

Human Resource Policies in Current Scenario: An Analysis

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Abstract

As we know that in today's competitive world it's very tough for every organization to compete to others. In any organization human capital is most important factor to compete to this situation. Human resource affects every part in an organization. So today every org. very attention to search the talent pool for their organization Human resources policy is so an important exercise to a personnel manager. Every year a number of companies becomes bankrupt due to their poor performance. Presently number technique available to judge the current position of the business.

Keywords: Human Capital, Performance.

Introduction

India Biscuits Industry is the largest among all the food industries and has a turnover of around Rs.3000 crores. India is known to be the second largest manufacturer of biscuits, the first being USA. It is classified under two sectors: organized and unorganized. Bread and biscuits are the major part of the bakery industry and covers around 80 percent of the total bakery products in India. Biscuits stand at a higher value and level than bread. This belongs to the unorganized sector of the bakery Industry and covers over 70% of the total. India Biscuits Industry came into limelight and started gaining a sound status in the bakery industry in the later part of 20th century when the urbanized society called for readymade food products at a tenable cost. Biscuits were assumed as sick-man's diet in earlier days. Now, it has become one of the most loved fast food products for every age group. Biscuits are easy to carry, tasty to eat, cholesterol free and reasonable at cost.

Scope of the Study

Human resource management (HRM) practices are generally expected to stimulate a firm's innovation performance. The scope of HRM is indeed vast. All major activities in the working life of a worker from the time of his or her entry into an organization until he or she leaves the organization comes under the preview of HRM. The major HRM activities include HR planning, job analysis, job design, employee hiring, employee and executive remuneration, employee motivation, employee maintenance, industrial relations and prospects of HRM. The scope of Human Resources Management extends to:

- All the decisions, strategies, factors, principles, operations, practices, functions, activities and methods related to the management of people as employees in any type of organization.
- All the dimensions related to people in their employment relationships and all the dynamics that flow from it.

Human Resource Management is not just limited to manage and optimally exploit human intellect. It also focuses on managing physical and emotional capital of employees. Considering the intricacies involved, the scope of HRM is widening with every passing day. It covers but is not limited to HR planning, hiring (recruitment and selection), training and development, payroll management, rewards and recognitions, Industrial relations, grievance handling, legal procedures etc. In other words, we can say that it's about developing and managing harmonious relationships at workplace and striking a balance between organizational goals and individual goals.

Objectives of the Study

- To ascertain various HR practices at Indian Biscuit Industry.
- To critically assess the appropriateness of the existing HR practices.
- To study the impact of HR practices on organizational growth and development.
- To examine the necessities for changes in the existing pattern of HR practices.

Methodology

This chapter aims to understand the research methodology establishing a framework of evaluation and reevaluation of primary and secondary research. The techniques and concepts used during primary research in order to arrive at findings; which are also dealt with and lead to a logical deduction. Research methodology has its special significant in solving operational & planning of industries to gaining new knowledge relative problems

Findings

According to finding this study 60% industries are the private sector, 25% in public sector & 15% in joint sector. In the study industries are adopting all the health facilities i.e. drinking, lighting, cleaning & disposal. According to this study the companies having fair safety of acquirement in their industries and i.e. they do not provide proper guideline for using machines. In this report companies are providing proper leave benefit without any additional deduction in the salaries. In this report mostly industry adopting duality improvement method to improving their productivity in plant for safety measurement for. In the study fair medical facilities are available in their industry i.e. on the plant hospital facilities. According to this study, industry is providing the canteen facilities & also having the free of cost without any deduction. In this study the average age of retirement of employees 58-65 years. In this study mostly industries are having the career plan for their

employees & also having the gift and cash scheme for their employees. In this report industries are having the own transport facilities with deduction Rs.600-800. The transport facilities are only the 50km. surrounding the industries plant but they providing more than Rs.800 for the conveyance allowance. In this study that industries are providing the career plan for their employees they provide the gift and cash scheme for their employees. According to this study 95% industries are having the house rent allowance with deduction Rs. 600-800. In this study the industries are having the overtime allowance according govt. norms & their HR policy. In this study industries are providing the bonus for their employer according the govt. norms. In this study employees are satisfied with the company's promotion Policy and performance analysis

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