Study on HR Management with Special Reference to Employees in Draup

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Abstract: *The study on HR management with special reference to employees aims to explore the various dimensions of HR practices and their impact on employee outcomes within organizations. The objective is to provide insights and recommendations for HR professionals and organizational leaders to enhance HR management strategies and improve employee satisfaction, engagement, and performance. This study utilizes a mixed-method research approach, incorporating both quantitative and qualitative data collection methods. A thorough review of existing literature on HR management serves as the foundation for the study, establishing a theoretical framework and identifying research gaps. The primary data is collected through surveys, interviews, and observations, allowing for a comprehensive understanding of the HR practices implemented and their impact on employees*

Keywords: Career advancement, Employee satisfaction, Work-life balance, Employee performance

I. INTRODUCTION

This study focuses on HR management with a special reference to employees, recognizing their critical role in organizational performance, job satisfaction, and overall productivity. By delving into the realm of HR practices and their impact on employees, this study aims to shed light on the strategies, challenges, and opportunities in effectively managing the workforce.

The study emphasizes the significance of employees within organizations and the need for tailored HR practices to support their development, engagement, and well-being. It seeks to explore various aspects of HR management, including talent acquisition, employee onboarding, performance management, training and development, compensation and benefits, employee engagement initiatives, and HR policy frameworks.

By examining these areas, the study intends to gain insights into the effectiveness of HR practices and their impact on employee satisfaction, motivation, and commitment. It also aims to uncover the challenges faced by HR professionals in managing a diverse workforce, ensuring compliance with employment laws, and adapting to evolving market dynamics.

Furthermore, the study explores the role of technology and digital tools in HR management, highlighting the potential benefits and challenges associated with HR automation, analytics, and the integration of digital platforms.

The findings of this study will contribute to the existing knowledge on HR management and provide valuable insights and recommendations for organizations to enhance their HR practices. By focusing on the employees' perspective, the study aims to foster a deeper understanding of their needs, aspirations, and experiences, ultimately helping organizations create a positive work culture that attracts, retains, and motivates a highly engaged and productive workforce.

1.1 Statement of Problem

- **Employee Retention and Engagement:** Many organizations struggle with retaining talented employees and ensuring their long-term engagement and commitment. The study will examine the factors contributing to high turnover rates and low employee engagement, including inadequate career development opportunities, ineffective communication, lack of recognition, and unsatisfactory work-life balance.

- **Talent Acquisition and Recruitment:** Organizations often face difficulties in attracting and selecting the right candidates for available positions. The study will investigate the challenges in talent acquisition, such as identifying suitable talent sources, attracting diverse candidates, and assessing candidates' skills and cultural fit.
- **Performance Management:** Effective performance management systems are essential for aligning employee goals with organizational objectives and fostering continuous improvement. The study will explore challenges related to setting clear performance expectations, providing constructive feedback, and implementing fair performance evaluation processes.
- **Training and Development:** Developing employees' skills and capabilities is crucial for their growth and the organization's success. However, organizations may encounter obstacles in designing and implementing effective training and development programs. The study will examine challenges such as limited training resources, outdated training methods, and the need to align training initiatives with emerging industry trends.
- **Compensation and Benefits:** Ensuring fair and competitive compensation and benefits packages is essential for attracting and retaining top talent. The study will investigate challenges related to determining appropriate salary structures, evaluating the market competitiveness of compensation packages, and addressing disparities in pay equity within organizations.
- **HR Policy Framework:** The study will assess the effectiveness of HR policies and procedures in addressing employee concerns, complying with legal requirements, and promoting a positive work culture. Common challenges may include outdated policies, lack of flexibility, and inadequate communication and implementation of policies.

1.2 Objectives of the Study

- Offering competitive compensation and benefits packages that are tailored to attract top talent.
- Providing opportunities for professional development and career advancement through training, mentoring, coaching, and internal promotions
- Fostering a positive workplace culture that values diversity and inclusion, encourages innovation and creativity, and supports work-life balance
- Using technology and data to streamline the recruitment process, track employee performance, and provide insights into employee engagement and satisfaction.

1.3 Research Methodology

The study will employ a mixed-methods research design, combining both qualitative and quantitative approaches. This approach will provide a holistic understanding of the HR management practices and their impact on employees.

Research Plan Data Source:

- Data source: Primary
- Research Approach: Survey method
- Research Instrument: Questionnaire
- Contact method: E-mails, social media

Research Design:

Research which is used here is "Descriptive research". This study uses Survey methods with closed ended question.

Sample Size:

Sample size of the study is 106.Sample size procedure was used to get optimum and reasonable information. The survey method is used to collect data from the Draup company employee and a structured questionnaire is designed to measure their customers problems and prospects towards the Issues and Challenges.

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Sampling Method

Sampling methods are used to select a representative subset, or sample, of a larger population for the purpose of conducting research. In the study of " Study on HR Management with special reference to employees in Draup" a suitable sampling method can be selected to ensure that the results of the study are accurate and reliable.

1.4 Methods of Data Collection:

This study uses both primary data and as well as secondary data.

Primary Data:

Primary data can be collected through questionnaires, which are a popular method of data collection in surveys. Questionnaires are a set of standardized questions that are designed to collect information about a specific topic or research objective. They can be distributed online, through mail, or in-person, and can be completed anonymously or with the respondent's name attached. An advantage of using primary data is that researchers are collecting information for the specific purposes of their study. In essence, the questions the researchers ask are tailored to elicit the data that will help them with their study. Researchers collect the data themselves, using surveys.

Secondary Data

Secondary data, which means data that was collected by secondary sources namely websites, journal articles and magazines.

1.5 Scope of the Study

The present study is confined to know the career advancement of the employee in Draup.

1.6 Statistical Tools used for Analysis

The present study is carried on by using the following tool to analyze the collected data. Percentage method is referred to a special kind of ratio in making comparison between two or more data and to describe relationships. Percentage can also be used to compare the relative terms in the distribution of two or more sources of data.

1.7 Limitation of the Study

- The sample survey is limited to 106. Hence it does not represent the entire population.
- The period of study and span of time is too short.
- Some of the respondents are not interested to answer the questions.
- Some respondents hesitate to give clear information. The results are only based on the data given by the respondents.

II. REVIEW OF THE LITERATURE

(Frenkel, 2011)

Although combinations of various high-performance Human Resource (HR) practices have been shown to contribute to organizational performance (Boselie, Dietz and Boon 2005; Combs, Liu, Hall and Ketchen 2006), the generative mechanisms of the 'HR practices– organizational performance' linkage remain something of a mystery. Research on this socalled black box problem is underpinned by two views. According to the best practice perspective, particular HR practices improve the opportunities for workplace participation, motivation and/or abilities, leading to higher work and organizational performance. The jury is still out regarding whether this is a universal, contingent or a configurational process (Boxall and Purcell 2008). Best practice studies share a common problem in being typically based on single informant assessments of HR practice, usually by an HR or a line manager survey respondent (Boselie et al. 2005). This raises questions about data validity and reliability and suggests the possibility that the evidence may exaggerate the effectiveness of HR practices (as reported by HR manager survey respondents), resulting in spurious statistical relationships between HR practices and performance (Guest 1997; Gerhart, Wright and McMahan 2000). A more fundamental problem is that such studies tell us little about the mechanisms that join HR practices to improved performance.

(Game, 2014)

Line managers increasingly play a key role in organizational career development systems, yet few studies have examined the nature of this role or its implications for employee career attitudes and behaviors. In two studies, we used attachment theory to explore this issue. In Study 1, in-depth interviews (N = 20) showed that employees viewed career management as a relational process in which line managers are expected to act as 'caregiver' to support individualized career development. Study 2 was a large-scale international survey (N = 891). Participants scoring higher on attachment avoidance in their line manager relationships reported more negative perceptions of career growth opportunities, lower participation in organizational career development activities and higher turnover intentions. Trust in the organization partially mediated the relationship. Theoretical and practical implications for HRM are discussed.

(Tabea Eleonore Scheel, 2012)

Given that social comparison processes take place within social exchanges, this field study examines the relationship between the differences in organizational treatment of a diverse workforce and psychological contract (PC) fulfillment. With a focus on the provision of performance-related pay and training programs for 748 temporary and 1432 permanent employees in the food manufacturing, retail and educational sectors, the study covers 78 organizations in seven countries. Hierarchical linear modeling with polynomials for both human resource practices showed a significantly positive association of incongruence in training distribution with PC fulfillment, but not for performance-related pay. Permanent employees' PCs benefit more from this incongruence than do temporary employees'. Training incongruence that derives from tailoring those programs to the needs of the specific employee group is recommended.

(Adelien Decramer, 2012)

Little is known about the satisfaction with employee performance management systems in higher education institutions. In this study, we contribute to this field by focussing on the alignment features of employee performance management systems, on communication related to these systems and on control tightness in the academic unit. An important contribution to the literature is the adoption of an integrated approach to employee performance management in higher education institutions. Employee performance management system features and satisfaction result from a survey to which 589 employees of a Flemish University contributed. Separate estimations are done for different tenure types of academics. The estimation results show that a higher level of internally consistent employee performance management systems, more communication and tighter control are associated with higher academic employee performance management satisfaction. The study also reveals that employee performance management satisfaction depends on the tenure type, suggesting that a diversified employee performance management policy should be considered in universities.

(Karen Lo, 2015)

HR competency research has predominantly focused on identifying generic HR competencies for HR practitioners using a universalist approach. This approach has led to the distinction between strategic and functional HR competencies, and a belief that the former is superior to the latter for successful performance in the HR domain. However, little attention has been paid to the interrelationships between strategic and functional HR competency dimensions, and their perceived relevance to strategic and functional HR roles. Drawing on a situationalist perspective and using a mixed-method approach, seven HR competency concepts are identified and examined for their perceived relative importance to strategic and functional HR roles. The findings indicate that Business Awareness competencies are important differentiators between strategic and functional HR roles, whereas Leadership and Relationship Building and Self-Belief and Social Factors are generic to all HR practitioners. The findings also indicate that there is a wider range of HR attributes required for HR job success than those espoused in the HR literature. Theoretical implications and recommendations on selection and development programmes for HR practitioners are also discussed.

III. FINDINGS

- The majority of 80.2% respondents are in the age group of 20-30.
- The majority of 51% respondents are Male.

- The Majority of 80.2% of the respondents Yes
- The Majority of 12.3% of the respondents (Medical Insurance, Dental Insurance, Mental Health Coverage)
- The Majority of 8.5% of the respondents (Training workshops and seminars, Coaching sessions, Cross-functional projects or assignments)
- The Majority of 50.0% respondents Moderately important
- The Majority of 38.7% respondents Moderately important
- The Majority of 42.5% respondents Moderately important
- The Majority of 41.5% respondents Moderately important
- The Majority of 45.3% respondents Moderately important
- The Majority of 6.6% respondents (Opportunities for internal promotions, Ongoing feedback and performance evaluations, Recognition and rewards for achievements)
- The Majority of 66.0% respondents May be depending on the opportunity
- The Majority of 61.3% of the respondents Neutral
- The Majority of 57.5% of the respondents Satisfied
- The Majority of 56.6% of the respondents Neutral
- The Majority of 51.9% of the respondents Neutral
- The Majority of 48.1% of the respondents Well
- The Majority of 58.5% of the respondents Neutral
- The Majority of 53.8% of the respondents Agree
- The Majority of 51.9% of the respondents Neutral
- The Majority of 51.9% of the respondents Agree
- The Majority of 52.8% of the respondents Somewhat familiar
- The Majority of 78.3% of the respondents Yes
- The Majority of 39.6% of the respondents Effective
- The Majority of 43.4% of the respondents Somewhat familiar
- The Majority of 100% of the respondents Yes
- The above table of Chi square have 106 valid responses. The significant value of PearsonChi-Square is 0.301, the significant value of likelihood ratio is 0.411 and linear-by-linear association is 0.075 which is greater than 0.05. So, the null hypothesis is accepted and alternate hypothesis is rejected.
- The above table of Chi square have 106 valid responses. The significant value of PearsonChi-Square is 0.902, the significant value of likelihood ratio is 0.787 which is greater than 0.05. So, the null hypothesis is accepted and alternate hypothesis is rejected.
- The above table shows that 106 valid responses and that significant value is 0.023 which is less than 0.05.Hence null hypothesis is rejected and alternate hypothesis is accepted.There is no significant relationship between age and how the customer often does sharevideo content with others.
- The above table shows that 106 valid responses and that significant value is 0.354 which is less than 0.05.Hence null hypothesis is rejected and alternate hypothesis is accepted.There is no significant relationship between age and how the customer often does sharevideo content with others.

IV. SUGGESTIONS

- Conduct regular market research to stay updated on industry standards for compensation and benefits. Adjust your packages accordingly to remain competitive.
- Consider implementing a variable pay structure, such as performance-based bonuses or profit-sharing programs, to incentivize high performance and reward top talent.
- Offer a comprehensive benefits package that includes health insurance, retirement plans, flexible work arrangements, and other perks that align with employees' needs and preferences.

- Establish a structured career development program that includes training, mentoring, coaching, and opportunities for internal promotions.
- Create individual development plans for employees, aligning their goals and aspirations with organizational objectives.

V. CONCLUSION

In conclusion, the study on HR Management with special reference to employees aimed to examine the various aspects of HR management practices and their impact on employees. Through a comprehensive literature review and a rigorous research methodology, the study sought to gain insights into the HR practices implemented in the organization and their influence on employee outcomes.

The findings of the study have provided valuable insights into the importance of effective HR management in driving employee satisfaction, engagement, and performance. The study highlighted the significance of strategic HR practices in aligning human resource initiatives with the organizational goals and objectives. It emphasized the need for a well-defined recruitment and selection process, comprehensive training and development programs, and a fair and transparent performance management system.

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