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A STUDY ON IMPACT OF HUMAN RESOURCES DEVELOPMENT EMPLOYEE PRODUCTIVITY ON KOTHARI SUGAR FACTORY AND CHEMICAL LTD

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ABSTRACT

The area of employment is changing dramatically, technology and globalization are impacting practices and experiences, and societies are becoming more global and multicultural. With the rise of becoming one of the main goals for any organization the organizational effectiveness is in human resources quality and human resources development practices have the potential to improve employee study aims to examine the impact of human resources development practices on the

employees' performance and organizational effectiveness at a sample of the need for maximum optimality of capital of the HRD on competencies, recruitment, employee retention and corporate the study employed descriptive resource both primary and secondary data were used the primary data obtained through a structured to middle level managers and the other twenty ten from the literature HRD, HRM and research reports data collected and efficiently.

INTRODUCTION

INTRODUCTION OF THE STUDY

The government of any country plays an important role in the development of the nation though we have a long way to go meet the standards of the development world. Despite of being the second largest in terms of population we have not been able to harness the talent and the potential of our people today country like JAPAN is one of the most industrialized nation in the world churning out the one business production day due to the sheer ingenuity of their human resources.

In simple terms HRD is concernment with the development of the human resource function in an organization involves mainly two terms human resource and development human resource which consists of the total knowledge creative abilities skills talents and aptitudes of on organizational work force as well as the values benefits and benefits of an individual involved in the organizational development on the other hand involves enhancement of the skills and abilities of the employee in the present job as well making development.

“Good and bad” public or even private banks in competitive situations need careful public perception is that good banks earn financial obligations .not usually borne by private sector banks. They are also subject to government patronage and tend to be bureaucratic and inflexible.

Human resources have played a significant role in the economic development in most development country like Nigeria, therefore be concluded that a development country like natural resources development human resources development is the process and the art part of an overall needs.

REVIEW OF LITERATURE

1. **Agarwal Niche (2014)** the study focus on the comparative human development of martin Suzuki and Tata motors ltd human development and information required for the study are drawn from the various annual reports of companies .the of firms are done .to analyze the leverage position human management considered namely has to increase the development in a business to improve long term solvency position.
2. **Mathur Shivam & Agarwal krati (2014)** Human development scientific way to analyze the management of any time the company has the company has received many awards and achievements dud to its new innovations and technological advancement these indicators help the investors to invest the right company for for expected profits the study shows that maruti Suzuki limited is better than tata motors limited.
3. **Pai, vadivel & kamala (2013)** have studied about the diversified companies and human development main purpose of research. was found out the relationship between diversified firms and their human development for the purpose of research they have selected seven large firms and analyzed those firm which having different production –both related and others in their management operating in this study a set of performance measures was in performance from the level of human management the been healthy management.
4. **Lounds (2012)** studied on his human management paper regarding of Australian government trading enterprise an overview he provided 31 an overview of GTE performance over the 5 years to 1996 using the IBIS enterprise database following the method of analyzing firm performance as performance as result indicate that there the large differences in performance across firms and more particularly, across the industries.
5. **Dhankar (2011)** Government has studied about the criteria of performance management of business enterprise in India study of public sector undertaking the author gives a new model for measuring the performance measurement for business enterprise in India study of sector undertaking the author gives a new model for measuring the management .

RESEARCH METHODOLOGY**INTRODUCTION;**

Research Methodology is a systematic way to solve a research problem; it includes various steps that are generally adopted by a researcher in studying the problem along with the logic behind them.

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in manner that aims to combine relevance to the research purpose with the economy in procedure” the research design adopted for the studies is descriptive design the researcher has to describe the present situation in order to know the behavior of the consumers .hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

METHOD OF COLLECTION

The study basically uses primary and secondary data. Primary data means data which if fresh collected data. Primary data mainly has been collected through personal interviews; surveys etc. secondary data means the data that are already available and unbiased

2.1. DATA COLLECTION**PRIMARY DATA**

Primary data was collected through survey method by distributing questionnaires to employees the questionnaires were careful designed by taking into the parameters of my study.

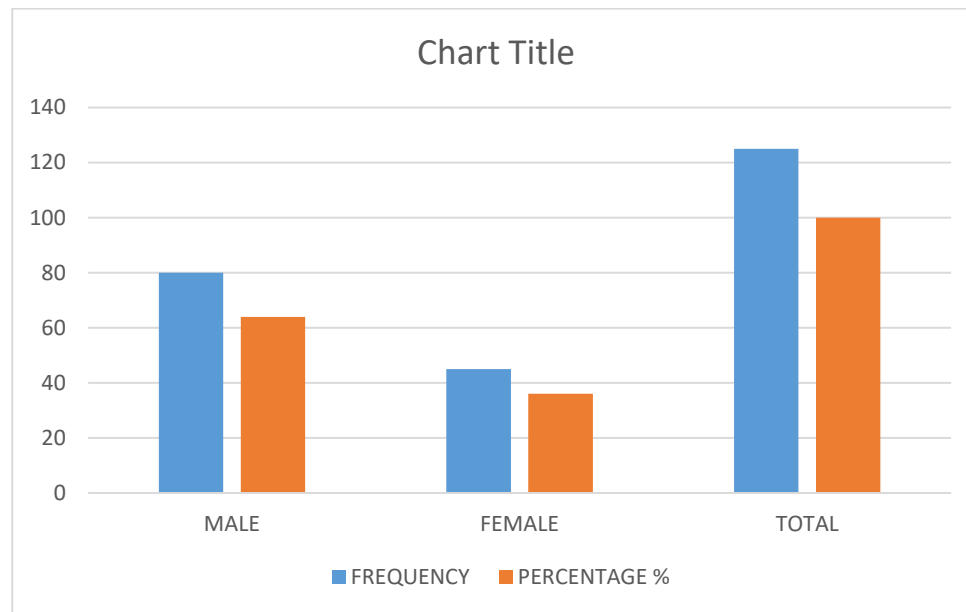
TABLE & CHARTS

PARTICULAR	FREQUENCY	PERCENTAGE %
MALE	80	64
FEMALE	45	36
TOTAL	125	100

INTREPRETATION

In the survey 64% of the respondents are having the experience of below year 36% of the respondents are having the experience of 45 year 36% of the respondents are having the experience of the experience of above respondents are having the experience .

THE GENDER THE RESPONDENTS



CONCLUSION

Considering all that has been discussed the review of related literature and research finding obtained in this study, it has been established beyond every reasonable doubt that human resource development , motivational tools , training , etc. make worker to be more effective to their job though the analysis of the subject center on private enterprises matter effective human the need for the study is in recognition of the that in all aspects of human endeavors is it private or public companies it is no longer necessary to lay undue emphasis on what effective human resource development can do to any organization that imbibes the practice.

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