

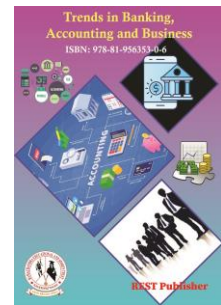


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A Study on Employee Opinion Towards the HR Practices in Surin Automotive Pvt Ltd with Reference to Hosur

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Abstract: *The purpose of this study was to examine the impact of HRM practices on job satisfaction and organizational performance in Surin automotive at Hosur. Specifically, the study examined HRM practices that are under the control and responsibility of supervisors and managers. In Human resource management, sustainability is used, to refer to human resources, which foster a conducive working environment and positive human and social outcomes without focusing on financial strategies and results. The current study focuses on the study of impact of HRM practices on employee satisfaction. The sample size for the study is 120, by adopting convenience sampling technique. The research findings indicate that there is positive relationship between HRM practices, Job satisfaction and organization performance. HRM practices such as training and development, performance appraisal, compensation and benefits practices as well as reward and recognition practices. Descriptive analysis was conducted with help of statistical tools correlation and Anova analysis. Results shows that HRM practices like compensation, performance appraisal and rewards and recognition have greater impact on employee satisfaction while training and development practices has lower effect on employee satisfaction*

Keywords: *HRM Practices, Job Satisfaction, Perceived Organization Support*

1. INTRODUCTION

Human Resource Practices is that the function within a company that focuses on Recruitment & selection, Training & Development, Reward, Performance and therefore the direction of the people within the organization. Human Resource Management is additionally performed by line manager. The Human Resource Practices was outsourcing to Organization long before it became the buzzword that's today. The Principle of outsourcing is applied to this creative company itself. A core team of the Human Resource Practice staff ensures that long-Term clients receive maximum Value from more services resourcing from a database. The Human Resource Practice was running a virtual organization way earlier than when it's became a trend within the new economy. This core competency implies that the correct consultants or practitioners are accustomed meet our client's needs. Today many organizations are under pressure to improve performance. Organizations are experiencing massive changes in the demands for products and services they provide. This has increased the need for organizations to not only improve the way they deliver services, but also to examine their practices, organizational mission and goals, performance objectives, and performance measures. Thus, there is a new emphasis on the human factors associated with organizational goals and performance. The effective management of people within the organization is important to the organization's efficiency and effectiveness. He argued that public service improvement depends on better management, including a focus on leadership and human resource management (HRM) practices. He maintained the focus on regulations and organizational structure limits the progress of today's public organizations. HRM consists of all the tasks involved in ensuring the effective and efficient use of the people inside the organization to meet an organization's goals and objectives. The process of effective management of people means cultivating effective

work environments, fostering employee participation and contribution to the organization's success.

2. OBJECTIVES OF THE STUDY

Primary Objective: To analyse the employee opinion about human resource practice followed by Surin Automotive (P) Ltd at Hosur.

Secondary Objectives: To discover the recruitment and selection process within the organization and acquire the response from the workers. To know the salary, compensation and benefit provided within the organization and to verify the satisfaction levels of the staff. To know safety, welfare, and health provided within the organization and to verify the satisfaction level of the worker.

3. SCOPE OF THE STUDY

The study will help the organization to understand the present levels of engagement of their employees and can allow them to require necessary actions to motivate them to perform better and enhance their satisfaction and intention to remain within the organization. This study would help to reinforce the progress of organization by understanding the necessity of the staff to satisfy their common needs and improving employee standard of living.

4. REVIEW OF LITERATURE

Loganathan (2017) Growth of Indian industry is immense and also the role of state is critical in industry. Today the globe of labour is rapidly shifting. Human Resource Management (HRM), as a component of organization, must be prepared to accommodate effects of varying world of labour. Thus, for the HR people it all about comprehends the ramification of globalization, corporate downsizing, changing skill requirements, the contingent men, workforce diversity, continuous improvement initiatives, decentralized work sites, re-engineering and employee involvement.

Ross (2018) defines human resource management as a comprehensive approach to managing people that goes beyond the traditional personnel functions. She argues that HRM has two objectives: the motivation and development of the employees and the performance and productivity of the organization. Unless supervisors and managers develop and implement effective HRM practices, the organization will not reach these objectives. The challenge for any organizational performance is generally indicated by the effectiveness of an organization to achieve its objectives and efficiency to use the resources properly, satisfaction of employees and customers innovation, quality products and services, and thereby ability to maintain unique human pool.

Drucker (2018) the literature on HRM practices is extensive and includes practices such as recruiting, selection, compensation, and job design that are still structured and controlled by human resource departments. The recent trend, however, is toward the devolution of many HRM practices and responsibilities to line supervisors and managers. This review discusses those practices that have always been the responsibility of line supervisors and managers and will address practices that have been devalued to line by human resource departments (HRD).

Appelbaum (2018) noted that human resource practices adopted as part of a high-performance work system were not mainly premeditated to increase job satisfaction, in practice, they might or might not have such effect. It might be the case that human resource practices impact on job satisfaction such as satisfaction with sense of achievement or satisfaction with salary. Hence, future research is required to assess the actual effects of human resource practices on individual's job satisfaction and overall job satisfaction.

Cooper et Al (2019) financially healthy organizations are likely to be those which are successful in maintaining and retaining a workforce characterized by good physical, psychological, and mental health. This impact on employee health and well-being, and so determine the financial health and profitability of the organization. It also addresses the efficacy of various intervention strategies in reducing employee stress, and their implications for organizational practices and human resource policies.

Shagufta et Al (2019) the studies also showed that majority of the respondents were not happy with their pay as compared with others in similar jobs in other companies. More importantly, findings indicated that majority of the

respondents were not happy about the recognition they get from the work they do. Thus, the higher the rewards perceived by workers, the greater the satisfaction of workers to organizational policies and practices leading to greater productivity as a result of employee performance. Based on this, future studies could explore several areas of research that can make more valuable contributions to Job satisfaction and employee rewards systems in different sectors including manufacturing, finance, and the public sectors

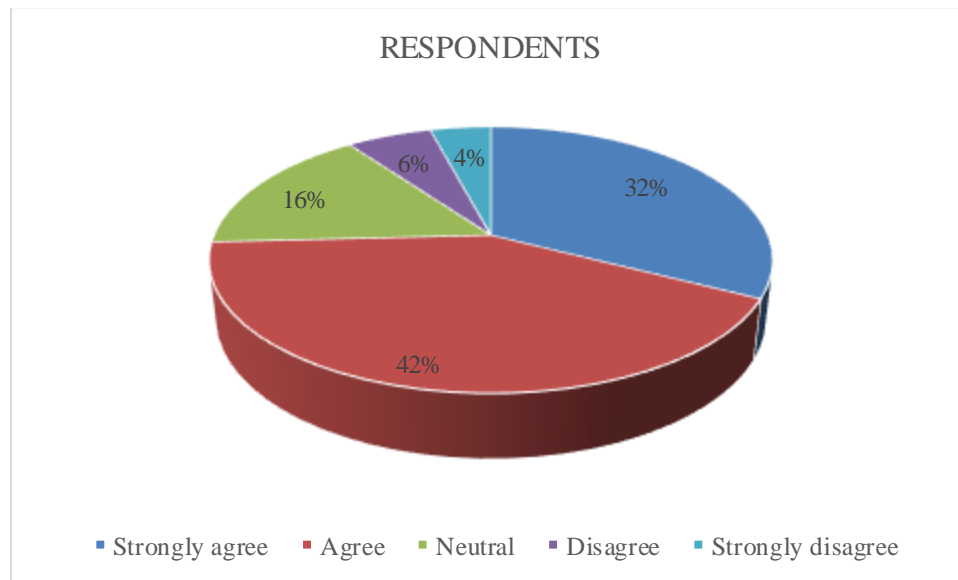
Cascio & Bailey (2019) Human resource management (HRM) practices have been recognized increasingly as a basis for achieving sustained competitive success, particularly for firms operating in challenging and rapidly changing international competitive environments. Human Resource Management is a strategic and coherent approach to the management of an organization’s most valued assets the people working there who individually and collectively contributes to the achievement of the objectives. HRM involves all management decision and practices that directly affects the people, or human resources, who work for the organization

5. RESEARCH METHODOLOGY

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. Research is a systematized effort to gain knowledge and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

Hr practices is an on-going process

On-going process	Respondents
Strongly agree	39
Agree	50
Neutral	19
Disagree	7
Strongly disagree	5
TOTAL	120



INTERPRETATION

The above table shows that Hr practices is an on-going process, 32.5% of the respondents are strongly agree, 41.7% of the respondents are agree, 15.8% of the respondents are neutral, 5.8% of the respondents are disagree and remaining 4.2% of the respondents are strongly disagree. Majority 41.7% of the respondents are agree with Hr practices is an on-going process

6. FINDINGS

1. Majority 57.5% of the respondents are male
2. Majority 36.7% of the respondents are in the age between 25 years – 30 years
3. Majority 30.0% of the respondents are diploma holder
4. Majority 27.5% of the respondents are experienced in 1 – 2 years
5. Majority 43.3% of the respondents are agree with Hr department pursues innovative ideas and excellent hr practices
6. Majority 44.2% of the respondents are satisfied with rewards and recognition scheme

7. SUGGESTIONS

The management can adopt a new method of appraisal than the present tool performance evaluation sheet. They can adopt 360-degree appraisal. Employees should be considered for the increment in salary. If their performance exceeds predetermined standards. Employees should be given a chance to express their thoughts and ideas for organization benefit. New technologies should be adopted Strategic HRM factors, which may have a bigger influence on the motivation and satisfaction of staff within the industry is implementation of a clear performance appraisal system. The individual staff ought to be concerned in target finalization. The trade normally ought to focus a lot of on Strategic HRM biological process activities like performance assessment, coaching and development, job rotation and career progressing to scale back job attrition. One in every of the necessary options of Strategic HRM is identification of the potential Leadership Talent. There ought to be an ardent target this space right from junior management level according the work should be allotted.

8. CONCLUSION

The conclusion of this study shows the employee's perception towards organizational HR practices. By the perception, it also signifies the personal characteristics of the employees such as attitudes, personality, motives and interests. It also determines the relationship between the different activities of the members. It also signifies the best HR practices of an organization.

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