

# **A Study of Human Resource Practices and Organizational Culture**

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**Abstract:** *This paper organization Culture examined the relationship between HR practices and Organization Culture with reference to Dynaspede integrated systems private limited 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.*

**Keywords:** *HR Practices, Human Resource Management, Organization Culture.*

## **1. INTRODUCTION**

Organizational culture encompasses values and behaviors' that contribute to the unique social and psychological environment of a business. The organizational culture influences the way people interact the context within which knowledge is created the resistance they will have towards certain changes, and ultimately the way they share knowledge. Organizational culture represents the collective values, beliefs and principles of organizational members. It may also be influenced by factors such as history, type of product, market, technology, strategy, type of employees.

### **OBJECTIVES OF THE STUDY**

1. To analysis the organization culture and HR practices among the employees at Dynaspede Ltd, Hosur.
2. To know the awareness about the culture and practices and study the important ways that helps to maintain relationships.
3. To study and examine the relationships between various aspects of HRM practices and organizational culture.

### **SCOPE OF THE STUDY**

Human resource management is the ability to attract. The satisfied and loyal employees canonly provide productivity to the concern. To attain the loyal and satisfied employees is difficult taskto the companies. Organizational culture and HR Practices are the root cause for every organizationto run their productivity,

## **2. REVIEW OF LITERATURE**

**Lakmini V. K. Jayatilake (2020)** In a corporate group, organizational culture can be considered as an essential ingredient of organizational performance and a source of sustainable competitive advantage. This paper presented a synthesis of various renowned literatures concerning the role of organizational culture on business performance in a perspective of the corporate group. It was found that organizational culture has a strong impact on the organizational performance. Empirical evidences further showed that lack of cultural integration between member companies was a primary cause of failure in corporate groups. **Shayah M.Hazem (2019)**, In the rapidly changing business environment of the 21st Century where change is fuelled by digital technology and increased competition, innovation has become the key to success and survival of any organization. However, organizational culture is the element that drives organizations and therefore developing an organizational culture which stimulates innovation and creativity, is a key and strategic option for strengthening the organization and making it more competitive. This paper reviews the literature on the organizational culture 'dimensions which influence organizational innovation and creativity to provide an integrative understanding of the existing literature. Her conference is attended by engineers, scientists, managers of various companies and professors of the universities

abroad and home. **Cura,F (2018)**, Impact of organizational culture on organizational performance: Northern Iraq Private Universities. International Journal of Pure and Applied Mathematics, measurement and examines various dimensions of organizational culture on corporate performance. After analysis of a wide range of renowned literature, it was found that organizational culture has a strong impact on the organizational performance. Empirical evidences further showed that lack of cultural integration between member companies was a primary cause of failure in corporate groups. Therefore, it is ascertained that cultural enhancing would result performance enhancement.

### 3. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In it we study the various steps that are generally adopted by a researcher in studying his research problem along with the logic behind them. Research methodology is a systematic way to find out the result of a given problem.

### 4. DATA ANALYSIS & INTERPRETATION

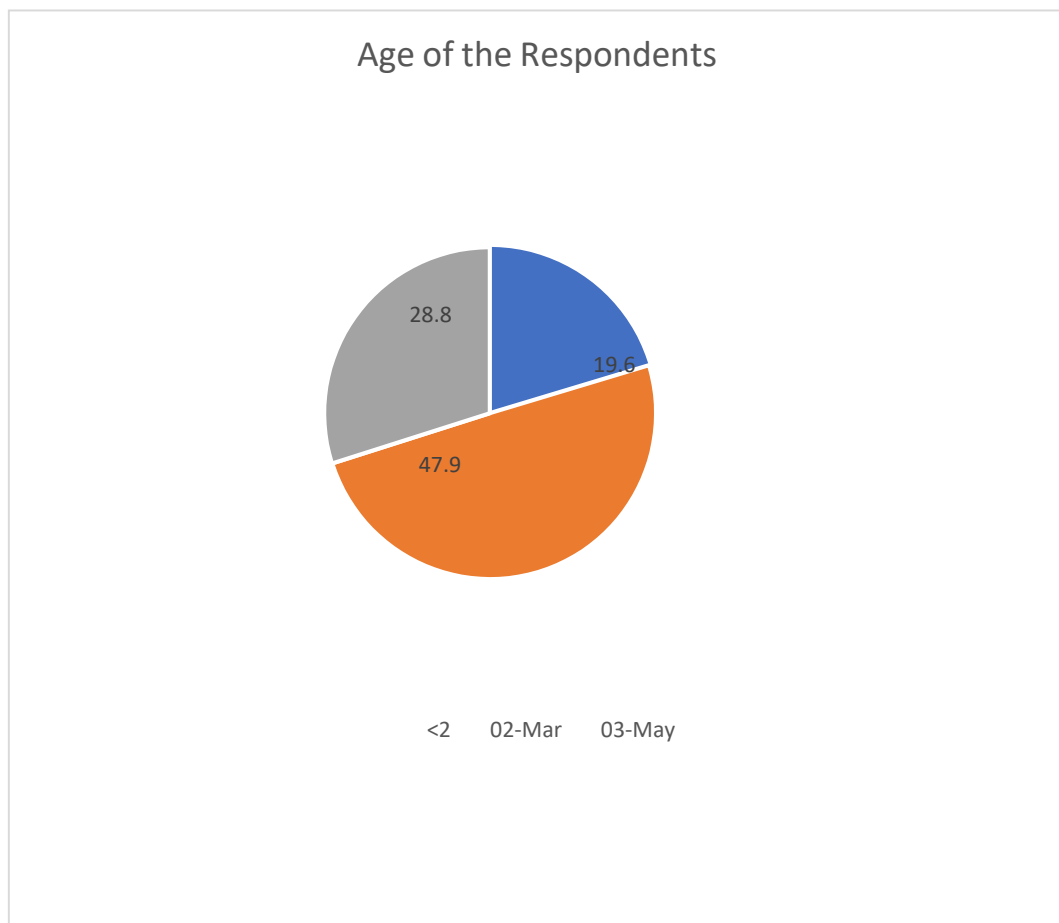
#### Percentage Analysis Table

TABLE: Age of the Respondents

|     |       | Number of Respondents | Percentage |
|-----|-------|-----------------------|------------|
| Age | <=25  | 80                    | 49.1       |
|     | 25-30 | 80                    | 49.1       |
|     | 31-35 | 3                     | 1.8        |
|     | Total | 163                   | 100.0      |

Source: Primary data

#### CHART



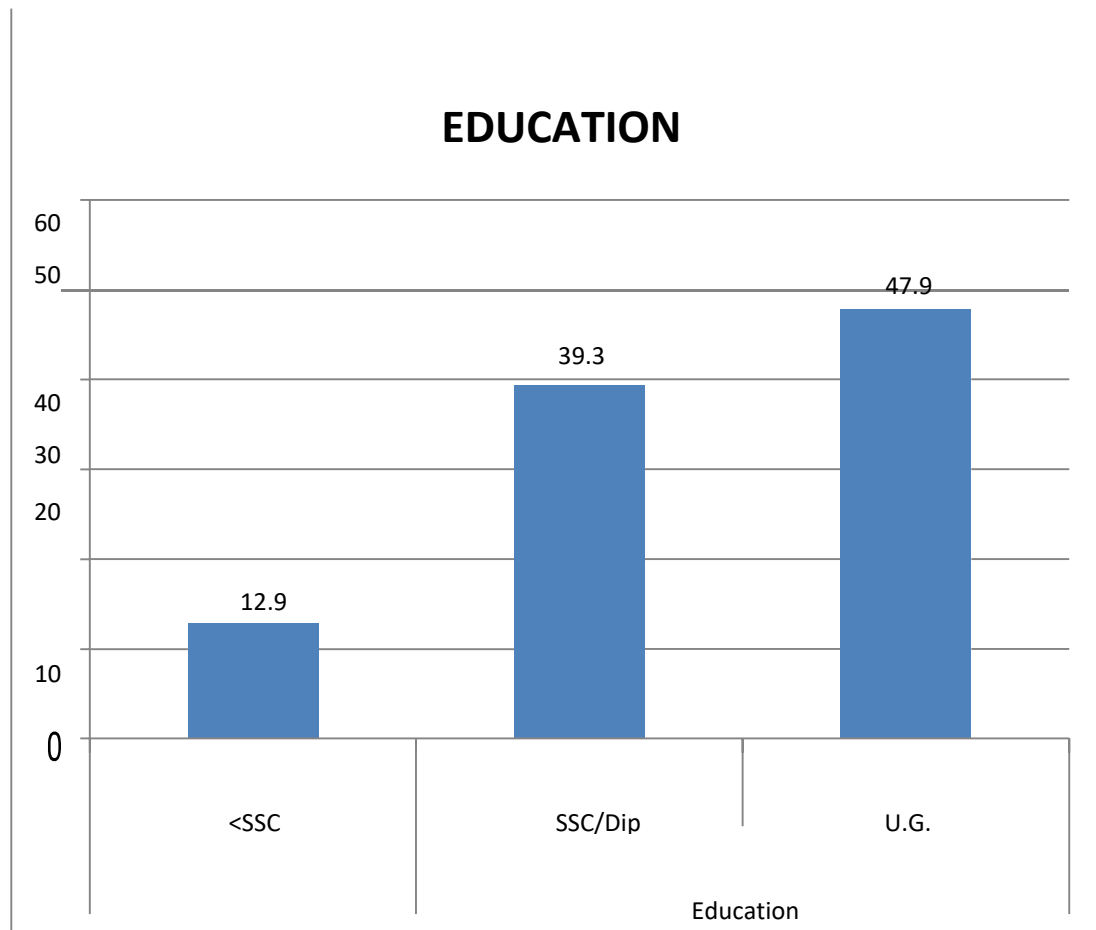
## INTERPRETATION

Thus, the above tabulation shows that, 49.1% of the respondents ages are less than 25, 49.1% of the respondents age is in between 25-30, 1.8% of the respondents age is more 30-35.

**TABLE:** Education of the Respondents

| Education |          | Numberof Respondents | Percentage |
|-----------|----------|----------------------|------------|
|           | <SSC     | 21                   | 12.9       |
|           | SSC/Di p | 64                   | 39.3       |
|           | UG       | 78                   | 47.9       |
|           | Total    | 163                  | 100        |

Source: Primary data



**CHART**

## INTERPRETATION

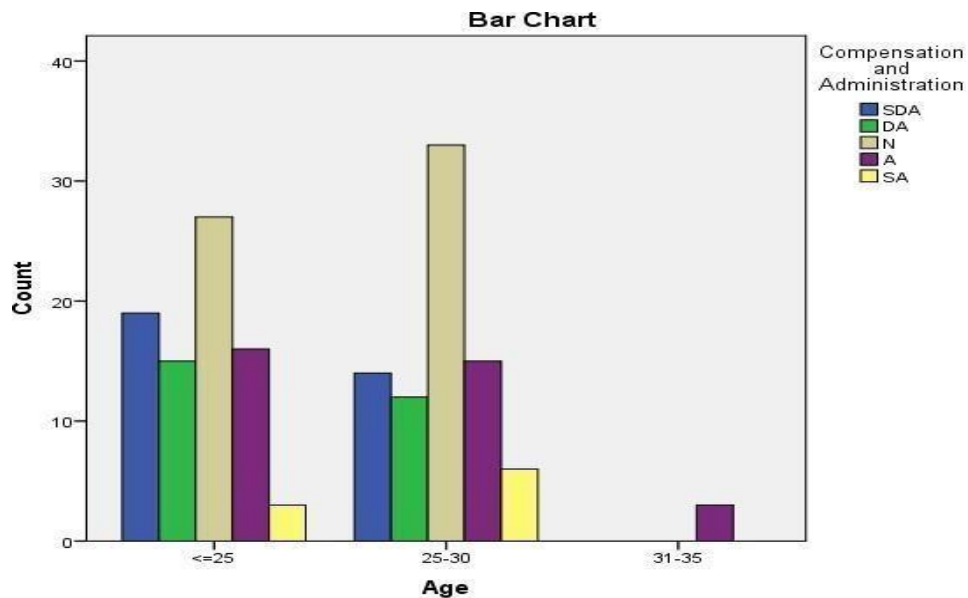
Thus, the above tabulation shows the 12.9% of the respondent's education are less than SSC, 39.3% of the respondent's education is SSC/Diploma, 47.9% of the respondent's education is equivalent to Bachelor's Degree.

## Chi-square test

**TABLE**

|                              | Value               | df | Asymp. Sig.(2- sided) |
|------------------------------|---------------------|----|-----------------------|
| Pearson Chi-Square           | 14.518 <sup>a</sup> | 8  | .069                  |
| Likelihood Ratio             | 14.404              | 8  | .072                  |
| Linear-by-Linear Association | 1.254               | 1  | .263                  |

## CHART



## INTERPRETATION

Thus, it reports the significance test like, an association between Age and Training and Development Practices was observed,  $\chi^2(8) = 14.518$ ,  $p = 0.069$ . Significance Value  $0.069 > 0.05$ . So, we reject **Null Hypothesis (Ho)**. There is a significant difference between both the variables.

## 5. FINDINGS, SUGGESTIONS &amp; CONCLUSION

## Findings:

It is concluded from the above study that the majority of the respondents working areal in the Organization. 49.1% of the respondents age is in between 25-30, 47.9% of the respondent's education is equivalent to Bachelor's Degree.  $> 47.6\%$  of the respondent's experience is in between 2-3 yrs. 36.2% of the respondents' incomes are in between 20-25k.

## Suggestions:

- Identify a mentor who can really guide in work and behavior and establish rapport with employers.
- Follow those employees who have leadership qualities and those who have credibility in the organizations. Avoid talking critically about others and about the projects\work of the organization and also personal questions which may embraces people.
- Follow the pattern of communications preferred by the supervisor thereby one can establish strong professional leadership.

## 6. CONCLUSION

This paper has shown a significant, positive and meaningful relationship between HRM Policies and organizational culture. HRM Practices become the means whereby organizational culture is created and sustained. Designing new culture requires that HRM Professionals are ahead of the cultural 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

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