



IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES IN ORGANIZED SECTOR

(A study with special reference to the Karnataka State Police, Ballari District)

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Abstract

In this study the information of the respondents expressed through the primary questionnaires is presented. According to the objectives of the study, a fieldwork study was done on the subject of Human Resource Management in Karnataka Police Department on the staff working from PSI rank to Police Constable (PC) rank in the police stations of Police Department in Bellary district. A total of five taluks have been studied in this fieldwork study. Bellary, Sandur, Siruguppa, Kampli and Kurugodu taluks have been selected out of it. A total of 853 personnel available at the time of field study were selected from all the taluks, including Police Constables (PCs) 464, Head Constables (HC) 262, Assistant Sub Inspectors (ASI) 94, Police Sub Inspectors (PSI) were 33, among whom male and female staff were randomly studied.

A total of 384 staff surveyed through fieldwork was randomly selected for the study. They were met and related to the subject of the study and interviewed and appropriate information was obtained from them through a questionnaire. In terms of human resource management, recruitment and selection, training & development, performance appraisal, promotion and transfer policies, health and safety, welfare facilities and services, occupational issues, grievance redressal system, police union, society and police, women and police department. Divided based on the information obtained through specific questionnaires from the respondents to this study, it is presented below.

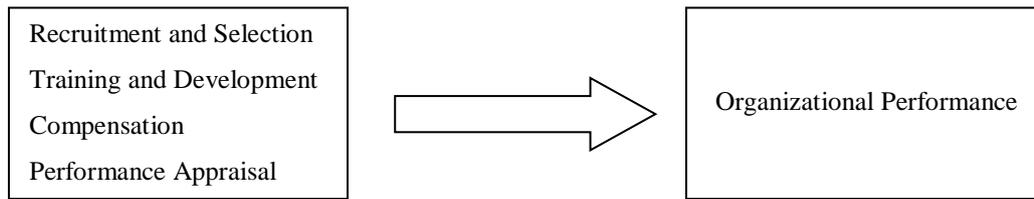
Key words: HR Practices, Management, Human development, Society, Police Personnel, KSP.

Connotation of Human Resources Management:

The term human resources includes, The total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes and beliefs of the individuals involved. It can also be explained in the sense that it is a resource like any natural resource. It does mean that the management can get and use the knowledge, skills, creative abilities etc

through the development of skills tapping and utilizing them again and again by developing a positive attitude among employees. The aspect of ‘attitude’ among the human resources aspects gained significance along with globalization.

Variables/Practices of HRM:-



Need for Human Resources Management:

Human resources are essential (needed) to an organization on account of the following manner;

- It merges all M’s i.e., money, material, and machine efficiently and effectively for productive process/purposes.
- Essential for reduction of cost, because Human resources is capable of effective savings in the time and labour operation.
- Controls wastage of resources and activities of economy and productivity.
- Integrates the activities of the organizations for the purposeful plan of action and implementation.
- Responsible for planning, organizing, directing and controlling policies for activity which are the objectives of an organization.

The success or failure of an organization is determined by the quality and adequacy of its human resources.

Karnataka State Police (KSP):

Police in Karnataka were called by various names in different regions. After initiation of Policing, they were initially called Thoti, Talwar, Umbalidhar, Kattubidi, Neeraganti etc. The police primarily with policing used to do other jobs entrusted to them. The foundation of present police set up was laid after the appointment of State’s first Inspector General of Police. Today the State Police has grown into a big and complex organization running on modern management principles.

Mysore State was the predecessor to Karnataka State, which was created on 1st November 1965. Sri. L. Rickets was appointed as first Inspector General of Police, prior to which the State Police had no status, structure and powers as such. During 1883 it was reported that Talwars, Thotis, Neeragantis, Kavalugararu, Amargararu, Ankamaale, Patela, Shyanubhogas etc. used to do policing. During the rule of Maharajas of Mysore, the policing existed in different variants.

The Director General and Inspector General of Police is the head of the police department in the Karnataka state. The Director’s General of Police, Additional Director’s General of Police and Inspector General of Police works under DG and IGP.

There are 6 Police Commissionerates in Karnataka. Bengaluru City Police Commissioner is of the rank of Additional Director General of Police. All the other commissioners are of the rank of Deputy Inspector’s General of Police.

There are 7 ranges in Karnataka headed by Inspector’s General’s of Police. Each range consists of 3 to 6 districts. The districts are headed by Superintendent of police and are called as unit officers.

Sanction strength of civil police in KSP

DCP/SP (IPS)	SP (NON-IPS)/Addl.SP	ACP/DySP	PI	PSI	ASI	CHC	CPC
47	35	202	829	3259	5713	16687	33474

Source: <https://ksp.karnataka.gov.in/> as on 28.08.2023.

Area of the Study:

In Bellary and Mangalore districts belonging to the old Madras state (today's Tamil Nadu) Kavalu and Pallegara were the police. Belagavi, Dharwad, Vijayapur, Uttara Kannada districts which belonged to the old Mumbai province had a police system as early as 1827 due to the British rule. These four districts were headed by the DIG of Pune. SSLC or Intermediate was appointed as Police Inspector. After ten years, he was promoted as SP, so the police department is not a new introduction to Bellary district which has a history, there is evidence that the police department has been working here since the British period. As time changed with the growth and development of independent India, Bellary was added to the state of Karnataka after the partition of the states in 1950. At present, the Karnataka Police Department is functioning under the administration of the Home Department. The Home Minister heads the Home Department and the Director General of Police heads the Police Department. The police department in Bellary is functioning with all modern technologies. Bellary District Police now falls under Bellary Range. It is functioning under the supervision of the Superintendent of Police. Bellary District currently has 03 Police Sub-Divisions, 05 Circle Offices, 20 Police Stations, Besides, there is a District Armed Reserve Police Unit under the command of a DSP rank officer. Currently 06 branches functioning at Bellary District Police Office. Separate police officers and staff of Police Wireless Unit are working in the control room round the clock 24x7.

Sample of the study:

Number of staff available in the stations during the field study

Sl no	Name of the Police Station	PSI	ASI	HC	PC(WPC)	Total
1	APMC Police Station	2	5	12	12	31
2	Bellary Rural Police Station	2	6	16	15	39
3	Bellary Traffic Police Station	3	10	12	50	75
4	Bruce Town Police Station	2	7	24	44	77
5	Cowl Bazar Police Station	1	10	24	43	78
6	Gandhinagar Police Station	1	7	21	34	63
7	Women's Police Station	2	2	10	30	44
8	CEN Police Station	1	0	7	13	21
9	Moka Police Station	2	4	13	13	32
10	Paramadevan Halli Police Station	1	3	8	16	28
11	Kurugodu Police Station	2	5	13	20	40
12	Kuduthini Police Station	2	4	10	12	28
13	Siruguppa Police Station	2	6	15	29	52
14	Hachholli Police Station	2	2	6	10	20
15	Tekkalakote Police Station	2	2	9	21	34
16	Sirigere Police Station	1	3	11	21	36
17	Sandur Police Station	2	6	14	20	42
18	Torangallu Police Station	2	6	11	17	36
19	Choranur Police Station	1	3	10	17	31
20	Kampli Police Station	0	3	16	27	46
	Total	33	94	262	464	853

Source: Field work

Staff used for the research study by using the formula $n = N/1 + (N(e)^2)$ is 384 which includes 15 PSI, 42 ASI, 118 HCs, and 209 PCs including women police.

Objectives of the study:

1. To know the actual status of human resource management in Karnataka Police Department.
2. To review the policies and guidelines adopted for the management of human resources in the Karnataka Police Department.

3. Practicing role and participation of Police Academy in organizational structure, human resource management/development in Karnataka Police Department.
4. To practice the human resource management problems of the Karnataka Police Department and review the remedial measures taken.
5. To give suitable suggestions to improve the utilization and management system of human resource in Karnataka Police Department.

Summary of Findings and Suggestions:

Findings:

1. Necessary guidance, training and information should be provided to the aspirants regarding the recruitment procedure, examination procedure and evaluation procedure for various posts in the police department.
2. There is a need to rectify the existing lacunae in the recruitment and selection processes for various posts in the police department. Vacancies in recruitment are hindering transparent recruitment. In this regard, 94.7 percent of the staff of various grades working in the police department are of the opinion that there is a need to bring change, reform and innovation in the recruitment of the police department to maintain the principle of transparency in its various appointments.
3. In order to ensure peace and order in the society, it is necessary that the current recruitment of police personnel should be done on the basis of population.
4. Staff feel that there is a need for improvement, innovation or change in the current policy of promotion and transfer in the police department.
5. Good physical health of staff working in every department is important. The field study revealed that 19% of the staff were facing various types of physical health related problems. Functionality is affected by these types of physical problems.
6. According to the field study, drinking water system, first aid system, equipment and materials, toilet system in the stations are in good to moderate condition. The study revealed lack of rest rooms and canteens along with non-availability of extra duty allowance.
7. The cooperation of the public is very important for the successful functioning of the police department. It is the opinion of the staff that only with the cooperation of the public, the police department can effectively carry out the functions of peace and order.

Suggestions:

1. Measures should be put in place to strictly control the irregularities and malpractices seen in the recent police recruitments. Suggestions should be sought from the public and experts on steps to be taken in making police recruitment transparent.
2. If police appointments are based on population then there will be peace and order in the society. This will relieve the work pressure on the police personnel. The performance and efficiency of the police department will improve.
3. The police department should be clear about the qualifications and criteria for promotion to its personnel from time to time. Staff should be promoted in time. A promoted officer should be given special training on the responsibilities of the promoted post. Independence and impartiality should be adopted in the transfer policy of the police department.
4. The police department should organize personnel health check-up camps from time to time in order to maintain the physical health of its personnel. Staff facing physical health problems should be allowed necessary rest. Staff with physical health problems should be allowed equivalent alternative work in the department.
5. It is necessary to restructure the police union in order to protect the overall interest of the employees performing duties in the police department and find effective solutions to the various problems faced by the personnel in the performance of their duties.

6. Apart from the task of detecting crimes, the police stations are also supposed to eradicate the criminal spirit in the society. Organizing regular public relations meetings in police stations, encouraging programs to develop the character of patience in the youth should be promoted from top to bottom.

Conclusion:

The main objective of this study is to identify the effect of human resource management practices and organization's performance. Overall, the result of this study provides evidence in support of the theory that HR practices affect the organization's performance. In this study the influence of HR practices was seen on organization's performance in the Karnataka State Police of Ballari district.

At the end of this research I found a significant relationship among all the HR variables, i.e. staffing practices, incentive practices, training practices and organization's performance.

