



# Role of Management Policies on Employee Efficiency in IT Sector: The Comprehensive Approach

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## Abstract:

Governance policy is important to investors because it reflects a company's leadership and business integrity. Good governance helps companies build trust with investors and the community. As a result, management policy helps promote financial efficiency by creating a long-term investment opportunity for market participants. Communication and management policy is a key element in relations with the public and investors. Efficiency means a high level of performance that uses a minimum amount of input to achieve the highest output value. Efficiency requires reducing the amount of unnecessary resources used to produce a given result, including your time and energy. It is a measurable concept that can be determined using a useful product ratio for a complete input. It reduces the waste of resources such as material, energy and time in achieving the desired goal. With respect to management policy, the following are considered: responsibilities, composition and procedures, risk identification, monitoring and control, internal audit and compliance, disclosure and transparency and in the case of an Effective Employee; Technical skills, cognitive skills, interpersonal skills, communication skills, decision-making skills, etc.

## Keywords

Management Policy, IT Sector, Employee Efficiency

## Introduction

Corporate governance is the combination of rules, procedures or rules by which businesses are applied, controlled or controlled. The term includes internal and external factors that affect the interests of a company's stakeholders, including shareholders, customers, suppliers, government regulators, and managers. The board of directors is tasked with developing a corporate governance framework that is consistent with business ethics and goals. Specific practices that can be defined in business management include performance measurement, performance measurement, disclosure methods, management compensation decisions, fairness principles, conciliation procedures and conflicts of interest, and explicit or implicit contracts between the company and stakeholders. An example of a governance policy is a well-defined and enforceable structure that works for the benefit of all involved by ensuring that the business adheres to acceptable ethical standards, best practices and legal principles. Alternatively, the company's misconduct is considered unethical, unreasonable and inappropriate, which could damage the company's image or business life. Governance policy is important to investors because it reflects a company's leadership and business integrity. Good governance helps companies build trust with investors and the community. As a result, the management policy helps promote financial efficiency by creating a long-term investment opportunity for market participants. Communication and management policy is a key element in relations with the public and investors. On an Apple Inc. affiliate website. for investors, for example, a company places its leadership in companies – its management team, board of directors – and its governance policy,

including committee charts and governance documents such as articles of association, share ownership directives and deposit documents. Many companies strive to maintain a high level of management policy. For many shareholders, it is not enough for the company to be profitable; and needs to demonstrate good corporate citizenship by raising awareness of environmental, ethical and management practices. A good governance policy creates a clear set of rules and regulations where shareholders, directors and executives follow the recommendations. Something only works when it works. In other words: something works when it has a useful effect. It must work. Efficiency is the ability to produce or produce efficiently with minimal waste, cost, or unnecessary effort. Focus on resources and speed in achieving organizational goals. Your organization's performance is determined by how well you allocate resources to effectively achieve your (organizational) goals. In other words, how well your organization changes the output of your output, such as products, programs and services. In this way, effective performance contributes to the success of your organization. Efficiency means a high level of performance that uses a minimum amount of input to achieve the highest output value. Efficiency requires reducing the amount of unnecessary resources used to produce a given result, including your time and energy. It is a measurable concept that can be determined using a useful product ratio for a complete input. It reduces the waste of resources such as material, energy and time in achieving the desired goal.

### **Review of literature Impact Of Employee Participation On Job Satisfaction, Employee Commitment And Employee**

**Productivity by Komal Khalid Bhatti in International Review of Business Research Papers Vol.3 No.2 June 2007, Pp. 54 – 68:** One of the main challenges in management was the implementation of effective human development strategies to increase the performance and responsibility of the organization. As a result of the emphasis on performance, HRM researchers emphasize effective HRM strategies such as job satisfaction, team empowerment, participative management, and strategic planning. This study determines the impact of employee participation/participation on job satisfaction, employee productivity, and employee engagement. As there is very insufficient work in this area in Pakistan due to limited availability of data. One could find many research studies on this topic, but when we talk about Pakistani organizations, we are at the very end of research resources. The fact that employees of organizations are becoming key to strategic decision-making seems to be quite unquestionable even in the Pakistani environment. In the Pakistani environment, HR departments are still challenged to prove their added value to organizational performance. However, they struggle to justify the reasons for their existence in organizations. Perhaps one of the reasons HR has not been more successful in communicating the importance of what they do is that they tend not to express it in economic terms, but there is no denying the fact that by logically studying HR best practices, an individual, team or the organization can accelerate its own progress and improvement

**The relativity of HR systems: conceptualising the impact of desired employee contributions and HR philosophy by David P. Lepak in Int. J. Technology Management, Vol. 27, Nos. 6/7, 2004:** In this paper, we offer a framework for conceptualizing and examining the relativity of human resource (HR) systems across organizations and some reasons for this relativity. We do so by extending the behavioral perspective in strategic human resource management research and argue that two variables, human resource philosophy and desired employee contribution, play a key role in organizational decisions regarding the types of personnel policies used to manage employees within and across organizations. We propose that dimensions of desired employee contributions determine which sets of HR policies are feasible, while human resource philosophies drive firms' specific HR policy choices. Future directions and implications are also discussed

### **Objectives of the Study:**

1. To study and understand the concept of Management policy
2. To study the Employee Efficiency
3. To analyse the impact of Management policy on Employee Efficiency

### **Hypotheses of the Study:**

H<sub>0</sub>: There is no significant impact of Management policy on Employee Efficiency H<sub>1</sub>:  
There is significant impact of Management policy on Employee Efficiency

**Scope of the Study:**

This research study provides the direction about, how Management policy is of great importance in today's competitive environment. Firms conduct it keeping in view variety of objectives. Systems are organized way of making things happen. They assist in planning, prediction and bringing professionalism, discipline and security. Every system has its own objectives, elements and process.

**Research Methodology of the Study:**

The study is based on critical evaluation and analysis of basically Primary Data. The primary sources include IT sector personnel. A study is undertaken in the sampled regions to see its impact for which a detailed questionnaire is prepared to collect relevant information from the primary source for the guidance of the researchers. With the help of the questionnaire, detailed discussions were made with the certain sources of primary data to understand their views, thinking and attitude which would help to give the researchers useful recommendations, if any. The questionnaire is processed with the help of statistical tools like tabulations, grouping, percentages, averages, testing of hypothesis etc.

As far as Management policy is concerned, following of them are taken into consideration viz, responsibilities, working structure and practices, Risk identification, monitoring and controlling, Internal audit and compliances, Disclosure and transparency etc whereas in case of Employee Efficiency; Technical skills, Conceptual Skills, Interpersonal skills, communication skills, Decision making ability etc were taken under the consideration.

**Research Area**

Researchers selected IT sector personnel from Nasik city. Sample sizes of 150 respondents have been taken under study. Researcher collects data through Primary and Secondary sources. Researcher distributed 150 questionnaires among the respondents.

**Limitations of the study**

1. The study is based on limited geographical area.
2. Further variables could be added for the purposes of detail study.

**Data Analysis**

Researcher prepared the questionnaire for respondents and distributed it among them. After receiving the questionnaire researcher analyse the questionnaire.

**Table No1 Information of questionnaire**

Sr.No	Respondent	Questionnaire distributed	Questionnaire received	Questionnaire rejected (due to incomplete, wrongly filled etc)	Net Sample size for study
1	IT Sector Personnel	150	139	2	137

Testing of Hypothesis

OBSERVED FREQUENCIES		Employee Efficiency					TOTAL
		T e c h n i c a l s k i l l s	C o n c e p t u a l S k i l l s	I n t e r p e r s o n a l s k i l l s	C o m m u n i c a t i o n s k i l l s	D e c i s i o n m a k i n g a b i l i t y	
M a n a g e m e n t p o l i c y	Documentation	13	6	3	1	1	24
	Job descriptions	8	4	5	1	2	20
	Personnel policies	3	4	1	4	1	13
	Legal policies	5	7	15	6	3	36
	Recruitment and selection	5	2	1	1	2	11
	HR Information Systems (HRIS)	8	7	3	1	14	33
TOTAL		42	30	28	14	23	137

**H<sub>0</sub>: There is no significant impact of Management policy on Employee Efficiency H<sub>1</sub>: There is significant impact of Management policy on Employee Efficiency**

Mathematically

Sr No	H <sub>0</sub>	H <sub>1</sub>	$\chi_{cal}$	$\chi_{table}$	p_value	Decision
1	There is no significant impact of Management policy on Employee Efficiency	There is significant impact of Management policy on Employee Efficiency	50.98	31.41	7.037E-08	Reject H <sub>0</sub> (i.e. There is significant impact of Management policy on Employee Efficiency)

\*Here level of significance is 0.05

Thus, our null hypothesis There is no significant impact of Management policy on Employee Efficiency is rejected. Alternatively we accept our alternative hypothesis There is significant impact of Management policy on Employee Efficiency

## Findings

1. The main benefit of the Management policy is that it takes the Governance to the next level responsibilities, working structure and practices, Risk identification
2. The most influential point among the respondents is Decision making ability

## Conclusion

From the above analysis, we can conclude that, Management policy having very positive impact on the Employee Efficiency.

## References

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