Employee Perception About Organizational HR Practices and Culture in Abhilashi University in District: Mandi Himachal Pradesh

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Abstract- **This study of employee perceptions of their jobs and organizations are described by human resource practices in organizations. Organizational human resource practices define how employees view their work and the company. Employers who want to improve retention, productivity, and workplace culture must take employee perception into account in order to look into how employees view several aspects of their employment, including communication transparency, job satisfaction, leadership effectiveness, and researchers who want to learn more about the HR practices that propel organizational greatness can use the analysis in this paper as a resource. An organization is a place where all of the employees will collaborate. Generally speaking, human resources procedures are crucial to every organization's attitude toward its job. In order for the employee to have the job satisfaction they need through monitoring or growth factors, within the organization, according to many. Positive opinions about the policies in place have an impact on a number of personal outcomes, including involvement, commitment, and satisfaction. The performance of the organization is also seen to be significantly impacted by the employees' shared perceptions.**

Keywords: **Employee Perception, Organization, HR practices, Organizational culture**

I. INTRODUCTION

An human resource practices define how employees view their work and the company. Employers who want to improve retention, productivity, and workplace culture must take employee perception into account in order to look into how employees view several aspects of their employment, including communication transparency, job satisfaction, leadership effectiveness, and organizational support. Strategies for human resources are essential to every business's expansion and to guaranteeing that workers are happy in their positions. The corporate culture will influence how employees view the organization and its HR practices. Nowadays, many companies are focusing on making their workplaces welcoming to their workers. The corporate culture will influence how employees view the organization and its HR practices. Nowadays, many companies are focusing on making their workplaces welcoming to their workers. Employees are leaving their jobs or switching to other organizations as a result of the unfavourable HR policies and poor company culture. This is also starting to happen in other places and is becoming a trend among the staff. An organization's top HR practices will create a pleasant working culture. This study sheds information on the human resources and organizational culture of the manufacturing workers. The values and beliefs of the people who work there and support the organization's goals make up the organizational culture, which has an impact on employee happiness. This article also discusses a number of organizational performance-related topics. Research suggests that if employees are committed to the firm or share its norms and values, they may perform better in achieving the organization's overall goals. Human resource management publications and discover that opinions about HR procedures are not universally held by employees. Instead, in line with earlier researchers, we distinguish between three different aspects of how employees view HR procedures: the "what," "how," and "why." We provide a critical overview of the body of research on these three aspects of employee HR perception and suggest areas for further study, such as strengthening the theoretical underpinnings of HR communication, embracing cross-national contexts, and improving practical relevance.

II. OBJECTIVES OF THE STUDY

- To identify the prevailing HR practices in the organization.

- To study the dimension of existing organization culture within the organization
- To know the perception of employees about the work culture of the organization.

III. SCOPE OF THE STUDY

The study aims to comprehend the organization's HR practices and culture and has a wide reach. The study's main objective is to ascertain whether the company's HR procedures and culture satisfy the expectations of its workers and how they see these procedures. Find out about the company's existing HR procedures and culture. Better HR policies and a more hospitable work environment are required of an organization in comparison to its current policies, practices, and culture. Additionally, it should foster a positive leader-employee relationship, which will eventually boost the organization's performance.

IV. RESEARCH METHODOLOGY

"Research methodology" refers to the systematic plan for conducting research. It outlines the procedures, tools, and techniques used to collect and analyse data, helping ensure the study is valid, reliable, and replicable.

RESEARCH DESGIN
The type of research design used in descriptive research because its helps to describe particular situation prevailing in private university with special reference with Distt. Mandi in himachal Pradesh.

V. METHOD OF DATA COLLECTION

PRIMARY DATA
Primary data refers to the pure and the fresh data which are collected for the first time.
The primary data are collected from the Interview Schedule for this study.

SAMPLE UNIT
The sample unit for the study is the employees of private university with special reference with Distt Mandi in Himachal Pradesh

SAMPLE SIZE
The sample size of the study is 85.
TOOLS FOR DATA ANALYSIS
The tools used for data analysis is percentages analysis.

DATA ANALYSIS
The analysis of the primary data collected from the staff using both descriptive and statistical methods. Conclusions are drawn after statistical techniques are used to validate the study's concepts. For the analysis and interpretation of primary data, percentage analysis is a simple statistical method. The percentage of the general population chosen for the study that answers a questionnaire is what it is concerned with. This kind of analysis is straightforward and helps the researcher draw conclusions from the study. It is typically used to get quantitative findings from the information. To ascertain the proportion of employees who met the demographic profile of those who participated in the survey on various aspects of service quality dimensions, proportion analysis was used in this study.

TABLE: 1 DEMOGRAPHIC PROFILE OF THE RESPONDENT

Profile	Variable	Count	Column No%
Age	22-25	30	37.5%
	26-32	26	32.5%
	33-38	16	20%
	39-52	8	10%
	22-25	30	37.5%
Gender	Male	56	72.7%
	Female	24	27.3%
Years Of Experience In The Organization	Less than 1 years	31	39.2%
	4-6 years	16	19.1%
	7-10 years	22	27.8%
	More than 10 years	11	13.9%
Marital Status	Single	44	56.4%
	Married	20	25.6%
	Divorced	5	6.4%

	Prefer not to say	11	11.6%

TABLE NO: 2: EMPLOYEE ENGAGEMENT

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
The organisation recruitment process is fair, transparent, and effective in selecting the right candidate	17 21.2%	12 15%	25 31.3%	14 17.5%	12 15%
The organisation provides adequate training & development opportunities for employees to enhance their skills.	5 6.3%	16 20%	21 28.7%	23 26.2%	15 18.8%
Employee performance is regularly evaluated, and feedback is provided to support professional growth.	6 7.5%	10 12.5%	27 33.7%	20 25%	17 21.3%
The organization offers competitive salaries and benefits that align with industry standards?	7 8.8%	12 15%	16 20%	27 33.7%	18 22.5%
The organization fosters a positive work culture with effective communication and employee engagement?	10 12.5%	12 15%	16 20%	21 26.3%	21 26.2%
Leaders in the organization promote a culture of collaboration, transparency, and innovation?	8 10%	13 16.1%	15 18.8%	27 33.8%	17 21.3%
The organization ensures open and effective communication across all levels?	11 13.5%	13 16.9%	27 21.5%	21 26.6%	18 21.5%
The organization values and recognizes employee's contribution to overall success?	9 11.3%	14 17.5%	15 18.8%	26 32.5%	16 20%
The organization promotes a healthy work-life balance and prioritizes employee well-being?	15 19%	09 11.5%	14 17.5%	27 33%	15 19%
The organization encourages new ideas, creativity, and adapts to changes effectively?	10 12.5%	08 10%	16 20%	30 37.5%	16 20%
Employees work well together, and teamwork is encouraged within the organization?	11 13.1%	09 11.4%	15 19%	24 30%	21 26.5%
The organization provides sample opportunities for professional growth and career development?	7 8.8%	14 17.5%	20 25%	26 32.5%	13 16.2%
The organization fosters a work environment that values diversity, inclusion, and mutual respect?	12 15%	14 17.4%	22 27.5%	25 31.3%	7 8.8%
The organization supports a healthy balance between work and personal life?	10 12.5%	16 19.9%	16 20%	21 26.3%	17 17.7%
Hard work and achievements are acknowledged and rewarded appropriately?	14 17.5%	5 6.3%	19 23.8%	29 36.2%	13 16.2%

VI. CONCLUSION

The employee engagement and demographic data, a thorough picture of the workforce is revealed. With a small overrepresentation of the 22–25 age group (37.5%), the bulk of responders are between the ages of 22 and 32. The majority of employees have less than one year (39.2%) or seven to ten years (27.8%) of experience with the company, and men make up the majority of the sample (72.7%). 56.4% of them are unmarried. Responses show that opinions about corporate practices are divided when it comes to employee engagement. Concerns still exist in areas like diversity and inclusion (only 40.1% positive) and acknowledging employee contributions (52.5% positive), despite the fact that many employees agree or strongly agree that there is support for innovation (57.5%), teamwork (56.5%), and a fair recruitment

process (32.5% positive, but 36.2% negative). Moderate support was given to training opportunities (45%) and communication effectiveness (48.1%), indicating potential for improvement. Overall, the firm might improve openness, recognition, and diversity to increase overall employee engagement and happiness, even though cooperation, adaptability, and work-life balance are positives.

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