change process the most popular answer is agree. Another question was asked to know whether satisfied with the external requirement source performed in organization most of the employees says yes.

SUGGESTIONS

The Policy grooms every individual to realize while contributing to attain higher organizational and personal goals. The Policy builds teams and team-work as the primary instrument in all activities. The information regarding company policies can be mentioned in the notice board. The Policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale. The employees agree on the part of their performance that they know what is expected from them. The employees understand how their work goals relate to company's goals. Company inspires the employees to do their best work every day. The employees do not receive the appropriate recognition and rewards for their contributions and accomplishments.

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6. CONCLUSION

Implementing HR policies is not an easy task and can come with several challenges. The research and analysis conducted for this project. It was identified that the challenges faced by organizations can vary depending on the policy being implemented. However, some common challenges include resistance to change, lack of employee buy-in, insufficient communication and training, lack of resources, and difficulties in monitoring and enforcing compliance. To mitigate these challenges, organizations should involve employees in the policy development process, provide clear and frequent communication, offer training and support, allocate sufficient resources, and establish a system for monitoring and enforcing compliance. By addressing these challenges, organizations can increase the likelihood of successful policy implementation and create a positive impact on their employees and overall business performance.

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