

A Study On Human Resource Management Practices In Selected Organizations With Special Reference To Gujrat

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Abstract

This Research Paper Aims To Study The Role Of electricity Organizations And Their Human Resource Management Practices Offered By Selected Electricity Organizations In Gujarat. Study Also Focused To Identify The Factors That Are Substantial In Determining The Fields And Areas For Human Resource Management practices. The Basic Concept And Notion Behind This Study Is To Know The Level Of Awareness, Information, And Views Of The Employees, And Beneficiaries Regarding The Same. Assessment Of Demographic Factors And Their role In The Perception Toward human Resource Management Practices. It Is A Descriptive And Empirical Study Led By A Survey Method. The Purpose Of This Research Paper Is To Critically Examine the Hrm practices And Activities Of Selected Organizations. The Data Comprises Of Both Primary And Secondary Data For This Research Problem And Analyzed Using Suitable And Applicable Statistical Tools. The Study Concludes With Finding And Conclusion.

Keywords: Human Resource Management, Demographic Factors, Awareness & Perception.

1. Introduction

The Procedure To Recruit, Select, Induct Employees, Provide Orientation, Impart Training And Development, Appraise The Performance Of The Employees, Decide Compensation And To Provide Benefits, Motivate The Employees, Maintain Healthy And Friendly Relations With The Workers And The Trade Unions, To Ensure The Safety And The Security Of The Employees, To Adopt The Welfare And Health Measures In Fulfillment With The Labor Laws Of The Land Is Known To Be "***Human Resource Management.***" The Resource Management Also Includes Various Functions Of The Organization, Such As To Plan, To Organize, To Direct And To Control. It Also Includes Procurement, Growth, And Continuance Of Human Resource. It Mainly Aims To Attain Entity, Managerial And Communal Objectives. Human Resource Management Is A Multidisciplinary Subject Matter. It Comprises Of The Learning Of Topics Related To Management, Psychology, Communication, Economics And Sociology. It Incorporates A Spirit Of Oneness And Work As A Team. It Is Constant Progression.

As A Department Human Resource Management, In An Association, Which Handles All The Aspects Of The Workers And Has Numerous Functions Like Human Resource Planning, To Conduct Job Analysis, To Recruit And To Conduct Job Interviews, To Select Human Resources, To Orient, To Train, To Compensate, To Provide Benefits And Incentives, To Appraise, To Retain, Career Planning, Quality Of Work Life, Discipline Of The Employees, Completely Remove Sexual Harassments, Human Resource Auditing, Continuation Of Industrial Relationship, To Look After The Wellbeing Of The Employees And Their Safety Concerns, To Communicate With All The Employees At Different Levels And To Create Consciousness And To Create An Observance With The Local, State And Federal Labor Laws. The Chronological Thumb Rule For Human Resource Staffing Necessities Is One Full-Time Expert Human Resource Person Who Is Required To Be Appointed For Every 100 Employees. The Authentic Ratio For A Business May Differ From Each Other Depending Upon Various Factors Like The Degree Of

Hr Centralization, The Geographic Distribution Of The Employees Who Serve The Organization, The Complexity Level Of The Employees, And The Comparative Complication Of The Organization.

Need Of Hrd In Today's Scenario:

The Most Important And Valuable Resources Of Any Organization, Are Considered To Be The Employees Working There. It Is Rightly Believed That, Dynamic People Can Build Up A Progressive And A Growth-Oriented Organization. The Effective Contributions Made By The Employees Can Lead To The Effective Growth Of The Organization. Knowledgeable And Motivated Workers Can Bring A Big Difference And Enable An Organization To Achieve Its Targets And Goals. As A Result, Dynamism, Effectiveness, Competency And Motivation Of The Employees Are Being Ensured By The Organization Which Is Also Considered To Be The Most Important Aspect.

2. Review Of Literature

S.C. Kundu¹ And Varun Arora (2012) The Purpose Of This Paper Was To Compare The Performance Appraisal Practices (I.E., Broadly Performance Appraisal Practices, Organizational Issues And Purposes, And Role Of Performance Appraisal) Practiced In Indian Companies With Multinational Companies. A Sample Of 100 Companies Was Taken In A Manner That Would Foster Both The Quality And Representativeness Of Data To Facilitate Better Analysis And Interpretation. The Firms Surveyed Through This Questionnaire Were From Service And Manufacturing Field In General And Specifically From Automobile And Ancillaries, Banking, Telecommunication, Software, Insurance, Electronic, Printing, Packaging, Leather Industry, Aviation, It Enabled Services, Healthcare, Construction, Hotel Industry, Fmcg, Power Generation Etc. Four Questionnaires Were Distributed In Each Company By Covering Two Managers And Two Non-Hr Mangers.

B. Mathivanan (2013) This Article Enlightened The Banking Activity Which Thrives On The Strength Of People Power". People Are The Direct Factors Of Productivity Of Its Services And People Are Its Sole Consumers". Banking Was A Thriving Industry In Ancient India. Initially, The Industrial Houses Pioneered Banks With A View To Generating Funds For Productive Activities And At The Same Time Offered Considerable Security, Liquidity And Fair Returns To The Depositors. In A Way, Banking Continued To Be A Traditional Industry Till 1969. When Major Banks Were Taken Over By The Government Of India. With Nationalization, Banks Ceased To Be Funding Agencies Only For Industrial Sector And Became A Vivacious Instrument Of Social Change More Statistical Data Are Available In Support Of The Preposition That There Is A Phenomenal Growth Of Banking Industry.

Ghazala Ishrat (2013) This Research Paper Deals With The Comparative Study Of Recruitment And Selection, Training And Development Process Of Indian Mncs And Foreign Mncs. This Research Paper Highlights The Differences And Similarities Of The Policies Being Followed In Mncs. In My Last Research Paper Being Published Earlier I Highlighted The Innovative Hr Practices Of Foreign And Indian Mncs But In This Paper I Am Highlighting The Comparative Analysis Of Selected Policies. My Research Basically Depends Upon Primary And Secondary Data Collected From Company Employees, Internet And Online Journals, Research Papers. Companies Change Their Hr Practices According To The Culture And Pest Environment Of The Countries In Which They Operate. Globalization Is Also An Important Driver In Setting Specific Benchmarks For The Hr Policies Being Followed. New Concepts Like E-Hrm And Hrmit Are Developed To Cope With The Scenario In Which Company Is Operating (As All Companies Now Want To Move Beyond Boundaries). Basic Aim Of All The Companies Is To Earn Profit But Now The Concept Is Little Bit Changed As Hrm Has Taken An Important Place Inworking Of All The Companies May It Be National Or Multinational. Human Resources Are Now Considered As An Asset Instead Of Liability. As Now Companies Are Focusing On Retaining Talents Instead Of Searching For Low-Cost Employees

With Lesser Qualifications. Good Human Resource Management Is Now Considered As One Factor Which Adds Competitive Advantage To The Company. Department Of Human Resource In All The Companies Is Now In Lime Light Instead Of Back Seat And It Is Learnt That “Hr Cannot Function In Cabins” Good Human Resource Strategies And Practices Are The Backbone Of All The Companies May Be Operating Nationally Or Multinational And Good Human Resource Management Is The Life Blood Of Those Companies.

3. Objective Of The Study

1. To Analyze The Concept Of Human Resource Management Practices.
2. To Study The Contribution Of Selected Organization Taken Under Study In Hrm Practices.
3. To Examine The Employees’ Perception About Hrm Practices
4. To Study The Role And Importance Of Demographic Factors In Hrm Practices

4. Hypothesis

H01: Demographic Factors Do Not Have Vital Role In Human Resource Management Practices.

Ha1. Demographic Factors Have Vital Role In Human Resource Management Practices.

5. Research Methodology

5.1 Data Collections

The Data For Present Study Have Been Collected From Both– Primary And Secondary sources. This Present Study Is Based On Descriptive And Empirical Research Design, Led By Survey Method To Study Employees’ Perception About Human Resource Management Practices Offered By Daxin Gujarat Vij Company Limited (Dgvcl). The Primary Data Have Been Collected By interview From Employees through A Well-Structured questionnaire; Consisting Of Multiple Option Questions (Objective Type), To Complete this Research Study.

5.2 Tools Applied

The Basic Pro-Forma And Model Of The Questionnaire Consisting Three Sections, Namely- A, B And C; Having Multiple Option Questions, Was Developed In English To Know And Acknowledge Views Through Survey With Employees. The Questions Under The Questionnaire Are Closely Related And Associated With This Research Study So That Outcomes Of The Questionnaire Should Be Analyzed For The Said Purpose. The Likert Scale Was Chosen And Adopted As The Survey Instrument In The Questionnaire, As Follows-

1. Strongly Disagree
 2. Disagree
 3. Neutral
 4. Agree
 5. Strongly Agree
6. The Complete Checklist (Set) Of Questions Was Sent To The Respondents Of **Daxin Gujarat Vij Company Limited (Dgvcl)** For The Survey Purpose. Respondents Included Various Groups Of Individual Belongs To Different Background.

6.1 Analysis of respondents’ profile on demographical factors

Demographic Factors	Data	Frequency (200)	Percentage
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Gender	Male	111	55.5
	Female	89	44.5
Age	20 & Below	24	12
	21-30	38	19
	31-40	72	36
	41-50	44	22
	Above 51	22	11
Designation	Top Level	26	13
	Middle Level	66	33
	Lower Level	108	54
Education	Iti Holder	82	41
	Diploma Holder	47	23.5
	Graduate	44	22
	Post Graduate	15	7.5
	Professional	12	6
Work Experience	5 Years And Below	68	34
	6-10 Years	64	32
	11-15 Years	18	9
	16 Years And More	50	25
Annual Income	Less Than 2lacs	110	55

2.01-4lacs	47	23.5
4.01- 6lacs	22	11
6.01- 8lacs	14	7
More Than 8lacs	07	3.5

Table 6.1 Breakup Of Sample Size Of Respondents' On Demographical Factors In Dgvcl

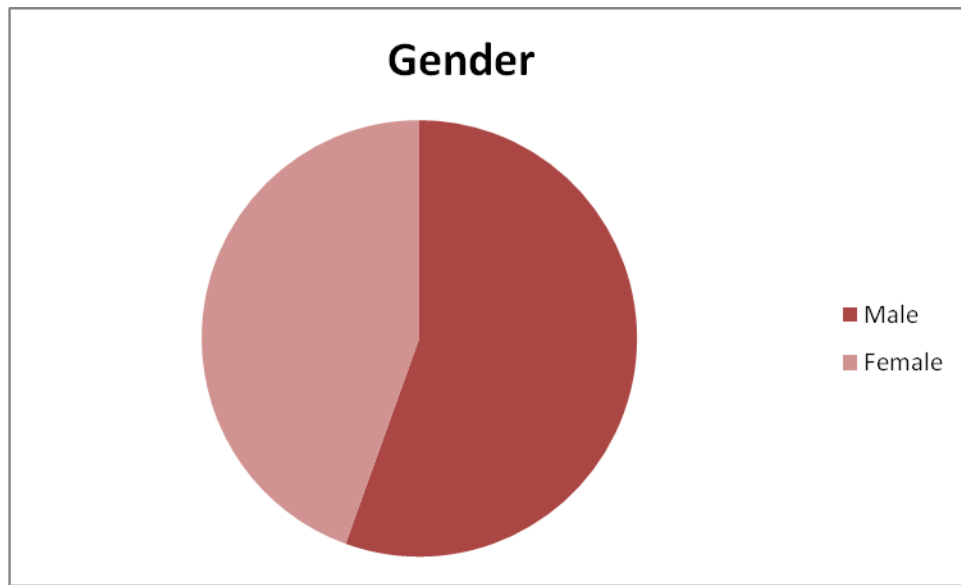


Figure 6.1.1 Classification Of The Respondents On The Basis Of Gender, Dgvcl.

The First Demographic Factor Found The Details Of The Respondents On The Basis Of Gender Status That Belongs To Dgvcl In Gujarat State. In Which It Has 111, (55.5%) Male Out Of 200 And 89 Respondents (44.5 %) Female.

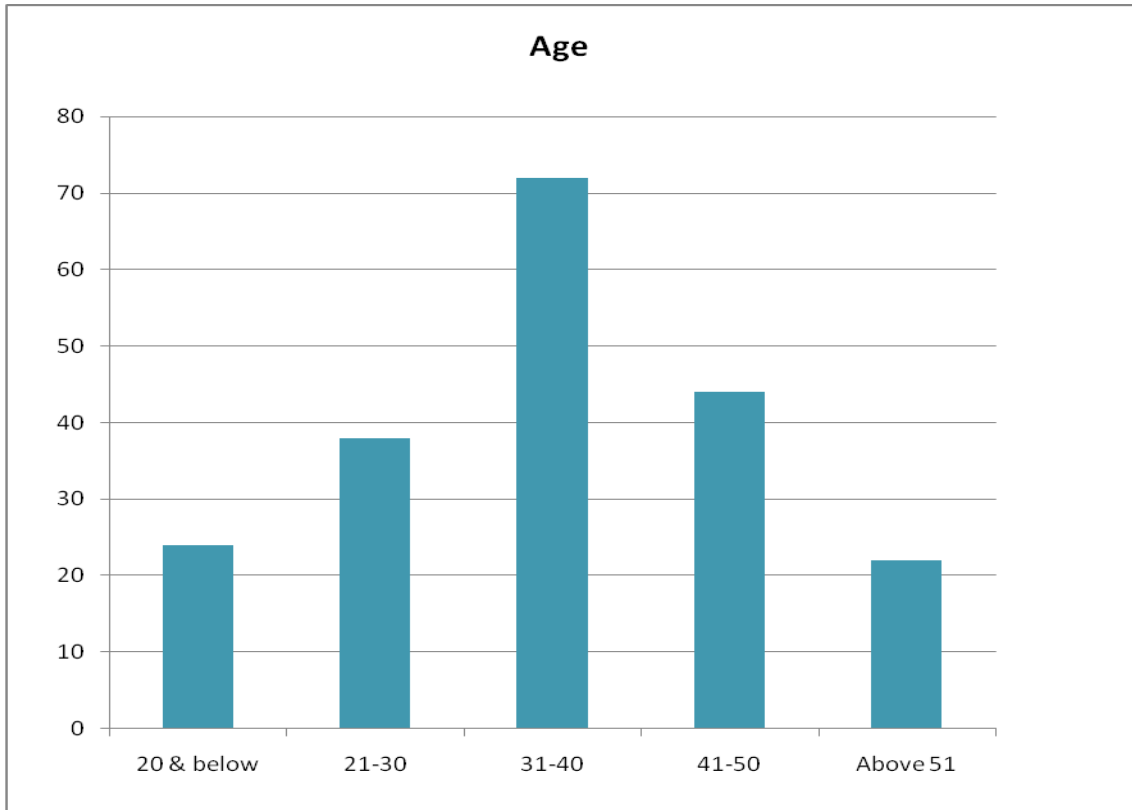


Figure 6.1.2 Respondents' Age Group Classification, Dgvcl.

The Sample Size Of Dgvcl's Respondents For Age Group Variable Constitutes Five Categories - In Which 20 And Below Category Has 24 Respondents (12 %), 21-30 Years Old Category Has 38 Respondents (19%), 31-40 Years Old Category Has 72 Respondents (36 %), 41-50 Years Old Category Has 44 Respondents (22%), And 51 Yrs. & Above Old Category Has 22 Respondents (11%).

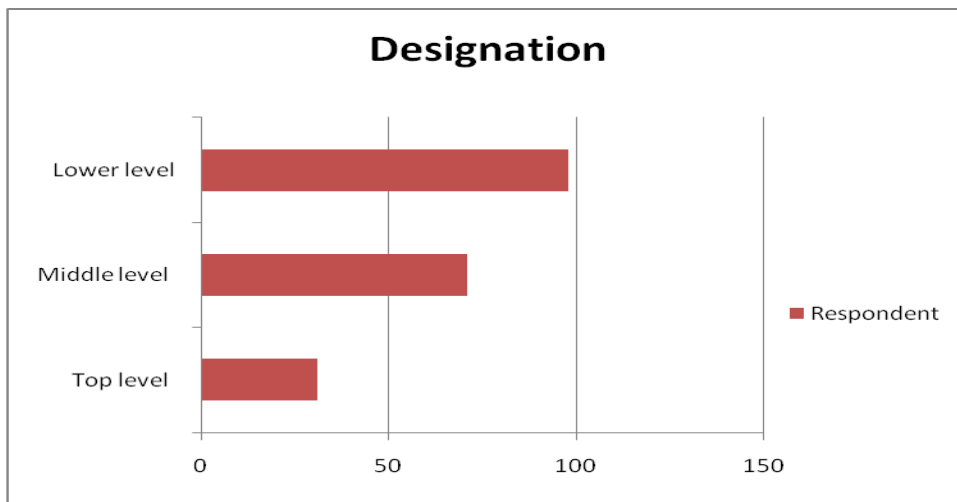


Figure 6.1.3 Classification Of The Respondents On The Basis Of Designation, Dgvcl.

To Reduce The Ambiguity In The Results Pertaining To Designation And To Maintain The Uniformity Of Findings The Classification Regarding Designation And Its Level Of Respondents Have Been Broadly Categorized As Lower-Level Employees, Middle Level Employees And Top-Level Employees. Whereas 26 Respondents (13%) Are Top Level Employees, 66 Respondents (33%) Are Middle Level Employees And 108 Respondents (54%) Are Lower-Level Employees.

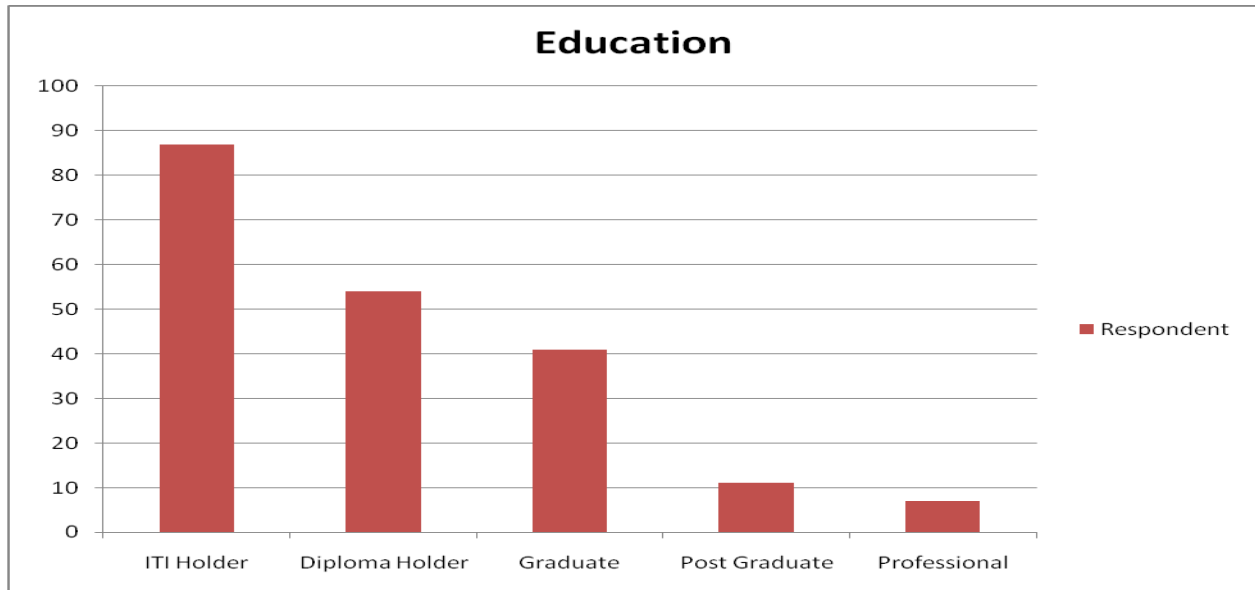


Figure 6.1.4 Classification Of The Respondents On The Educational Level, Dgvcl

Another Variable In Demographic Classification Of Electricity Companies' Respondents Is Level Of Education Of Respondents. It Was Categorized As Iti Holder, Diploma Holder, Graduate, Post Graduate And Professionals. They Are Respectively 82 (41%), 47 (23.5%), 44 (22%), 15 (7.5%), And 12 (6%).



Figure 6.1.5 Classification Of The Respondents On The Basis Of Work Experience, Dgvcl.

The Variable In Demographic Classification Of Electricity Companies In Gujarat, Work Experience Of Respondents. It Was Categorized As 5 Years And Below, 6–10 Years, 11–15 Years, And 16 Years And More. They Are Respectively 68 (34%), 64 (32%), 18 (9%), And 50 (25%).

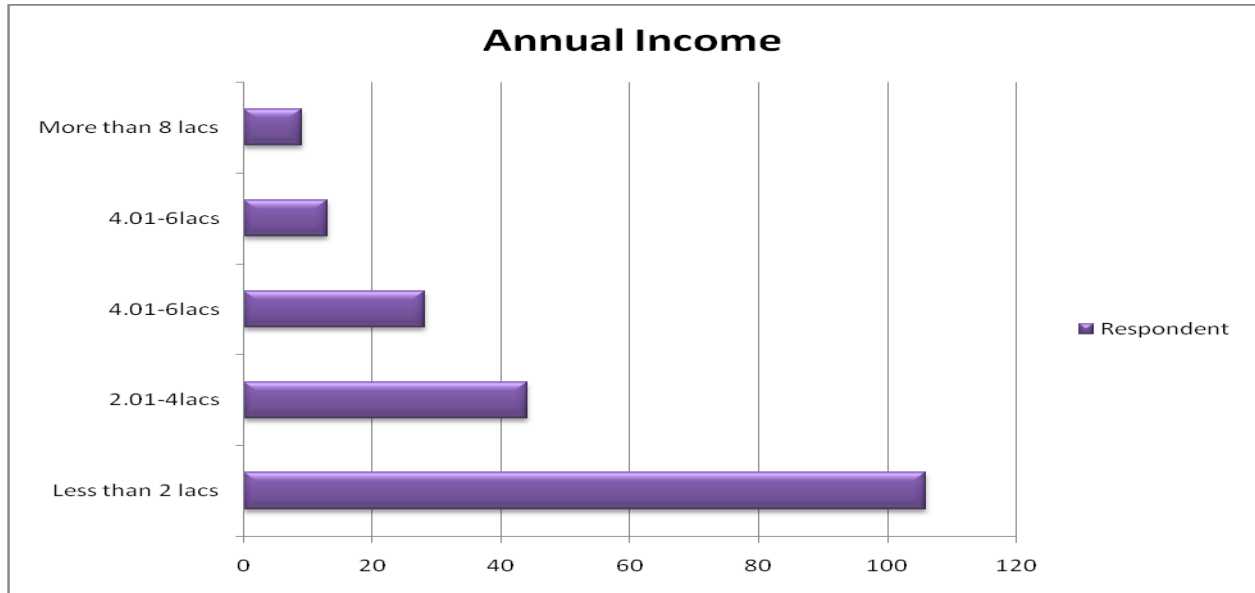


Figure 6.1.6 Classification Of The Respondents On The Basis Of Annual Income, Dgvcl.

This Variable Is Annual Income Of The Respondents. They Are Categorized As- Less Than 2 Lacs, 2.01-4 Lacs, 4.01-6 Lacs, 6.01-8 Lacs, And More Than 8 Lacs. 110 Respondents (55%) Lie Under First Category, 47 Respondents (23.5%) Lie Under Second Category, 22 Respondents (11%) Lie Under Third Category, 14 Respondents (7%) Lie Under Forth Category, And 7 Respondents (3.5%) Lie Under Fifth Category.

6.2 Testing Of Research Hypothesis

H01: Demographic Factors Do Not Have Vital Role In Human Resource Management Practices.

Ha1. Demographic Factors Have Vital Role In Human Resource Management Practices.

The Linear Regression Was Used To Test The Research Hypothesis. Regression Analysis Was Conducted Through Spss Version 21.0 And The Significance Of The Coefficients And T-Values Were Examined In Order To Accept Or Reject The Hypotheses. We Have T-Value Is Significant When The Calculated Value Of T Is More Than The Table Value Of T = 2.58 Based On Two-Tailed Test For P < 0.01.

Table 6.2 Presents The Regression Estimation To Check The Role Of Demographic Factors In The Awareness About The Human Resource Management Practices Among Employees. The Study Considered Age (11), Education (12), Income (13), Work Experience (15) And Designation (17) As Independent Variables And Demographic Factors Have Vital Role In Human Resource Management Practices (21) As A Dependent Variable From The Survey Questionnaire. The Statement Is Statistically Significant Because Calculated Value Of T Is Greater Than The Table Value (T-Value = 25.484, P < 0.01). **Thus, We Reject The Null Hypothesis And Accept The Alternative One I.E., Demographic Factor Has Vital Role In Human Resource Management Practices.**

Among The Independent's Variables, Education (.61) Has A Major Impact On Hrm Practices, Followed By Designation (.58), Work Experience (.52) And Age (.44).

Regression Estimation For Demographic Factors And Its Role In Hrm Practices

Independent Variables	Standardized Coefficients (Beta)	T-Value	Sig.
Constant		25.484*	.000
Age (11)	.44		
Income (13)	.09		
Education (12)	.61		
Work Experience (15)	.52		
Designation (17)	.58		

Note: *T-Value Is Significant For $P < 0.01$

7. Findings And Conclusion

The Study Provides Major Findings According To The Views, Perception, Data Analysis And Results Of The Study. We Have Also Reached On Some Conclusion After Conducting This Research Study. The Study Reveals That Employees Have Less Awareness About Hrm Practices Offered By Electricity Organization towards Hrm Practices in Gujarat. The Analysis Of The Study Accomplishes That Majority Of The Respondents Belong To Lower Management. As Study Is Based On The Demographic Factors It Is Found That Designation Plays Vital Role In The Understanding And Awareness About Hrm Practices Because Employees Who Are On Top And Middle Management Are Highly Qualified So They Can Easily Understand The Concept Of Hrm In An Organization In A Better Way. The Ultimate Demographic Factor Narrates About Education In This Study Education Makes Employees Able To Recognize The Notion Of Hrm Practices. Study Reveals That Respondents Who Have Been Found More Experienced Shown Greater Insight In Hrm Practices.

8. Conclusion

The Present Study Implies Descriptive And Empirical Research Design, Based On The Survey Method. The Primary Data Required In The Study Was Collected From Women Beneficiaries And Respondents Belong To Electricity Organization In Gujarat. The Study Basically Comprises Of 200 Respondents Through A Structured Questionnaire. The Qualitative Variables Were Measured On Five-Point Liker Scale. The Demographic Factor Have Vital Role In Human Resource Management Practices. Among The Independent's Variables, Education Has A Major Impact On Hrm Practices, Followed By Designation Work Experience And Age.

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