



THE IMPACT OF HUMAN RESOURCES POLICIES AND PRACTICES ONWINTRACK ELECTRICALS: AN ANALYTICAL STUDY

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ABSTRACT

All companies must develop, identify, and utilize appropriate human resource policies. These policies play a vital role of running any business. Each company is based on their size and the nature of their business which requires applicable human resource tactics based on the needs of each individual company. The aspects discussed will include employee relations and separation, employment processes and employee compensation and benefits. This project is meant to know the human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objectives of various HR Policies are to increase efficiently by increasing motivation and thus fulfill organizational goals and objectives.

Keywords: Human Resource policies, employees, motivation, compensation etc.

INTRODUCTION

Human Resources Policies are continuing guidelines on the approach the organization intends to adopt in managing its people. It represents specific guidelines to HR managers various matters concerning employments. It states the intend of the organization about different aspects of Human Resource management such as recruitment, promotion, compensation, training, selections etc. They define the conception and value of the organization on how people and things should be treated. Therefore, it serves as a reference point when human resources management practices are being developed or when decisions are being made about people. A good HR policy could provide generalized guidance on the approach adopted by the organization, and therefore its employees, concerning various aspects of employments. A procedure spells out precisely what action should be taken in line with the policy. However, each company has a different set of circumstances, and so develops an individual set of human resource policies.

Human Resource policies are formal rules and procedures that dictate how certain matters should be addressed in the workplace, including employee rights and duties. HR policies are tied to employment law. To avoid non-compliance and penalties from the government, employers must adhere to HR policies.

On the basis of their source, policies could be classified into

- Originated Policies.



- Implicit Policies.
- Imposed policies.
- Appealed Policies.

Purpose of Human Resource policies

- They provide clear communication between the organization and their employees regarding their condition of employment.
- They form a basis for treating all employees fairly and equally.
- They are a set of guidelines for supervisors and managers.
- They create a basis for developing the employees handbook.
- They establish a basis for regularly reviewing possible changes affecting employees.
- They form a context for supervisor training programs and employee orientation programs.

OBJECTIVES OF THE STUDY

Primary Objectives

- To study about the HR policies in Wintrack Electricals.

Secondary Objectives

- To study the satisfactory level of the employees.
- To identify the welfare practices in the organization.
- To know the Training and Development in the organization.
- To study the framed policy in the recruitment and Selection process.

SCOPE OF THE STUDY

This study mainly attempts to explain about organization HR policies at Wintrack Electricals,. This study enable the management to provide good environment and create good HR policies to work for employees and also this will help the company to improve the working condition of the employees in the organization.

COMPANY PROFILE

“Wintrack Electricals” is working in this industry for several years and these years of efforts comein an outstanding way that we are gratifying the huge clients“ base. Our association is a Sole Proprietorship based venture. We have settled our main head office at Chennai, Tamil Nadu. Since 2007, we are matching up with the never ending necessities of the customer; our company is a leading Manufacturer of Electrical Panel, Control Panel and Manufacturers 12 Electrical Panel and 8 Control Panel.The Organization is owned and successfully maintained by Mr. Saravanan. The Organization was started in 2007 with 20 to 30 members and now the company planned to open the new plant at Ambathur Industrial Estate, Chennai.

REVIEW OF LITERATURE



Gopikrishna (2018) also highlighted the significance of Human resource policies process by mentioning that objectives of the organization are achieved when planning is done properly. Therefore, electrical industry at first collect data about the goals and objectives, afterwards it arranges people, resources and other competencies required to meet the objectives. He defines HRP as a process which helps out in properly performing important HR functions such as true and timely information is provided about when to do recruitment of employees. This timely process saves extra cost of electrical industry.

John (2019) mentioned that after determining the business goal, next step is to address the need to understand the workforce as well as to plan about the necessary workforce (shortage and surplus) with specific skills and knowledge. There is need to undergo the workforce analysis. Characteristics such as age, gender, skills, competencies, etc. are vital to look at, also some internal factors such as eligibility criteria, vacancy, turnover rate, etc. Are significant for conducting workforce analysis

Venkatraman&Ramanujam (2019) mentioned about the different measurement of performance along with their merits and demerits. When it comes to measuring recruitment and selection impact on business performance, again lot of work is done where performance indicators were life span, profits, sales volumes, expansion, market share, employee productivity, turnover rate and employee satisfaction, but justification of why these performance indicators were used was missing.

HYPOTHESES OF THE STUDY

It means tentative generalization of the validity of which remains the tested. In short it deals with certain assumptions made in the study.

1. Null Hypothesis: A hypothesis which assumes that there is no significant difference between sample statistics and population parameter is called null hypothesis. It is denoted by H_0
2. Alternative Hypothesis: A hypothesis which assumes that there is a significant difference between sample statistics and population parameter is called alternative hypothesis. It is denoted by H_1

RESEARCH DESIGN AND METHODOLOGY

Primary data: Data observed or collected directly from first-hand experience is called primary data. Responses through questionnaires

Secondary Data: Secondary data is the source of information which is already existed in journals is, books, and the company websites etc

STATISTICAL TOOLS APPLIED

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

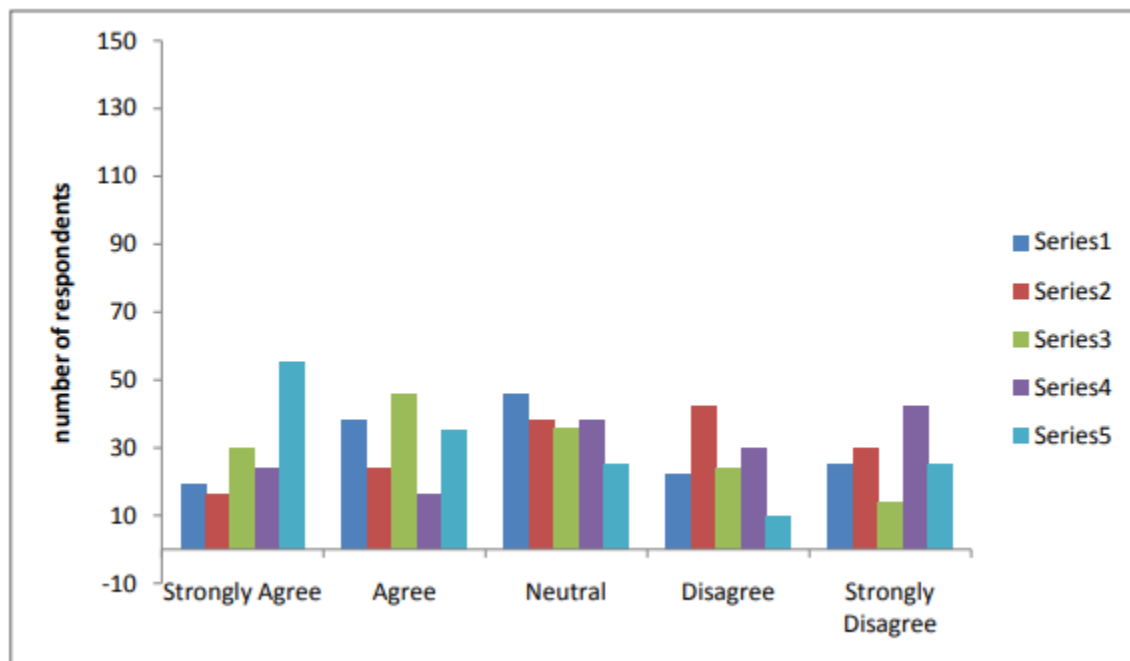


- Percentage Analysis
- Chi-Square Test
- Correlation Analysis

The primary data had was collected from the samples from various areas and have been properly arranged, edited and tabulated in a systematic format and analyzed by using appropriate statistical tools.

ANALYSIS AND INTERPRETATION

Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Work allotted to the workers	19	38	46	22	25
Recent Appraisals	16	24	38	42	30
Training as a part of organization strategy	30	46	36	24	14
Training as productivity and performance	24	16	38	30	42
Performance based award	55	35	25	10	25



SUGGESTION & CONCLUSION OF THE STUDY

- They can make training as part of productivity and performance.
- Improving the recent appraisal process helps the organization to attain success.
- The organization should make slight changes on satisfactory method of interview.
- Training should be mandatory for all level of employees.
- A flexible reward system should be adopted by organization to improve employee motivation.



Thus the study concluded that the most influencing factor in ensuring effective management of HR Policies is the culture of the organization. The most commonly adopted HR Policies are Training and Development. The study also concluded that the major challenges encountered in managing policies are lack of cooperation from the parties involved.

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