

Influence Of Hrm Practices On Hrd Outcomes In Automobile Industry In Chennai City

S. Rakesh¹, Dr. M. Vetrivel²

¹Ph.D Research Scholar, Department of Commerce
VISTAS, Chennai-600117

²Associate Professor & Research Guide
Department of Commerce
VISTAS, Chennai-600117

ABSTRACT

HRM variables are designed to link with Human Resource planning whereby employees contribute the maximum to the organization satisfying their own personal goals. The HRD climate factors are considered as independent variable and outcome factor are considered as dependent variable and the following regression analysis was performed. Human resource management and development style, such as a fresh intake of workers from college and universities and continuous training and development brings skills, attitudes, energy, enthusiasm, and commitment towards work.

Keywords: HRM, HRD processes, HRD Climate on Job Affinity.

1. INTRODUCTION

HRM variables are designed to link with Human Resource planning whereby employees contribute the maximum to the organization satisfying their own personal goals. The HR practices in automobile manufacturing companies are studied in general and the crucial subsystems, namely Organization efficiency increase, Productivity increase, Organizational culture change, Profitability, Employee satisfaction are analyses to know their impact on the working of the organization.

2. STATEMENT OF THE PROBLEM

The HRM practices and strategies followed by the automobile companies are designed to attract and retain the professionals and are formulated to meet the current market conditions. The organization formulates strong HRD practices along with effective strategies to accomplish goals utilizing human resource to the optimum extent.

3. OBJECTIVE OF THE STUDY

The objectives of the study are as follows:

- To explore the employees perception of HRD climate in the study domain.
- To measure the HRD outcomes among the employees in automobile organization.
- To identify the influence of HR practices on organizational climate and HRD outcomes.

4. HYPOTHESIS OF THE STUDY

The following are the null hypothesis of the study:

- There is no significance difference among different levels of management regarding HRD climate.
- There is no significance difference among different levels of management regarding HRD outcomes.

5. METHODOLOGY OF THE STUDY

The study is conducted using both analytical and descriptive type of methodology. The study primarily depends on primary and secondary data. The multistage random sampling method is applied to collect the primary data. The primary data are collected through questionnaire survey.

ANALYSIS OF INFLUENCE OF HRD CLIMATE ON HRD OUTCOMES

The factor analysis derived three factors managerial effectiveness, team work encouragement and work assessment of HRD climate and three factors individual contribution, job affinity, management behaviour. The HRD climate factors are considered as independent variable and outcome factor are considered as dependent variable and the following regression analysis was performed. Here CL1 stands for managerial effectiveness, team work encouragement (CL2), work assessment (CL3).

INFLUENCE OF HRD CLIMATE ON INDIVIDUAL CONTRIBUTION

The application of multiple regression analysis brought the following results for HRD climate factors and individual contribution.

MODEL SUMMARY FOR HRD CLIMATE IN INDIVIDUAL CONTRIBUTION

MODEL	R	R SQUARE	ADJUSTED R SQUARE	STD. ERROR OF THE ESTIMATE
1	.394(a)	.156	.151	.92151901

Source: computed data

TABLE NO 1

From the above table, it is found that $R = .394$, $R^2 = .151$ this implies the three factors of HRD climate create 2.6% variance over individual contribution. This leads to the verification of the regression fit as shown in the anova table.

ANOVA FOR HRD CLIMATE IN INDIVIDUAL CONTRIBUTION

MODEL	SOURCES	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
1	Regression	83.830	3	27.943	32.906	.000(a)
	Residual	455.170	536	.849		
	Total	539.000	539			

Source: computed data

TABLE NO 2

From the above table, it is examined that $F = 32.906$, $p = .000$ are statistically significant at 5% level. This implies the regression fit is good enough and the HRD climate factors influence individual contribution. This leads to the verification of the influence of individual employees as shown in the co-efficient table.

COEFFICIENTS FOR HRD CLIMATE IN INDIVIDUAL CONTRIBUTION

MODEL	SOURCES	UNSTANDARDIZED COEFFICIENTS		STANDARDIZED COEFFICIENTS		T	SIG.
		B	Std. Error	Beta	B	Std. Error	
1	(Constant)	9.84E-017	.040	.000	1.000	9.84E-017	
	Managerial effectiveness	.343	.040	.343	8.651	.000	
	Team work encouragement	.051	.040	.051	1.277	.202	
	Work assessment	.187	.040	.187	4.717	.000	

Source: computed data

TABLE NO 3

From the above table, it presents that managerial effectiveness ($t = 8.651$, $p = .000$), work assessment ($t = 4.717$, $p = .000$) are statistically significant at 5% level. Therefore, it can be concluded that managerial effectiveness and work assessment in the automobile companies ensure individual contribution Improvement in performance and commitment of work among employees increases outcome of the automobile company and measure individual behaviour in those companies.

INFLUENCE OF HRD CLIMATE ON JOB AFFINITY

The application of multiple regression analysis brought the following results for HRD climate factors and job affinity.

MODEL SUMMARY FOR HRD CLIMATE ON JOB AFFINITY

MODEL	R	R SQUARE	ADJUSTED R SQUARE	STD. ERROR OF THE ESTIMATE
1	.456(a)	.207	.203	.89272033

Source: computed data

TABLE NO 4

From the above table, it is found that $R = .456$, $R^2 = .207$ this implies the three factors of HRD climate create 2.6% variance over job affinity. This leads to the verification of regression fit as shown in the ANOVA table.

ANOVA FOR HRD CLIMATE ON JOB AFFINITY

MODEL	SOURCES	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
1	Regression	111.835	3	37.278	46.776	.000(a)
	Residual	427.165	536	.797		
	Total	539.000	539			

Source: computed data

TABLE NO 5

From the above table, it indicated that $F = 46.776$, $p = .000$ are statistically significant at 5% level. This implies the regression fit is good enough and the HRD climate factors influence job affinity. This leads to the verification of the influence of individual employees as shown in the co-efficient table.

COEFFICIENTS FOR HRD CLIMATE ON JOB AFFINITY

MODEL	SOURCES	UNSTANDARDIZED COEFFICIENTS		STANDARDIZED COEFFICIENTS	T	SIG.
		B	Std. Error	Beta	B	Std. Error
1	(Constant)	-1.89E-016	.038	.000	1.000	-1.89E-016
	Managerial effectiveness	-.275	.038	-.275	-7.146	.000
	Team work encouragement	.348	.038	.348	9.039	.000
	Work assessment	.106	.038	.106	2.749	.006

Source: computed data

TABLE NO 6

From the above table, it revealed that managerial effectiveness ($t = -7.146$, $p = .000$), team work encouragement ($t = 9.039$, $p = .006$), and work assessment ($t = 2.749$, $p = .000$) are statistically significant at 5% level. Therefore, it can be concluded that managerial effectiveness, team work encouragement and work assessment in the automobile companies ensure job affinity. Effective management and performance measurement makes the company more profitable and ensure employee employers relationship in the automobile companies.

INFLUENCE OF HRD CLIMATE ON MANAGEMENT BEHAVIOUR

The application of multiple regression analysis brought the following results for HRD climate factors and management behaviour.

MODEL SUMMARY FOR HRD CLIMATE ON MANAGEMENT BEHAVIOUR

MODEL	R	R SQUARE	ADJUSTED R SQUARE	STD. ERROR OF THE ESTIMATE
1	.337(a)	.113	.109	.94418714

Source: computed data

TABLE NO 7

From the above table, it shows that $R = .337$, $R^2 = .113$ this implies the three factors of HRD climate creates 2.6% variance over management behaviour. This leads to the verification of the regression fit as shown in the ANOVA table.

ANOVA FOR HRD CLIMATE ON MANAGEMENT BEHAVIOUR

MODEL	SOURCES	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
1	Regression	61.162	3	20.387	22.869	.000(a)
	Residual	477.838	536	.891		

	Total	539.000	539			
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Source: computed data

TABLE NO 8

From the above table, it presents that $F = 22.387$, $p = .000$ are statistically significant at 5% level. This implies the regression fit is good enough and the HRD climate factors influence management behaviour. This leads to the verification of the influence of individual employees as shown in the co-efficient table.

COEFFICIENTS FOR HRD CLIMATE ON MANAGEMENT BEHAVIOUR

MODEL	SOURCES	UNSTANDARDIZED COEFFICIENTS		STANDARDIZED COEFFICIENTS	T	SIG.
		B	Std. Error	Beta	B	Std. Error
	(Constant)	-1.10E-016	.041	.000	1.000	-1.10E-016
1	Managerial effectiveness	.173	.041	.173	4.263	.000
	Team work encouragement	-.184	.041	-.184	-4.513	.000
	Work assessment	.223	.041	.223	5.484	.000

Source: computed data

TABLE NO 9

From the above table, it is found that managerial effectiveness ($t = 4.263$, $p = .000$), team work encouragement ($t = -4.513$, $p = .000$), and work assessment ($t = 5.484$, $p = .000$) are statistically significant at 5% level. Therefore, it can be concluded that managerial effectiveness, team work encouragement and work assessment in the automobile companies ensure management behaviour. Assessing of employee performance leads to increase in production and profit which is determined by the behaviour of management ensure automobile companies to attain the goal.

6. FINDINGS

The findings of the study indicated large inter-organizational differences in HRD practices. Organizations with better learning, training and development system, reward and recognition, and information systems promoted human resource development climate. Quality orientation was predicted by career planning, performance guidance and development, role efficacy, and reward and recognition systems. This implies the regression fit is good enough and the HRD climate factors influence individual contribution. This implies the regression fit is good enough and the HRD climate factors influence management behaviour.

7. CONCLUSION

It can be concluded that managerial effectiveness, team work encouragement and work assessment in the automobile companies ensure management behaviour. Assessing of employee performance leads to increase in production and profit which is determined by the behaviour of management ensure automobile companies to attain the goal. Human resource management and development style, such as a fresh intake of workers from college and universities and continuous training and development brings skills, attitudes, energy, enthusiasm, and commitment towards work. Training and development programmes and rewards & incentives

are the instruments which determines the efficiency of the employee, hence result in high profit. Good interpersonal relationships at the workplace provide a good environment for the employees to work in. Employees will feel like getting to work and attaining goals in such an environment. Better understandings among the employees will also reduce the conflicts between them.

8. REFERENCES

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