

# An Effectiveness of HR Practices in Sri Sapthagiri Hitech Polymers, Sivakasi

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**Abstract** - The research was entitled as “an effectiveness of HR practices in Sri Sapthagiri Hitech polymers, Sivakasi”. The purpose of this study was to explore the contribution of Human Resource practices including Recruitment and selection, Training and development. Managing Human Resource is very challenging as compared to managing technology or capital and for its effective management, organization requires effective HRM system. HR practices refer to organizational activities directed at managing the group of human resources and ensuring that the resource is employed towards the fulfillment of organization goals. This study comprehensively evaluated the links between HR practices and employee performance. The result shows that there is a positive relationship between all the HR practices mentioned above and employee performance.

**Index Terms** - HR practices, Employee performance, Human Resource Management.

## INTRODUCTION

Human Resources of a company is saying to be one of the important capital is playing such an important role in the operation of an organization. We always plan, develop and manage our relations both consciously and unconsciously. Schuler and Jackson defined HR practices as a system that attracts, develops, motivates and retains employees to ensure the effective implementation and the survival of the organization and its members. Besides, HR practices is also conceptualized as a set of internally consistent policies and practices designed and implemented to ensure that a firm’s human capital contribute to the achievement of its business objectives. likewise, Minbaeva viewed HR practices a set of practices used by organization to manage human resources through facilitating the development of competencies that are firm specific, produce complex social relation and generate organization knowledge to sustain competitive

advantage. Thus, HR practices relate to specific practices, formal practices, formal policies and philosophies that are designed to attract, develop, motivate and retain employees who ensure the effective functioning and survival of the organization.

## REVIEW OF LITERATURE

Mohanad Ali KAREEM & Ibrahim Jaafar HUSSEIN (2019) The area of employment is changing dramatically, technology and globalization are impacting practices and experiences, and societies are becoming more global and multicultural. With the rise of globalization and the rapid changes in the business environment, employability is becoming one of the main goals for any organization. The organizational effectiveness lies in human resources quality and human resources development practices have the potential to improve employee competences. This study aims to examine the impact of human resource development practices on the employees’ performance and organizational effectiveness at a sample of public universities in Iraq. A descriptive-analytical method based on one regression model was employed for data analysing.

Nasser Fathi Easa & Haitham El Orra (2020) Purpose – The relationship between human resource management practices (HRMP) and innovation has been described as a black box, where a lot still needs to be investigated. Thus, the aim of this paper is to investigate the nature of the link that exists between HRMP and innovation in both public and private organizations. To do so, theoretical underpinnings and existence of a mediating or a moderating mechanism is inspected. Design/methodology/approach – Based on an empirical systematic review of research conducted between 2010 and 2018, content analysis has been conducted for 31 peer-reviewed articles in

the English language. Findings – Inspecting the nature of relations existed in the chosen articles, interesting findings are addressed relative to the nature of the human resource management systems (HRMS) used, practices encompassed and their different utility. HRMS has been shown to be associated with product innovation yet more evidence is needed for supporting process innovation.

Ananthalakshmi Mahadevan& Fadumo Ahmed Mohamed (2014) Studies on HRM practices at different levels have been an area of interest for researchers for several decades because of the expansion of the industries and innovative practices which enable an organisation to retain and utilise the Human resource effectively. As the 21st century has seen a tremendous growth in the service sector especially the telecommunication industry where the service providers were growing it is crucial for the organisations to retain and care for their employees and to improve their competitive advantages. Hence this study was undertaken in a Malaysian telecom major to identify the impact of HR practices (Training, Compensation and employee participation) on employee performance. Samples were collected using questionnaire from 102 employees in order to test the hypothesis.

Shagufta Showkat & Kevin Shajan & Vivek Kumar Pathak (2019) The present study has been taken to find out the influence of Strategic Human Resource Management (S-HRM) on Organizational performance (OP) and the mediating role of Employee well-being (EWB)in the association between two constructs in the Indian IT Industry. Design/ Methodology/ Approach- The constructs selected for the present study are S-HRM, OP and EWB. The model has been tested with the help of structural equation modelling (SEM). The data collection has been done by getting the responses from 211 HR Professionals working in IT sector in Bangalore, India. The reliability has been established by using Confirmatory Factor Analysis (CFA). Findings: The results show that an association between Strategic Human Resource Management and Organizational performance is significant and positive due to the mediating role of Employee well-being. Research Limitation: The study has been undertaken in the IT sector in Bangalore India, the results cannot be generalized across the industry.

Weighted average method:

Most of the respondents are said that the effective financial motivation followed by the organization is insurance scheme.

Most of the respondents are said that the effective non-financial motivation followed by the organization is career development.

Equations:

Percentage analysis

Percentage methods refers to a specific kind which is used in marking comparison between two or more series of data. Percentage are based on descriptive relationship. It compares the relative items. Since the percentage reduces everything to a common base are there by allow meaning comparison.

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

Weighted average:

The term weight stands for relative importance of different items. Weights have been assigned to various ranks. The weighted score is calculated by multiplying the number of respondent in a cell with irrelative weight and he would number is summed to give weighted score for the factor. In this method weight are assigned to the items. The formula for computing weighted average is

$$\text{Weighted Average} = \frac{\sum (\text{Value} * \text{weightage})}{\text{Total no of respondents}}$$

Table 1 Percentage Analysis

Characteristics of the responders	Particulars	No. of Responders	Percentage
Gender	Male	144	66.5
	Female	72	33.5
Age	20-25 yrs	25	11.7
	26-30 yrs	53	24.3
	31-35 yrs	60	28
	36-40 yrs	53	24.8
	40 and above	25	11.2
Education Qualification	SSLC	20	9
	HSC	47	22.2
	Diploma	59	27.4
	Degree	64	29.7
	Others	26	11.8
Experience	Below 2 yrs	42	19.6
	2-5 yrs	48	22
	6-10 yrs	77	36

Monthly Income	Above 10 yrs	49	22.4
	Below Rs.4000	8	3.7
	Rs.4000-Rs6000	19	8.8
	Rs.6001-Rs10000	31	14.4
	Rs10001-Rs15000	70	32.6
HRP Awareness	Above Rs.15000	88	40.5
	Yes	115	50.8
Recruitment Methods	No	101	49.2
	Internal Recruitment Methods	63	30.3
	External Recruitment Methods	100	50
Internal Recruiting Method	Both	53	19.7
	Promotion	45	22.1
	Transfer	48	23.5
	Job Rotation	63	29.4
External Recruiting Method	Rehire and Recall	60	25
	Employment Agencies	41	19.6
	Walk ins	44	17.7
	Employee Referrals	81	38.8
Recruitment and Selection	Education Institution	50	23.9
	Yes	91	43
Effectiveness of Recruitment and Selection Policy	No	125	57
	Excellent	41	19
	Good	53	24.6
	Average	72	33.6
Training and Development	Poor	38	17.5
	Very Poor	12	5.2
Methods of Training and Development	Yes	151	71.2
	No	65	28.8
	On the Job Training	44	17.4
On the Job Training	Off the Job Training	114	52.8
	Both	58	29.7
	Job Instructing Training	24	10.8
	Apprenticeship Training	48	22.2
Off the Job Training	Supervisor Training	68	31.6
	Promotional Training	76	35.4
Off the Job Training	Video Presentation	58	26.1
	Role Playing	77	36.7
	Self Study	81	37.2

Importance of Training and Development	Improve Job Knowledge and Skills	48	21.7
	Aids in Organization Development	52	24.1
	Improves the Relationship Between Supervisor and Subordinator	89	41.5
	All the Above	27	12.7
	Satisfaction Level in Training programme in the Organization	Highly Satisfied	34
Performance Appraisal	Satisfied	56	26.3
	Neutral	46	21.6
	Dissatisfied	57	26.8
	Highly Dissatisfied	23	9.4
Performance Reinforcement	Once a need Arise	129	60
	Once in Three months	19	8.4
	Once in the Six months	20	9.3
	Once in a year	48	22.3
Performance Reinforcement Types	Yes	69	27.8
	No	147	72.2
	Promotion	29	13
Performance Appraisal System	Salary Increment	59	27.9
	Incentive	50	21.6
	Bonus and Rewards	78	37
	Excellent	58	27.5
Performance Evaluated	Good	45	21.3
	Average	55	26.1
	Poor	48	20.4
	Very Poor	10	4.7
	Attendance	40	18.8
Effective Compensation	Behaviour	45	21.6
	Achievement	66	28.8
	Quality of Work	65	30.8
	Strongly Agree	85	40.3
Compensation	Agree	44	20.9
	Neutral	47	21.8
	Disagree	30	13.7
	Strongly Disagree	10	3.3
	Pay(Salary and wages)	41	18.8
Importance of Motivation	Incentive	50	23.5
	Benefits	88	40.8
	All the Above	37	16.9
Importance of Motivation	Strongly Agree	75	34.9
	Agree	45	21.2
	Neutral	32	14.6

	Disagree	38	17.5
	Strongly Disagree	36	11.8
Benefits of Motivation	Increase Performance level of the Employee	53	24.4
	Lower Employee Turnover and Absenteeism	48	22.5
	Leads to Good Relationship between Employee and Employer	73	33.8
	Improves Efficiencies of the operation	42	19.2
Motivation policy	Financial	51	22.3
	Non-Financial	95	46.1
	Both	70	31.6

**Inference**

Table 1 inferred that 66.5% of the responses are male, 28% of the respondents are belong to the age group of 31-35 years, 29.7% of the respondents of degree, 36% of respondents of having 6-10 years of experience, 40.5% of the respondents are belong to the income group of above Rs.15000, 50.8% respondents agree that HR practices are followed in the organization, 50% of respondents are said that external recruitment method, 29.4% of respondents are said that job rotation is used as source for internal recruiting method, 38.8 % of respondents are said that employee are recruited through employee referrals, 57% of respondents are said that the organization does not

Table 2 Weighted Average Analysis:

Financial	Excellent	Very good	Average	Poor	Very poor	Weighted Average	Rank
Bonus	26	52	42	29	8	3.37	2
Medical Allowances	17	51	57	28	7	3.26	4
Cash Incentives	18	53	68	31	4	3.28	3
Insurance Schemes	22	38	47	21	4	3.40	1
Non-Financial	Excellent	Very good	Average	Poor	Very poor	Weighted Average	Rank
Recognition	20	64	46	26	12	3.32	3
Job Security	29	42	61	34	8	3.28	4
Job Promotion	20	56	81	15	8	3.36	2
Carrier Development	22	56	52	25	4	3.42	1

**Inferences**

It is inferences that most of the respondents are said that effective financial followed by the organization is insurance scheme, that most of the respondents are said that effective non-financial followed by the organization is carrier development.

have recruitment and selection policy, 33.6% of respondents are said that the recruitment and selection policy is in average level, 71.2% of respondents are said that the organization have training and development, 52.8% of respondents said that the organization have off the job training, 35.4% of the respondents said that the on the job training is in promotional training, 37.2% of respondents said that the off the job training is in self study, 41.5% of respondents are said that the improves the relationship between supervisor and subordinator, 26.8% of respondents are dissatisfied of the levels in training programing in the organization, 60% of respondents are said once a need arrives that the performance appraisal of the organization, 22.2% of respondents are said that the organization have performance reinforcement, 37% of respondents are said that the performance reinforcement is in bonus and rewards level, 27.5% of respondents said that the performance appraisal system in excellent level, 30.8% of respondents are quality of work that the performance evaluated of the organization, 40.3% of respondents are strongly agree that the effective compensation of the organization, 40.8% of respondents are said that compensation is provided in the form of benefits, 34.9% of respondents are strongly agree that the motivation is important of the organization, 33.8% of respondents are said that there is a good relationship between employee and employer due to motivation, 46.1% of respondents are said that non-financial motivation policies are followed in the organization.

**FINDINGS**

66.5 percent of the respondents are male in the organization.

50.8 percent of the respondents are agreed the HR practices followed in the organization.

71.2 percent of the respondents are agree that the organization have training and development.

34.9 percent of the respondents are strongly agree that the motivation is importance in the organization.

33.8 percent of the respondents are said that the good relationship between employee and employer due to motivation.

### CONCLUSION

In HR practices people are one of the important organization resources and their performance directly or indirectly affects the performance of the organization. So, if the organization has implemented effective and appropriate HR practices in their firm then it will surely show its impact on its performance.

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