



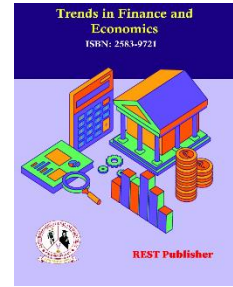
Trends in Finance and Economics

Vol: 2(2), June 2024

REST Publisher; ISSN: 2583-9721

Website: <https://restpublisher.com/journals/tfe/>

DOI: <https://doi.org/10.46632/tfe/2/2/28>



A Study on Human Resource Audit with Reference to Tata Motors Limited

*M. Bhavani, L. Srinivas Reddy

Aristotle PG College, Hyderabad, Telangana, India.

*Corresponding Author Email: bhavani8519@gmail.com

Abstract: The study enables to build up a detailed picture of existing hr policies, strategies, procedure like recruitment, selection, placement, training, induction, retention, ir across the organization. It enables management to create healthy and satisfied workforce.it enables the management to make some changes in their organizational strategies. It helps the management to understand the expectations of the employees.

Keywords: employees, aduit, hr ploicies, organization

1. INTRODUCTION

In the today's world of globalization it is very much essential for the business to survive in the competition, and it is only possible if the corporations are able to provide quality products and also satisfy their customer. In the absence of the proper systems in of the area of human resource and management, many organizations are getting trapped in the mediocrity trap instead of attaining world standard of excellence. Human Resource Audit also called as personal management audit and is well practiced in western developed countries. In India there is no full audit like financial audit of the personnel or Human resource activities in the organization. But today Human Resource Audit is being practiced as one of the important business strategy. Human Resource Audit helps in reviewing the performance of human resource department and its activities to determine its effectiveness. It also helps to locate gaps, lapses, shortcoming in the implementation of the policies, procedure, practices, directives of the personnel department and to know areas where non implementation or wrong implementation has hindered the planned program me and activities.

2. REVIEW OF LITERATURE

According to dolenko (pers. Comm. 21 june 2007), in reference to the canadian experience, human resource management performance audits are rare. In Australia, o'leary identified the issues of: audit independence, cost/benefit decisions, and the establishment of adequate measurement criteria as problems to be overcome in establishing a performance audit framework (o'leary 1996). Objectives of The Study: To evaluate the existing Human Resource Audit system in the organization. To study the concept of Human Resource Audit To identify and address HR-related problems. To study whether human resource practices, policies work in an appropriate procedure. Are the subsystems well integrated and having internal synergy? Are they adequate and taken care by HR requirements of the organization? Methodology of The Study Research Design: Research design provides the blueprint for the collection and analysis of data. It includes an outline of research. The type of research is descriptive inferential research. Data required the data required for the study is of two types Primary Data: Primary data required is information regarding the existing procedure, strategies and activities which are undertaken by the company like manpower planning, recruitment and selection, training and development, employee retention, compensation reward, career development, retirement and employee communication etc and the responses of employees towards it. Secondary Data: The secondary data required is the conceptual framework of Human Resource Audit. Data Sources: It includes sources of data from which primary and secondary data is collected Primary source: The primary data for research is collected by giving questionnaire to the employees inthe organization and also through the observation and by discussion with the official concerned in the organization. Secondary source: The secondary data is information collected by researcher through already available sources of information. For the purpose of the research

the data was collected by following ways Information available in company Library books Porters Limitations Of The Study While doing the project the researcher got some limitations they are as follows Company due to some restriction prohibits giving information about the company. Some employees do want to interact with us. The time was a limitation during completion of the report. Some of the information given by the executives may be biased. Due to the busy schedules of top authorities some information was collected from the subordinates on their behalf. The audit itself is a diagnostic tool, not a prescriptive instrument. It will help you identify what you are missing or need to improve, but it can't tell you what you need to do to address these issues.

TABLE 1. Showing competency requirement for every position in the Organization

S no	Parameters	Total Responses	Percentage
1	Yes	59	84
2	No	8	12
3	Confused	3	4

Interpretation: This pie chart shows that 84% of the employee's agree that every position in the Company requires competency. Likewise 12% of employees do not agree and 4% of them are confused regarding the question.

TABLE 2. Showing job description in the organization

S no	Parameters	Total Responses	Percentage
1	Yes	55	79
2	No	15	21
3	Confused	0	0

Interpretation: This pie chart shows that 79% of employee's agrees that every position in the organization has its own description whereas 21% of them do not agree.

TABLE 3. Showing information about the employee's retention in the organization

S no	Parameters	Total Responses	Percentage
1	Yes	41	59
2	No	29	41
3	Confused	0	0

Interpretation: This pie chart shows that 59% of employees are sure that the organization takes the efforts for employee retention while 41% of them are unaware or not sure.

TABLE 4. showing information about grievance procedure for resolving the employee's problem

S no	Parameters	Total Responses	Percentage
1	Yes	44	63
2	No	26	37
3	Confused	0	0

Interpretation: This pie chart is showing that 63% of the employees are satisfied about grievance procedure of the organization and 31% of the employees are not satisfied.

TABLE 5. showing information about the need of training to the internal trainer in the organization

S no	Parameters	Total Responses	Percentage
1	Yes	46	66
2	No	24	34
3	Confused	0	0

Interpretation: This pie chart shows that 66% of employees think that their internal trainer also requires training while 34% of them are satisfied with the training provided to them.

TABLE 6. Showing information about infrastructure to support HRIS (Human Resource Information System)

Sr no	Parameters	Total Responses	Percentage
1	Yes	22	32

2	No	34	48
3	Confused	14	20

Interpretation: This pie chart shows that 49% of the employees are not aware about HRIS System and 20% of employees are confused.

TABLE 7. showing information about feedback mechanism in the organization.

Sr no	Parameters	Total Responses	Percentage
1	Yes	52	74
2	No	15	22
3	Confused	3	4

Interpretation: This pie chart shows that 74% of employees are satisfied with the feedback mechanism followed in organization while 22% of them are not satisfied.

TABLE 8. Showing the awareness among the employees for reporting accident Relating issues

Sr no	Parameters	Total Responses	Percentage
1	Yes	56	80
2	No	14	20
3	Confused	0	0

Interpretation: This pie chart shows that 80% of employees are aware about the procedure of reporting the accident issues whereas 20% of them are not aware.

TABLE 9. showing the fulfilment of company's requirement regarding current recruitment process

Sr no	Parameters	Total Responses	Percentage
1	Yes	42	60
2	No	28	40
3	Confused	0	0

Interpretation: This pie chart shows that 60% of the employees agree that the recruitment process fulfills the company's objectives while 40% of employees do not agree. Findings: It is observed that, there is no regularity of payment in the organization. It is observed that, the employees are not satisfied with the welfare facilities. It is observed that the employee's requirement regarding current compensation system is not proper. It is observed that the system of Human Resource Information system is not adequate in the organization. It is observed that some of the employees are not satisfied with the training provided by the company. Suggestions: On the basis of their findings, the researcher would like to suggest some points. Based on the observation, there is scope, to improve their payment regularity of employees. Developing a system of Human Resource Information system. To improve the communication network. To improve the co-ordination between all departments. To improve the participation of employees in the training programme.

3. CONCLUSION

ABC India limited is an organization working on a very large scale the organizations existing position is strong. The organization is also able to satisfy the immediate requirements of the employees. The organization implement all Human Resource functions systematically, but it also includes some drawbacks that are essentially to be improved by the organization. Thus, from the entire analysis of the data it can be concluded that, the organization implements Human Resource Audit in a good manner

REFERENCES

- [1]. Appah, E. (2011). Non-audit services and the impairment of auditors' independence: A further examination. Pakistan Journal of Social Sciences, 8(2), 100-107. doi:10.3923/pjssci.2011.100.107.
- [2]. Appah, E., & Binaebi, B. (2013). An examination of effectiveness of auditing of local government financial reports in Bayelsta State, Nigeria. Current Research Journal of Social Sciences, 5(2), 45-53.
- [3]. Aquinas, P. G. (2006). Human resource management: Principles and practice. Noida, India: Vikas Publishing House Pvt. Ltd.
- [4]. Aswathappa, K. (2005). Human resource and personnel management: Text and cases (4th ed.). New Delhi, India: Tata McGraw-Hill.
- [5]. Barney, J. B. (1991). Firm resources and sustained competitive advantage. Journal of Management, 17(1), 99-120.