

A COMPARATIVE ANALYSIS OF SELECTION, TRAINING & DEVELOPMENT AND APPRAISAL PROCESS OF PRIVATE AND PUBLIC SECTOR AVIATION COMPANIES.

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ABSTRACT:

Indian Aviation Industry offers its customers the enjoyable and comfortable way to travel, so the workforce in this Industry plays a very vital role. It has been noticed that the workforce in the Aviation Industry has suffered several issues due to economic fluctuations, but it is the presence of strong Human Resource practices and framework that has stopped the employees from being exploited and it has played a great role in the Airline companies and their management. In this study we have analyzed the comparison of HRD practices between public and private Aviation companies; we have studied the selection procedure, training and development practices and appraisal system as the key parameters to study. As these are the duty and responsibility that the Human Resource Department undertakes to safeguard the interest of its members and non members. Due to this the employees working in the industry feel protected and comfortable and the management also can control and monitor the workforce easily because they can take help from the Human Resource Department to implement strategies for the profitability of the company and for the betterment of the workforce too.

INTRODUCTION

HRD building in the Industries has changed with the globalization of organization or education. Aviation, Banking and Telecom industries are facing lot of challenges to process, manage and communicate knowledge about HRD in the dynamic industrial environment. The essential challenge related to development of these industries has to understand the process by which new HRD practices created. Effective knowledge creation depends upon the understanding of HRD by the employees and organization. Hence, there arises a need to integration between the HRD initiatives and vision along with mission of the industries. Effective sharing of HRD practices requires collaboration to enhance organizational learning in industries.

Testing of Hypothesis

Aviation Industry

H₀1: There is no significance difference in recruitment and selection practices between private and public sector of aviation industry.

Group Statistics

Sector	Mean	Std. Deviation
Public	1.921	0.816727624
Private	1.431	0.583168217

Table no. 1

Interpretation:

The recruitment and selection practices is slightly higher in Public sector of Aviation Industry as the mean of satisfaction is found to be 1.921 and the mean recruitment and selection practices of Private sector is 1.431 of Aviation industry.

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
	F	Sig.	T	Df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.	Lower	Upper
Equal variances assumed	3.025	0.031	0.803	90.557	0.424	-0.1	0.124	-0.346	0.147
Equal variances not assumed			0.867	148	0.388	-0.1	0.115	-0.327	0.127

Table No. 2

Interpretation:

At the point when the recruitment and selection practices was examined as for Private and Public division of Aviation Industry, the estimation of criticalness for area was observed to be .031, as indicated by table no. 5.8; which is not as much as the hugeness estimation of .05 which implies that the invalid theory is rejected. So it might be infer that there is noteworthy contrast in recruitment and selection practices of Aviation Industry regarding Private and Public Sector. So results propose that the recruitment and selection practices are better out in the open division of aviation industry. More often than not, the recruitment and selection process are done through selection tests implies Aviation Industry gives greater need to the outside recruitment in light of the fact that the administration need to enlist learned and experienced representatives who are working in the aviation from last such a significant number of years.

H₀₂: There is no significance difference in training and development practices between private and public sector of aviation industry

Group Statistics

Sector	Mean	Std. Deviation
Public	2.417	0.68375761
Private	2.102	0.725567033

Table No. 3

Interpretation:

The training and development practices is slightly higher in Public sector of aviation industry as the mean of satisfaction of public sector is 2.417 and the mean of training and development practices of Private sector is 2.102.

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
	F	Sig.	T	Df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.	Lower	Upper
Equal variances assumed	0.24	0.134	0.78	110.28	0.44	0.094	0.122	-0.147	0.335
Equal variances not assumed			0.79	148	0.433	0.094	0.12	-0.143	0.331

Table No. 4

Interpretation:

At the point when the training and development practices was dissected as for Public and private part of flight industry, the estimation of centrality for area was observed to be .134, as indicated by the table no. 5.10; which is lesser than the criticalness estimation of .05 which implies that the invalid speculation is rejected. So it might be presumed that there is noteworthy contrast in training and development practices of aviation industry regarding segments. So results recommend that the training and development practices are better in Public division of aviation Industry. As realize that, to recognize the preparation needs it is fundamental to lead the execution examination in the association. So preparing assume essential part to comprehend the new activity work and if any uncertainty so have clear in instructional course. Without give legitimate preparing the worker doesn't have idealizes information about the work

and in broad daylight part of aviation industry it will be more unsafe on the grounds that it is the matter of life and nation.

H₀₃: There is no significance difference in performance appraisal practices between private and public sector of aviation industry

Group Statistics

Sector	Mean	Std. Deviation
Public	3.052	1.235685026
Private	2.497	1.145280502

Table No. 5

Interpretation:

The performance appraisal practices is slightly higher in public sector of aviation industry as the mean of satisfaction of public sector is 3.052 and the mean of performance appraisal practices of private sector is 2.497.

	Levene's Test for Equality of Variances		t-test for Equality of Means					95% Confidence Interval of the Difference	
			T	Df	Sig. (2-tailed)	Mean Diff.	Std. Error Diff.		
	F	Sig.							
Equal variances assumed	0.976	0.022	2.975	128.55	0.004	0.556	0.187	0.186	0.926
Equal variances not assumed			2.872	148	0.005	0.556	0.194	0.173	0.939

Table No. 6

Interpretation:

At the point when the Performance appraisal practices was dissected as for aviation industry, the estimation of noteworthiness for private and public segment of aviation industry was observed to be 0.022; which is lesser than the criticalness estimation of 0.05 which implies that the null theory is rejected. So it might be infer that there is critical contrast in Performance appraisal practices of aviation industry of public and private part. So results propose that the Performance appraisal practices are better in broad daylight part of aviation industry. With the assistance of Performance appraisal administration can distinguish the preparation require among the workers. It is simple for the administration to recognize the voids among worker with deference of works. So Performance appraisal practices are done consistently in the general population part.

Conclusion

HRD practices adopted by the Aviation, Banking and Telecom Industry, even though they are having some differences. This study concluded that HRD department always work for the employee welfare and employees also aware of the beneficial factors or practices of HRD. The comparative study revealed about the comparison sectors among different companies aviation, banking and Telecom Industry. This study provide data according to employee perception and overall analysis concluded that private sector working on HRD practices to retain their trained employees even though public sector employees adopted the present culture without any further improvement on HRD practices. Private sector industries are regularly working on improvement and strengthening of employees by providing incentives and rewards on the basis of performance.

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