

Human Resource Management Practices in GB Engineering (P)Ltd, Tiruchirappalli

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ABSTRACT

The practice of HRM must be viewed through the prism of overall strategic goals for the organization instead of a standalone tint that takes a unit based or a micro approach. The idea here is to adopt a holistic perspective towards HRM that ensures that there are no piecemeal strategies and the HRM policy enmeshes itself fully with those of the organizational goals. For instance, if the training needs of the employees are simply met with perfunctory trainings on omnibus topics, the firm stands to lose not only from the time that the employees spend in training but also a loss of direction. Hence, the organization that takes its HRM policies seriously will ensure that training is based on focused and topical methods. For effective and efficient management of the human must need good policies and practices. This study is an attempt to know the Human Resource Management Practices of GB Engineering Ltd.

Keywords: HRM practices, Compensation, Safety Measures, Recruitment

INTRODUCTION

Today in the world, global competition is the basic element to define firms' strategies as a result industrial economy has been experienced to pass toward to knowledge economy. As being a competitive market development day by day it's very difficult to enhance sustainable growth for the firms' side. All researchers and practitioners are aware of the advantages and disadvantages of a competitive work environment and try to find ways for adapting to competitive conditions. These efforts have mostly focused on human resource management practices in the last two decades especially with the emergence of strategic human resource management approach. There is a considerable difference between the prospects or prescriptions in favor of the "investment in man", and the practices of the companies. Human resources function is well developed and completely recognized, its importance is increasing, but nothing makes it possible to think that the most traditional constraints and priorities were confused: the control of market, requirements of finance and short-term profitability, surveillance of competitors, the possibility of recruiting a well-educated labor under advantageous conditions: many factors invite to found the idea of "strategy of human resources". Human resource management is the part of the organization that is concerned with the "people" dimension. It is a staff, or support, junction in the organizations. Its role is to provide assistance in HRM matters to line employees, or those directly involved in producing the organization's goods and services. Every organization is comprised of people; acquiring their services, developing their skills, motivating them to high levels of performance. And ensuring to maintain their commitment to the organization is essential to achieve organizational objectives. This is true, regardless of the type of organization; government, business, education, health, recreation, or social action. Getting and keeping good people is critical to the success of every organization. HRM is an approach consisting of four functions; staffing, training, development and motivation, and four activities; getting people, preparing them, stimulating them, and keeping them. The practice of HRM must be viewed through the prism of overall strategic goals for the organization instead of a standalone tint that takes a unit based or a micro approach. The idea here is to adopt a holistic perspective towards HRM that ensures that there are no piecemeal strategies and the HRM policy enmeshes itself fully with those of the organizational goals. For instance, if the training needs of the employees are simply met with perfunctory trainings on omnibus topics, the firm

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STATEMENT OF THE PROBLEM

The changes in society are impacting significantly upon the nature of work and the workforce. There is a trend towards flexible working (including part-time, working from home and the mobile office). Decreasing job security, company loyalty and unemployment are encouraging mid-life career changes and self-employment. Demographic changes and global trade are leading to sectorial shifts from manufacturing and production to service and leisure industries. There are an ever-increasing number of stakeholders (often with conflicting demands) and an increasing pressure to work in collaboration and to establish partnerships. Private sector organizations are becoming more powerful and influential in areas previously controlled by the public sector, such as pensions, transport and healthcare. The Human Resources Approach, in direct contrast to this, recognizes the worth of human being in the realization of corporate goals. It takes a supportive and developmental route to achieve results through the cooperative efforts of employees. When opportunities for growth and enhancement of skills are available, people will be stimulated to give their best, leading to greater job satisfaction and organizational effectiveness. The manager's role, too, has undergone a dramatic change over the years. From control and direction of employees, he is expected to move toward clarifying goals and paths and creating a supportive and growth oriented environment, where people are willing to take up assigned roles willingly and enthusiastically. For effective and efficient management of the human must need good policies and practices. This study is an attempt to know the Human Resource Practices of GB Engineering Ltd.

OBJECTIVES OF THE STUDY

The following objectives are framed for the present study

- To study the HR practices in the GB Engineering Private Ltd.
- To give suitable suggestions to improve the effectiveness of the HR practices

METHODOLOGY

The present study is descriptive in nature. It studies the perception employees about their HR policies and practices. The sample is selected from the GB Engineering (P) Ltd. The sample size is confined as 50 from the unit. The sample is selected by using convenience sampling techniques. The sample size consists of the employees who are working in different category and designation like manager, Engineers, supervisor and labors.

DATA ANALYSIS AND INTERPRETATION

Frequency of personal profile

Particulars	No.of respondents (n=50)	Percentage (100%)
Age		
Below 30yrs	16	32
31 to 40yrs	18	36
41 to 50yrs	11	22
51yrs & above	5	10
Marital status		
Married	33	66
Unmarried	17	34
Working experience		
Below 5yrs	16	32
6 to 10yrs	23	46
11yrs & above	11	22
Overall HRM practices		

Low	17	34
High	33	66

Source: Primary data

More than one third (36 per cent) of the respondents were in 31 to 40yrs of age group, 32 per cent of the respondents were below 30yrs, 22 per cent of the respondents were 41 to 50yrs and remaining 10 per cent of the respondents were 51yrs & above. Vast majority (66 per cent) of the respondents was married and remaining 34 per cent of the respondents were unmarried. Nearly half (46 per cent) of the respondents 6 to 10yrs of working experience, 32 per cent of the respondents were below 5yrs and above and remaining 22 per cent of the respondents were above 11yrs. More than half (54 per cent) of the respondents were high level opinion about overall HRM practices and remaining 46 per cent of the respondents were low level.

RESEARCH HYPOTHESIS

H₀: There is no significant difference between marital status of the respondents and their opinion about overall HRM practices

Overall HRM practices	Mean	S.D	Statistical inference
Married (n=33)	67.54	0.476	t=11.521 Df=48
Unmarried (n=17)	48.62	2.865	.009<0.05 Significant

Statistical test: Student 't' test was used the above table

Inference: The above table reveals that there is a significant difference between marital status of the respondents and their opinion about overall HRM practices. Hence, the calculated value less than table value ($p < 0.05$). So H₀ is rejected.

SUGGESTIONS

- From the findings employees' needs training to improve their knowledge based performance. So it is suggested that Managers should prepare a path to enable employees to acquire and integrate different sources and types of knowledge from business partners, as well as internal and external training programs.
- It is found that from the study employees' compensation like salary and other perquisites are not affordable. It is not fair and adequate salary. So management must take necessary steps to increase the effective compensation.
- With proper facilitation, the employees will be able to use and apply the knowledge to improve efficiency, and solve problems. Hence, the management takes initiatives to improve their organizational facilities like rest room, safety measure, and technical support. It helps to increase their performance.
- Second, it is essential for manufacturing sector to provide good performance appraisal to their employees. Fair performance appraisal reinforced employees' motivation leading to increase in administrative innovation. Managers should encourage employees to acquire, share, and apply their knowledge in order to achieve the performance appraisal goals which are able to lead to better administrative innovation.

CONCLUSION

Corporations are undergoing dramatic changes with significant implications for how human resources are managed and the HR function is best organized and managed. The forces driving change include the rapid deployment of information technology, globalization of the economy, and the increasingly competitive dynamic business environments that corporations face. There is a growing consensus that effective human capital is critical to an organization's success and that the HR function's focus must be more strategic. Nowadays management of human resources is a rising star and a focus of attention in contemporary managing platform. The main reason for such an attention is the comprehension of the human factor by many institutions. It has been realized that employment of individuals efficiently by force and intimidation is not possible and more emphasis has been placed on methods and opportunities that enable people to work willingly. An effective Human Resources Management gives chance employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization's goals and objectives. In working life, the most important value is employees. That is why Human Resources Management is the key factor for success of a business. Being a global world and being a part of global competitive markets processes force businesses to manage human factor more truly for every level.

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