

Employees' Perception Towards Human Resource Management Policies And Practices Of The Select It Companies In Chennai

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ABSTRACT

In this paper, an attempt has been made to study the perception of the employees towards human resource management policies and practices of the selected IT companies in Chennai, Tamil Nadu. For this reason 50 employees were selected from 2 companies. Lowest experience employees and highest employees are more satisfied towards human resource management policies and practices of the selected 2 IT companies. The respondents have suggested various measures to improve the effectiveness of human resource function in the select IT companies in Tamil Nadu.

Keywords: HRM, HR, IT

INTRODUCTION

HR policy is a preplanned guideline towards the attainment of Organization goals and objectives. Such guidelines facilitate properly planed efforts towards accomplish the strategic intent. Policy is not a strategy or a tactic. Strategy is a suggested course of action to exert a far reaching impact on the ability of the enterprise to reach its common goal. It can be differentiated from objective and procedures. It is related to the framework of basic principles which are information for decision making and provide a constant pattern of decisions. Objectives are specific goals and aims, preferably in quantitative terms and can be considered as something which an individual, group seeks to finish successfully. Hence, an objective is something to accomplish, while a policy is a guide to accomplish it easily and effectively. Again policy is different from procedure, as procedure defines the manner or way of accomplishing goal or something, i.e., it is the process and method.

While policy forms part of a framework of general principles, protocol necessarily indicates how to do something and direct and regulate employees towards the accomplishment of goals. Programmes were developed on the basis of policies with a view to workout them and accordingly programmes involve additional step beyond policies to simplify the decisions. Irene Hon-fun Poon and Chris Rowley (2010) many competing hypotheses have been advanced to relation for human resource management (HRM) change. The present review evaluates the theoretical development and empirical revise in HRM change in Asia in the early twenty-first century (from 2000 to 2006). Three research themes common to HRM change are discussed. (1) Change context is about the issues of forces to make easier or to make difficult HRM change; (2) Change process includes pace, sequence and magnitude of HRM change movement and (3) Change direction is about resultant change outcome. Comparisons of HRM change were made on Asian economies as well as between Asia and other ranges. It is resulted that the interplay between different perspectives can produce a wide variety of more complex understanding of change circumstance while cross-sectional approach can add value to explain dynamic process and resultant direction.

SAMPLING PROCEDURE

To study the perception of the employees towards human resource management policies and practices of the select IT companies in Chennai. 2 IT companies were selected Chennai, Tamil Nadu. Since the study is restricted to IT companies only, the researcher has selected 2 only.

DATA ANALYSIS AND INTERPRETATION

Variables	Overall HR practices					Statistical inference
	Low	Moderate	High	Very high	Total	
Age						
Below 30yrs	1	1	1	1	4	$X^2=1.784$ Df=5 P>0.05 Not Significant
31 to 40yrs	2	2	2	1	7	
41 to 50yrs	4	3	2	2	11	
51 to 60yrs	7	4	1	1	13	
61yrs &	9	4	1	1	15	

above						
Educational qualification						
UG	19	10	4	3	36	$X^2=1.647$ Df=3 $P>0.05$ Not Significant
PG	4	3	3	3	14	
Experience						
Below 1acre	22	10	5	4	41	$X^2=1.081$ Df=3 $P>0.05$ Not Significant
1 to 2acres	1	4	2	2	9	
Total	23	14	7	6	50	

Research Hypothesis (H_1): There is a significant association between socio-economic profile of the respondents and their HR policy and practices

The Chi-Square tested table reveals that there is no significant association between socio-economic profile of the respondents and their HR policy and practices. Hence, the calculated value is less than table value ($p>0.05$). So the research hypothesis (H_1) is rejected.

CONCLUSION

HR policy continues to be in its infancy in India and additional analysis must be undertaken on totally different aspects of inexperienced to explore its potential to the most doable extent. Once corporations adopt inexperienced policies, they must make sure that the economic side of those policies in the extend of failure. Thorough understanding of the implications of various new policies should be undertaken by the companies, therefore make sure that they gives favors to both the employee and the employer. The companies should determine that the employees area unit considerably involved regarding the various problems cropping up within the country and that their area unit considerably willing to work for the company, if the company provides good policies and strategies. Employees will command a better worth if they will enhance the policy and provide additional facilities by providing cab, higher functions,

improved work environment, dynamic pays. Thus, companies should try to find these types of excellent policies and provide their employees those policies.

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