

IMPACT ON FACTORS INFLUENCING HRM PRACTICES IN MANUFACTURING INDUSTRIES IN TIRUNELVELI CITY

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ABSTRACT

In the present situation, the workplace is experiencing a very active environment, posing challenges for business organisation. Human Resource today is the most essential asset which can power business firm's skills and help achieve organisational objectives. To adapt up to the changing environment, businesses require a strong HRM framework. From the vast literature available it was found that HRM practices are influenced different factors in the environment. This paper is an effort to study the factors that impact HRM practices in manufacturing firms . The findings of the same are discussed.

Keywords: Environmental factors, internal and External environment, impact on HRM.

1. INTRODUCTION

HRM practices is a system that attracts, develops, motivates, and retains employees to ensure the effective operation and the being of the organization and its members HRM practices are a set of practices used by organization to manage human resources through facilitating the development of skills that are firm specific, produce complex social relation and generate organization knowledge to sustain competitive advantage. Against this backdrop, we concluded that HRM practices relate to specific practices, formal policies, and philosophies that are designed to attract, develop, motivate, and retain employees who ensure the effective functioning and survival of the organization. A review of the literature demonstrates five common practices that have been reliably associated with innovation, about performance appraisal, career management, reward system, training, and recruitment.

2. OBJECTIVES

- To establish and maintain organizational structure and desirable working relationships among all the members of the organization.
- Develop co-ordination among individual and group within organization to secure the integration of organization.
- To create facilities and opportunities for individual or group development so as to match it with the growth of the organization.
- To attain an effective utilization of human resources in the achievement of organizational goals.
- To provide an opportunity for expression and voice management.

EXTERNAL FACTORS

External components influencing HR practices are those weights on associations that can't be controlled and changed according to association requirements for adjusting in Human resource administration field is vital to have a nearby look on outer variables as these affect the HR practices of the association.

ECONOMIC ENVIRONMENT

These are those forces which have a bearing on the organisation. These are those factors that have a bearing on economic activity. General economic conditions, economic policies, and various factors of production have a bearing on the organisation. Factors such as Population and workforce, workforce market condition, national income and inflationary pressures have an impact on the working of the organisation.

TECHNOLOGICAL CHANGES

With the advancement in technology there has been a paradigm shift in the way businesses are run. Development in science and technology will help the business organizations grow. Technological advancements in business functions might enhance the image of firms and result in increased revenue generation. Furthermore, changes in technology can help improve the implementation of human resource functions such as selection, recruitment, educating, training, performance appraisal, determining wages and salaries. Thus making the HR function more efficient.

LEGAL ENVIRONMENT

The HRM function is highly impacted by the legal environmental factors of a country. Legal environment consists of the various laws framed by governments, both at the centre and at state Level. The HR Departments have to comply with the laws of the land. These laws are formulated to ensure that there is no discrimination among employees on the basis of sex, caste, religion or place of origin. These laws also regulate employee remuneration, safety, working conditions and industrial relation systems.

COMPETITORS ACTION

The war for talent is on and the firms must be equipped with the right set of HR practices to win this war for talent and help themselves survive in the competitive environment by developing and retaining talent by creating a sustainable advantage.

INDUSTRY/SECTOR CHARACTERISTICS

Industry characteristics affect HRM activities in different ways. Sectors such as manufacturing, retail, construction, food and health etc have to tailor the HR activities to suit their organisational need.

UNION ACTION

Unions play a pivotal role in maintaining harmonious industrial relations. They harness their power to influence the HR policies of a company.

INTERNAL FACTORS**ORGANISATIONS SIZE**

The size of organisation has immense impact on HR practices. Larger the firm more complex the HR practices. Large firms, such as international or multinational have additional scope to their HR implementations. To put it another way, smaller firms generally have personnel management functions, which could include either simple or less complicated. The style of management, whether autocratic or democratic depends on the size of the firms.

ORGANISATIONAL STRUCTURE

Organizational structure is a system used to define a hierarchy within an organization. It identifies each job, its function and where it reports to within the organisation. A firm's strategy and structure are important in determining HR practices. With increase in global competition and highly changing business environment HR practices are becoming more flexible and integrated. There are important structural differences among firms that affect the way in which HR practices are designed and implemented.

BUSINESS STRATEGY

To gain competitive advantage, firms use different competitive strategies. In order that the strategies prove advantageous they have to very well be synchronised with the HR policies.

ORGANISATION CULTURE

Organizational culture is a system of shared assumptions, values, and beliefs, which direct how people behave in organizations. These shared values have a strong influence on the people in the organization and dictate how they dress, act, and perform their jobs. Every organization develops and maintains a unique culture, which provides guidelines and boundaries for the behavior of the members of the organization.

TOP MANAGEMENT AND LINE MANAGERS

The directives of top management and their concerns could be another factor that impact HRM practices. HRM Policies depend upon the importance which top management assign to HR function. The top managements set the course for formulation and implementation of HR activities.

POWER AND POLITICS

Organizational power and politics are crucial determinants of HR practices. While executing new policies and procedures in the organisation, the role of power and politics is assumed. HR manager

has to identify the critical element of the HR practices and accurately determine their source of power.

METHODOLOGY

PRIMARY DATA

Primary data was collected from 150 respondents through systematically prepared questionnaire and 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

3. ANALYSIS AND INTERPRETATION

TABLE NO 1
SOCIO ECONOMIC PROFILE

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	81	54
Female	69	46
Total	150	100
AGE	NO. OF RESPONDENTS	PERCENTAGE
Below 20	53	35
21-30	48	32
31-40	27	18
Above 40	22	15
Total	150	100
EDUCATIONAL QUALIFICATION	NO. OF RESPONDENTS	PERCENTAGE
School level	32	21
Degree	51	34
Diploma	38	25
Others	29	19
Total	150	100
INCOME	NO. OF RESPONDENTS	PERCENTAGE
Below 10000	33	22
10000-20000	52	35
20000-30000	31	21
Above 40000	34	23
Total	150	100

Source: Primary data

Table 1, shows that out of 150 respondents 54 percentage of the respondents are male, 35 percentage of the respondents are under age group Below 25 years, 35 percentage of the

respondents are under monthly income of Rs 10000-20000, 34 percentage of the respondents are degree.

GENDER OF THE RESPONDENTS

NULL HYPOTHESIS

H₀1 –There is no significant association between gender of the respondents and HRM practices in manufacturing industry.

TABLE NO 2

		HRM PRACTICES IN MANUFACTURING INDUSTRY				TOTAL
		MONTHLY	QUARTERLY	HALF YEARLY	YEARLY	
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 HRM practices in manufacturing industry. So it can be concluded that respondents' frequency level of HRM practices in manufacturing industry is not vary according to gender wise. From the above cross table, it is clearly explained that male and female respondents' frequency level of visiting garments outlet in a year is nearly same.

5. FINDINGS

- It is found that 54 percent of the respondents belong to male.
- Majority of 35 percent of the respondents are in the age group of below 20.
- Majority of 34 percent of the respondents are degree.
- Majority of 35 percent of the respondents monthly income is 10000-20000.
- There is no significance association between gender of the respondents of HRM practices in manufacturing industry.

6. SUGGESTION

- In service training increases employee's knowledge of the job responsibilities, promotes high morale, aids to perform effectively and demonstrate
- The ability for future professional growth, the sum total of which results in an increment in both quantity and quality of library services.
- Hence, public library professionals of all cadres should also be encouraged to participate in continuing education program like short-term courses, workshops, and training program.

- The technology oriented aspects must be given priority over traditional and outmoded subjects while conducting training programs.
- This would be highly motivating and conducive to increase their efficiency.

7. CONCLUSION

This paper has researched the environmental variables influencing HRM approaches and practices of manufacturing firms in and has demonstrated that organizations take these inner and outer components into consideration while designing HRM practices. The available literature and survey establish that HRM practices are framed in accordance with outer and interior environmental variables. The outcomes of this study show that most essential internal factors that affect HRM practices are Priorities of Top administration followed by Organization strategy and size of the organization. The external variables that affect HRM practices most are Government direction followed by national Economic changes and Industry Characteristics. The result of the study clearly signifies the importance of the various environmental variables. Consequently business while planning their systems and HR approaches ought to take these factors into consideration.

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