

A STUDY ON HUMAN RESOURCE MANAGEMENT IN INDUSTRIES IN TIRUNELVELI CITY

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ABSTRACT

Human Resource Management plays an important role in Industries. It plays a crucial role in process of converting inputs into outputs, product design, quality maintenance, rendering services and many other functions depend on the Human efficiency. Human resources managers oversee the most important component of a successful business – a productive, thriving workforce. This requires viewing people as human assets, not costs to the organization. As with any other asset, a talented workforce can be used strategically to add value to an organization. HR's role continues to be critical in the technology industry, especially in the R&D environment where the success or lack of success is directly attributed to talent. Product development and the innovation associated with finding out new solutions for existing and future markets happen only when talent is stable and engaged.

Keywords: Recruitment, Employee Relation, Law Compliance, Staff Training and Development, Strategic Planning.

1. INTRODUCTION

Human Resource Management is the process of recruiting, selecting, inducting employees, providing orientation, imparting training and development, appraising the performance of employees, deciding compensation and providing benefits, motivating employees, maintaining proper relations with employees and their trade unions, ensuring employees safety, welfare and healthy measures in compliance with labour laws of the land.

Human Resource Management involves management functions like planning, organizing, recruiting, leading, guiding, team working, directing and controlling.

- It involves procurement, development, maintenance of human resource
- It helps to achieve individual, organizational and social objectives
- Human Resource Management is a multidisciplinary subject. It includes the study of management, psychology, communication, economics and sociology.
- It involves team spirit and team work.
- It is a continuous process.

ROLES OF HRM IN INDUSTRIES

RECRUITMENT

One of the main functions of the HR team is to maintain staffing levels: to ensure the organization has the right people, in the right job, at the right time. This is a continuous task that shifts as an organization expands. This means that HR staff need to have a firm understanding of the various roles within an organization, the qualifications necessary to fill specific roles, and a general idea of the type of person best suited to these roles.

EMPLOYEE RELATIONS

The lifeblood of any organization is its people. As we've written multiple times, engaged employees are more productive and can make a positive impact on a business' bottom line. To that end, the HR department is there as a liaison between the organization and employees, to make sure that employees are kept abreast of relevant information and that they, in turn, are represented by the HR team in any decisions that may impact them. A simple way of keeping staff up to date is a regular HR newsletter which details pertinent news and developments, as well as providing a forum for employees to engage.

EMPLOYMENT LAW COMPLIANCE

For every organization, complying with employment legislation is a requirement. From providing positive working conditions to ensuring fair work practices, the HR team is tasked with keeping an organization in line with workplace laws. This can often be a complex and every changing facet of the HR role as legislation can be tweaked sporadically if new cases or scenarios come to light.

HEALTH AND SAFETY

Promoting a safe workplace also comes under the realm of the HR department. In this role, the HR team is responsible for ensuring an organization complies with all health and safety legislation, that employee safety training is kept up to date and that workplace safety records are maintained. Promoting workplace safety is a necessary task in any organization, but it can often fall to the bottom of the priority list when employees are busy. HR departments can keep details fresh through regular communication; using video can be a good idea to capture attention and highlight particular guidelines.

STAFF TRAINING AND DEVELOPMENT

Most organizations will have dedicated training for employees, from new hire induction training to providing leadership training to promoted staff members, and everything in between. A key aspect of a HR department is to facilitate workplace training, to make sure adequate training is being provided but also to encourage the ongoing development of employees through relevant training courses or workshops. Promoting employee development can play a significant role in staff retention and engagement and is a vital part of how a successful organization operates.

These five responsibilities traditionally made up the main functions of a HR department, however, we're now seeing a HR team that's more empowered, that enjoys a seat at the boardroom table, that's a key player in strategic planning. After all, the HR department will often have an unrivaled knowledge of an organization's greatest asset – its employees.

Advances in technology have led to the automation of certain procedures once performed by dedicated members of the HR team. Freed up, these team members have more time to focus on adding value to the business and driving strategic change. They are now being relied on to provide valuable insight into increasing efficiencies, implementing new policies, suggesting areas where improvements can be made and making sure structural changes are implemented with minimal impact.

We're also seeing a HR team that's become more of an advocate for employees. In a time where the spotlight is well and truly shining on company culture, it's more important than ever that employees have a voice and that their experiences and concerns are sought out and listened to. Pulse surveys can be a quick and efficient way to gather employee feedback and continue to monitor it over time.

2. OBJECTIVES

DEFINE AN ORGANIZATIONAL STRUCTURE WHICH DRIVES PRODUCTIVITY

Hiring the right talent for the task is only a small part of the challenge. Once an organization has captured the talent it then needs organizational structures and practices in place to nurture staff skills and maximize the return on investment in human capital. The kind of structures required for a highly technical manufacturing unit will necessarily be very different from the structure of an academic institution, or a hospital, or retail consumer-facing unit. It's thus the job of HR to recognize the optimal structures that need to be in place for a wide range of work environments.

DEVELOPING EFFECTIVE COORDINATION AND COMMUNICATION WITHIN THE ORGANIZATION

The 16th-century poet John Donne is possibly best known today for the phrase 'No Man is an Island'. It alludes to the idea that people do pretty badly when isolated from others. They need to be part of a community in order to survive. We are, after all, the most social of animals.

Thus, in isolation from fellow staff, it is fairly obvious that many people would struggle. It, therefore, falls to Human Resources to ensure that staff hired for their skills to aid in achieving wider corporate objectives, must be given a framework that helps them succeed. HR must foster a hierarchy which achieves the best communication within and between the departments that make up any business.

DEDICATE TIME TO FINDING THE RIGHT STAFF AND DEVELOPING THEIR SKILLS BASE

We definitely live in some of the most fluid and dynamic times for employers and employees. People increasingly expect to acquire new skills to remain relevant in the employment market, whilst employers are constantly looking to staff as a key part of the business's competitive advantage.

HR, then, must not only find the right staff to mesh with the strategic course the business is taking, but then ensure that these employees are given the skills to remain valued and valuable to companies seeking to compete in an ever-more competitive landscape.

Employees find themselves operating in 'knowledge economies' where lifelong learning has become the norm and HR, to be effective, must be matching, if not exceeding, their competitive counterparts.

EMBRACING WIDER SOCIETAL AND ETHICAL DEVELOPMENTS

HR, more so than at any time in the evolution of employment practices, should not only be inward-looking at the structure, communication, and training of staff but also be conscious of the rapid cultural and societal changes affecting the work environment.

HR needs to understand how demographic, technological and other important societal changes, including a potential workforce living longer than ever before, affect business. It means a constant state of disruption and reinvention as HR explores new ways of working. For example, the rise of expert systems and AI may mean a radical change in employment practices, both releasing human capital to focus on tasks that smart systems cannot perform, whilst rationalizing roles and potentially reducing headcount.

Such changes inevitably hit on important ethical and societal questions which will increasingly require strategic thought and practical implementation as technologies revolutionize the world of work.

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4. METHODOLOGY

PRIMARY DATA

Primary data was collected from the respondents through systematically prepared questionnaire through structured interview methods.

SECONDARY DATA

The main source of information for secondary data was collected from old records and the websites books, journals, newspaper etc.

ANALYSIS AND INTERPRETATION

TABLE NO 1
GENDER WISE CLASSIFICATION

SL.NO	GENDER	NO.OF.RESPONDENTS	PERCENTAGE
1	Male	84	56
2	Female	66	44
	Total	150	100.00

Source: Primary data

From the above table out of 150 respondents 56 percentages of respondents are male and 44 percentage of the respondents are female. It is highly stated that the majority of the respondents are male. It is inferred that majority of the respondents are male.

TABLE NO 2
AGE WISE CLASSIFICATION

SL. NO	AGE	NO.OF.RESPONDENTS	PERCENTAGE
1	Below 25 years	24	16
2	25years-35years	52	34
3	35 years-45 years	30	20
4	Above 45years	44	29
	Total	150	100

Source: Primary data

According to the above table out of 150 respondents, 29 percentage of respondents belongs to the age of above 45 years and 20 percentage of the respondents are between 35 to 45 years and 34 percentage of the respondents between 25 years to 35 years and 16 percentage of the respondents are below 25 years. Hence we conclude that the majority of the respondents age are between 25 years and 35 years.

TABLE NO 3
MONTHLY INCOME WISE OF CLASSIFICATION

SL.NO	MONTHLY INCOME	NO.OF.RESPONDENTS	PERCENTAGE
1	10,000-30,000	64	43
2	30,000-50,000	39	26
3	Above 50,000	47	31
	Total	150	100.00

Source: Primary data

From the above table out of 150 respondents 43 percentage of respondents monthly income is 10,000-30,000 and 26 percentage of respondents monthly income is 30,000- 50,000 and 31 percentage of respondents monthly income is above 50,000. It is inferred that majority of respondents monthly Income is 10,000-30,000.

TABLE NO 4
HUMAN RESOURCE MANAGEMENT

PARTICULARS	TOTAL	MEAN SCORE	RANK
Goal setting	411	27.4	5
Implementation	427	28.5	4
Training & Development	457	30.4	1
Recruiting	446	29.7	2
Planning	430	28.7	3

Source: Computed data

Table-4 shows that Training & Development ranked first score 457, next Recruiting ranked second score 446, next Planning ranked third score 430, next Implementation ranked fourth score 427, next Goal setting ranked fifth score 411.

AGEWISE CLASSIFICATION OF THE RESPONDENTS AND HUMAN RESOURCE MANAGEMENT

H₀1 –There is no significant association between gender of the respondents and Human Resource management.

TABLE NO 5

		HUMAN RESOURCE MANAGEMENT				TOTAL
		MONITORING	GOAL SETTING	PLANNING	RECRUITING	
Gender	Male	13	15	36	17	81
	Female	11	11	35	12	69
Total		24	26	71	29	150
CHI-SQUARE TESTS						
		VALUE	DF	ASYMP. SIG. (2-SIDED)		
Pearson Chi-Square		6.101	3	.281		

Source: Computed Data

The value of chi-square is 6.101 (d.f = 3) and associated significant value is 0.281 (which is greater than 0.05). Therefore, the null hypothesis is accepted. Hence there is no significance association between gender of the respondents and their frequency level in Human Resource management. So it can be concluded that respondents' frequency level of Human Resource management is not vary according to gender wise.

FINDINGS

- Majority of the respondents are male.
- Majority of the respondents are age group between 25 and 35 years.
- Majority of the respondents are monthly income laid between 10,000 to 30,000.
- Major problem in HRM is Goal setting
- There is Null Hypothesis.

SUGGESTIONS FOR IMPROVING HRM IN INDUSTRY

- Have to motivate the employees under the HR Control.
- The Responsibilities have to be defined properly.
- There is Lack of training / information. It should be improved.
- There is Lack of internal communication. Have to improve it.
- There should be proper Cooperation and Coordination between HR and employees.

5. CONCLUSION

What matters to the success of the business is the retention of top talent that is actually bringing differentiation to the products and contributing to most of the innovation. Losing a few of such people would impact the business severely and the question, therefore, leaders should rightfully ask is what role HR is playing to continuously engage its top talent.

In summary, HR's performance measurement criteria should be no different than for any other function. It is all about business performance, and HR like any other function must work directly towards the success of the business. It is not about the change in performance metrics, it is all about the change in mindset.

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