Study of HR Policy and its Impact on Employee Satisfaction with Reference to Insta HR Solution, Pune

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Abstract*: Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives. This project is meant to know the Human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR Policies is to increase efficiency by increasing motivation and thus fulfill organizational goals and objectives.*

Keywords: Human resource management.

I. INTRODUCTION

HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees.

Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration.

Every organization needs policies to ensure consistency in action and equity in its relation with employees.

Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programmers can be measured.

Human Resources policies are generalized guidelines on employee management, adopted by consensus in an organization to regulate the behavior of employees and their managers or supervisors.

As for the dichotomy between an HR policy and a procedure, they can be compared to a human being and the shadow. Both are inseparable and as shadows set the outlines of a human being, so do procedures set the outlines of an HR policy.

A policy is a guide for repetitive action in major areas of business. It is a statement of commonly accepted understanding of decision-making criteria. Policies are set up to achieve several benefits. By taking policy decisions on frequently recurring problems, the top management provides the guidelines to lower level managers.

HR Policies cover the following:

- Policy of hiring people with due respect to factors like reservations, sex, marital status, and the like.
- Policy on terms and conditions of employment-compensation policy and methods, hours of work, overtime, promotion, transfer, lay-off and the like.
- Policy with regard medical assistance-sickness benefits, ESI and company medical benefits.

II. LITERATURE REVIEW

Business growth introduction society is increasingly advanced and increases the competitive advantage of every company organization. Companies are expected to increase their productivity so that they can compete with each other nationally and international, and continue to follow the dynamics of changes that occur in society in order to continue to exist in the current market (Mohammadi, &Sharifzadeh, 2017; Aydogan, E. and Arslan, 2021).

Human Resources (HR) is the most important component in a company or organization to run the business it does. Organization must have a goal to be achieved by the organizational members (Niati et al., 2021). Development is a change towards improvement. Changes towards improvement require the mobilization of all human resources and reason to realize what is aspired (Shah et al, 2020).

Most HR managers reconfigure human resource practices and policies in order to empower employees to achieve better satisfaction, employee engagement, and organizational culture which are important for organizations to be able to continue their business in line with the times (Aggarwal, et.al, 2020).

Human Resources Management (HRM) is the process of acquiring, training, compensating employees and of attending to their labor relations, health and safety, and fairness concerns (Dessler, 2017).

2.1 OBJECTIVES OF STUDY

- To understand HR policy of HR solution.
- To analyze employees perception towards HR policy of HR solution.
- To determine how the HR policy have its impact on employees satisfaction.
- To suggest measures to improve HR policy of HR solution.

2.2 HYPOTHESIS OF PROJECT

- Human Resource Policies provided by the organization of employees works as an agent for the growth of employees and also motivates the employees to perform well i.e. employee performance and satisfaction is the valuable outcome of sound of HR Policies of the organization.
- The various HR Policies in HR Insta Ltd. makes the employees enthusiastic towards work.
- There is a positive relationship between HR policy and employee satisfaction at HR solution.

III. RESEARCH METHODOLOGY

Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation. It covers the planning and execution of HRM research projects, from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results.

DATA COLLECTION

Researcher has also gathered secondary data which have already been collected and analyzed by someone else. He got variousinformationfromjournals,historical documents, magazines and reports prepared by the other researchers.Forthepresentpieceofresearchtheinvestigatorhasusedthefollowingmethods:

Primary data:
1. Questionaire
2. Personal interview.

Secondary data:
1. Company website
2. Journals , magazines.

SAMPLESIZE

Here, researcher has taken 30as the sample size.

Significance of Study

In this method a Significance of Study is sent to the HR Manager concerned with are quest to answer the questions and return the questionnaire. The questionnaire consisted of a number of questions printed or typed in a definite order. The HR Manager has to answer the questions on their own. The researcher has chosen this method of data collection due to low cost incurred, it is free from bias of the interviewer and respondent have adequate time.

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## IV. DATA ANALYSIS AND INTERPRETATION

RECRUITMENT AND SELECTION

Are you satisfied with the external recruitment sources performed in your organization
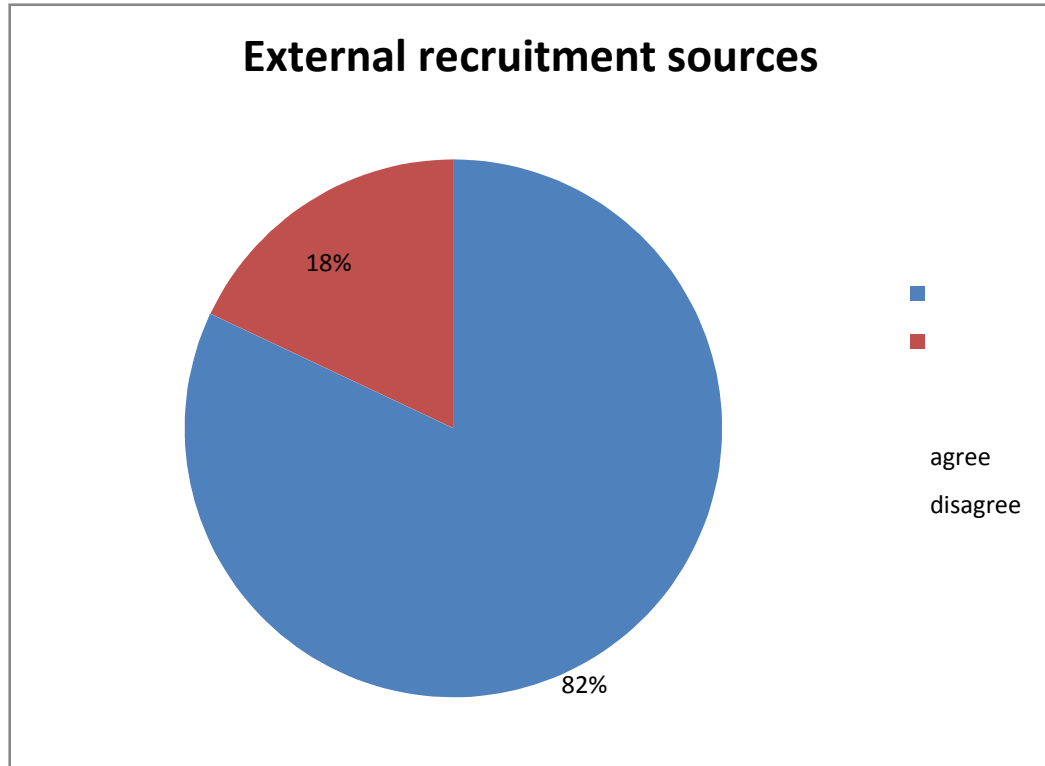

INTERPRETATION: Regarding external recruitment sources 82% employees are satisfied or agree whereas 18% are not satisfied which is performed in the organization. Therefore, the employees are satisfied by recruitment process.

Are you satisfied with them monetary reward given on bringing a candidate on board
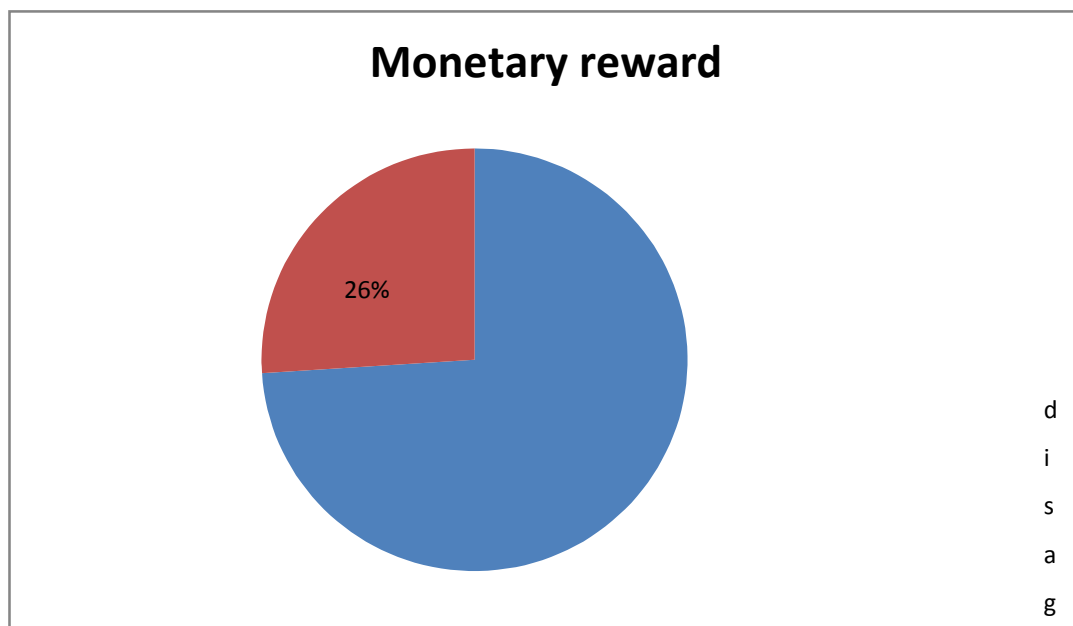
INTERPRETATION: Regarding monetary reward given on bringing on board 74% of employees are satisfied and 26% are not satisfied

Are you satisfied with the background checks conduct for employees.
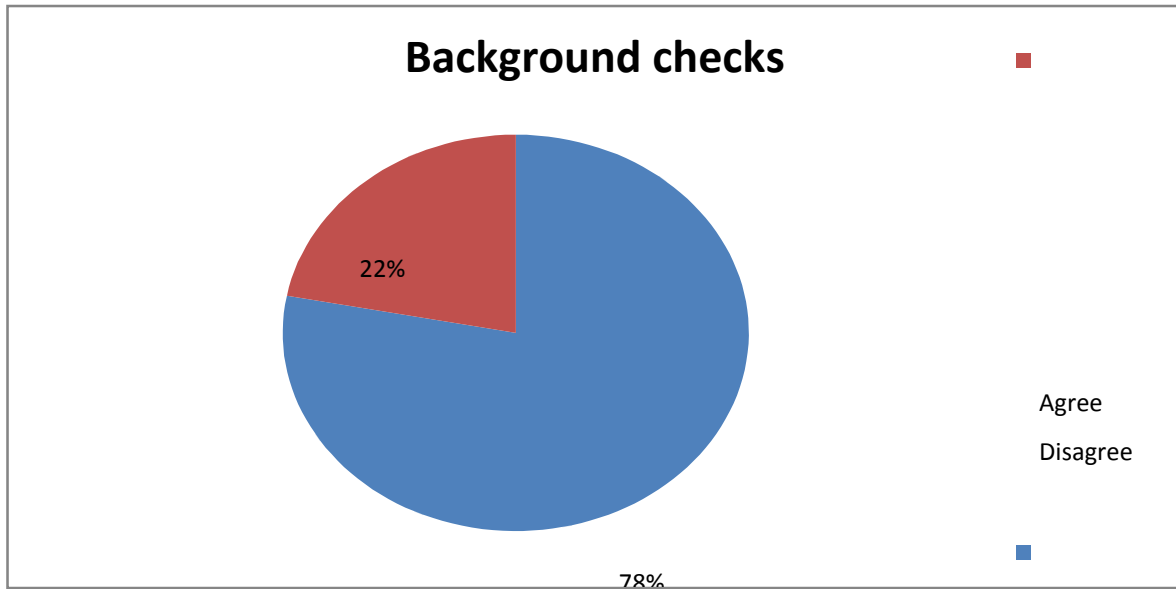
INTERPRETATION: Regarding background checks which is conduct for employees 78% employees are satisfied whereas 22% employees are not satisfied
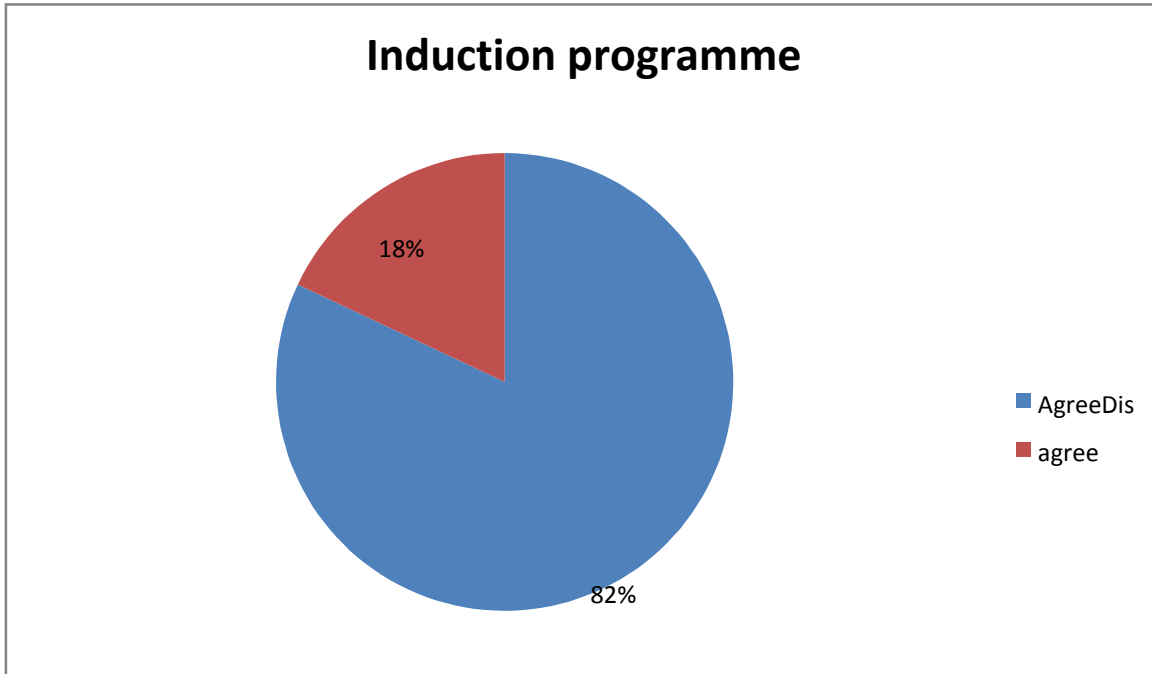
Are you satisfied with the monetary limits given to you for the expenses?
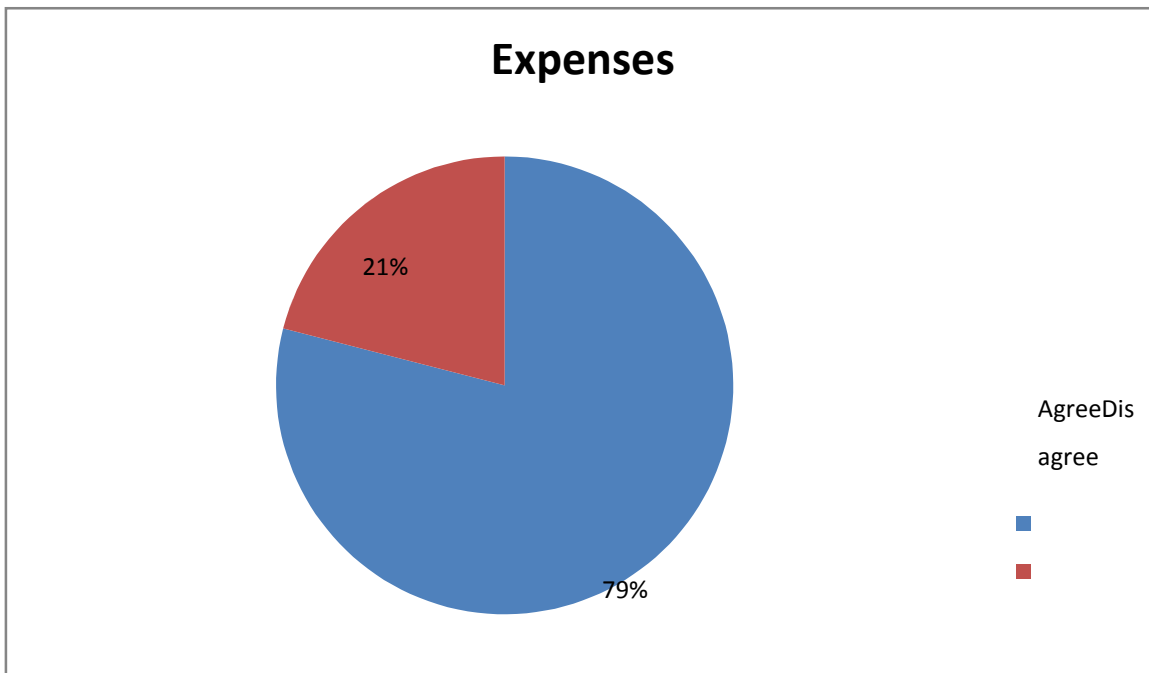
INTERPRETATION: Regarding monetary limits provided to employees for their expenses 79% of the employees are satisfied and 21% of the employees are not satisfied
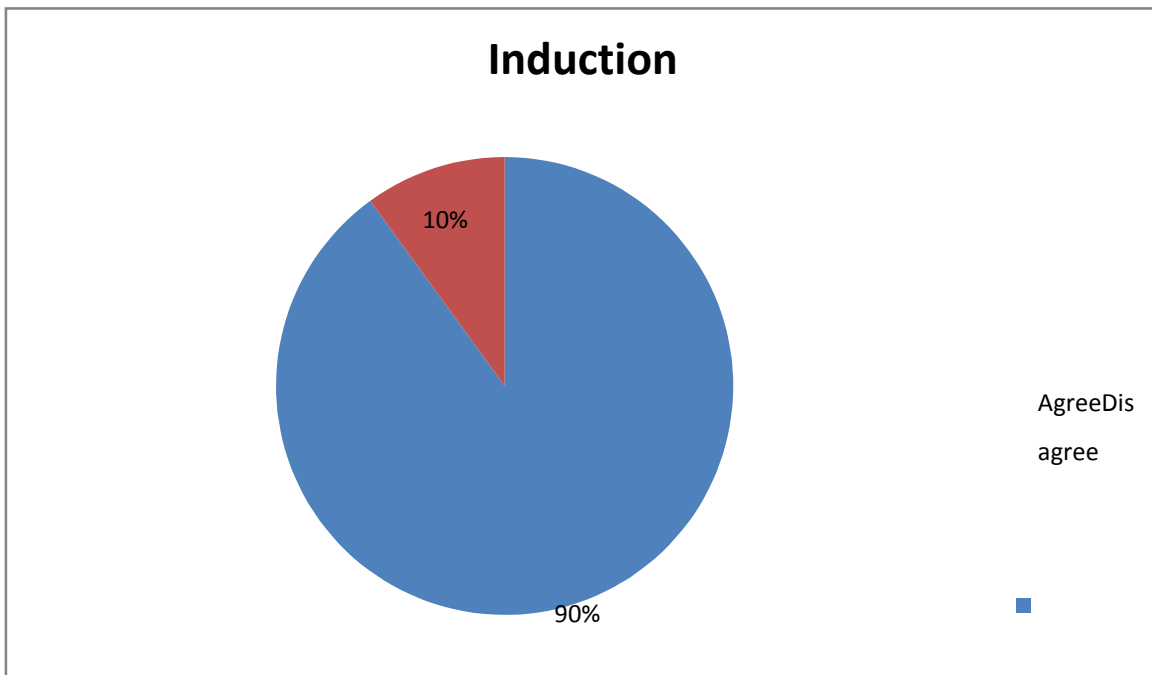
INDUCTION

The induction programme of your organization is in formal type.

INTERPRETATION: Regarding induction programme which is conducted in the organization, 82% of the employees are satisfied whereas 18% of the employees are not satisfied

The induction of your organization covers organizational structure and policies.

INTERPRETATION: Regarding induction of organization,90% of the employees are satisfied and 10% of the employees are not satisfied. It means that most of the employees are benefited.

TRAINING AND DEVELPOMENT
For Employee performance is the training need analyzed in your organization
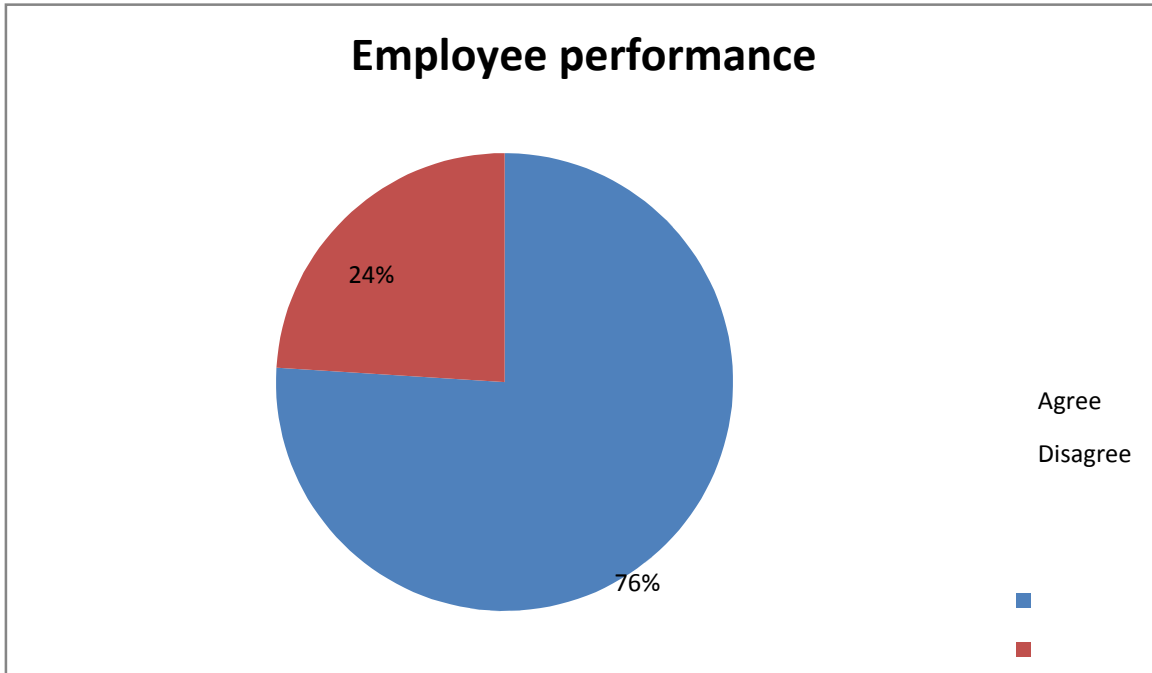
INTERPRETATION: Regarding employee performance, 76% of employees are satisfied whereas 24% of employees are not satisfied. It means that most of the employees get affected from this ev
AreyousatisfiedwiththeClassroommethodadoptedbyyourorganizationtotraintheemployees?
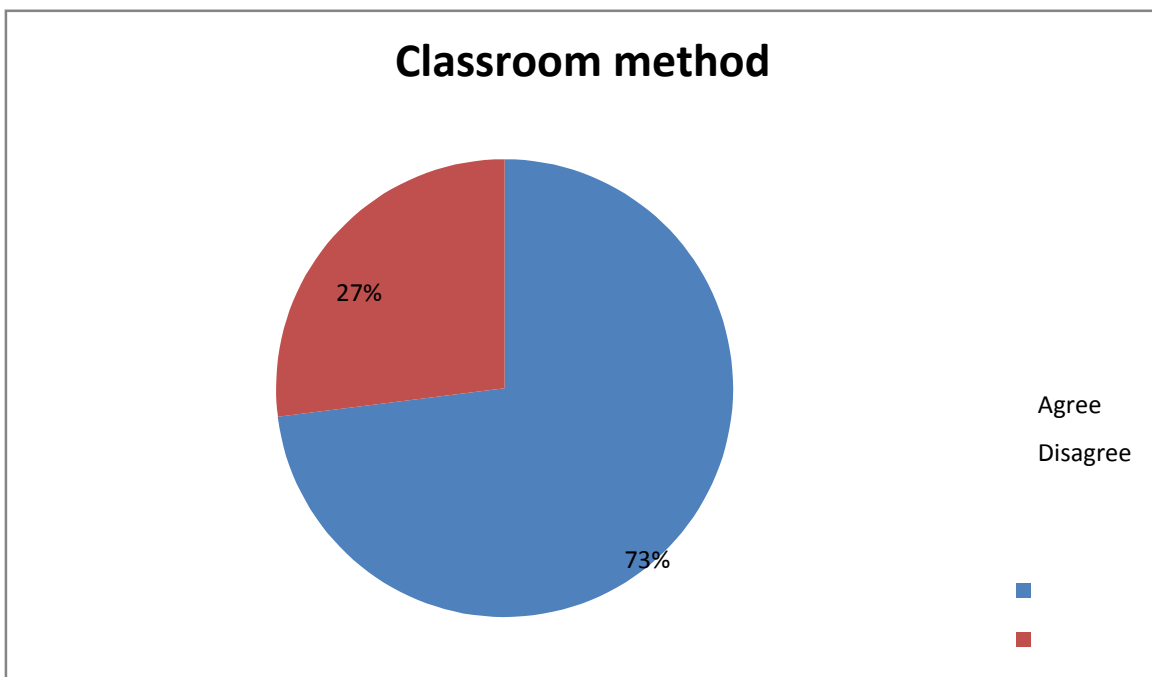
INTERPRETATION: Regarding Classroom method, 73% of the employees are satisfied whereas 27% of the employees are not satisfied. It means most of the employees get affected but some of the employees want training and development programmes to train employees

PERFORMANCE APPRAISAL
Are you satisfied with the Balanced Scorecard method?

Balance scorecard method
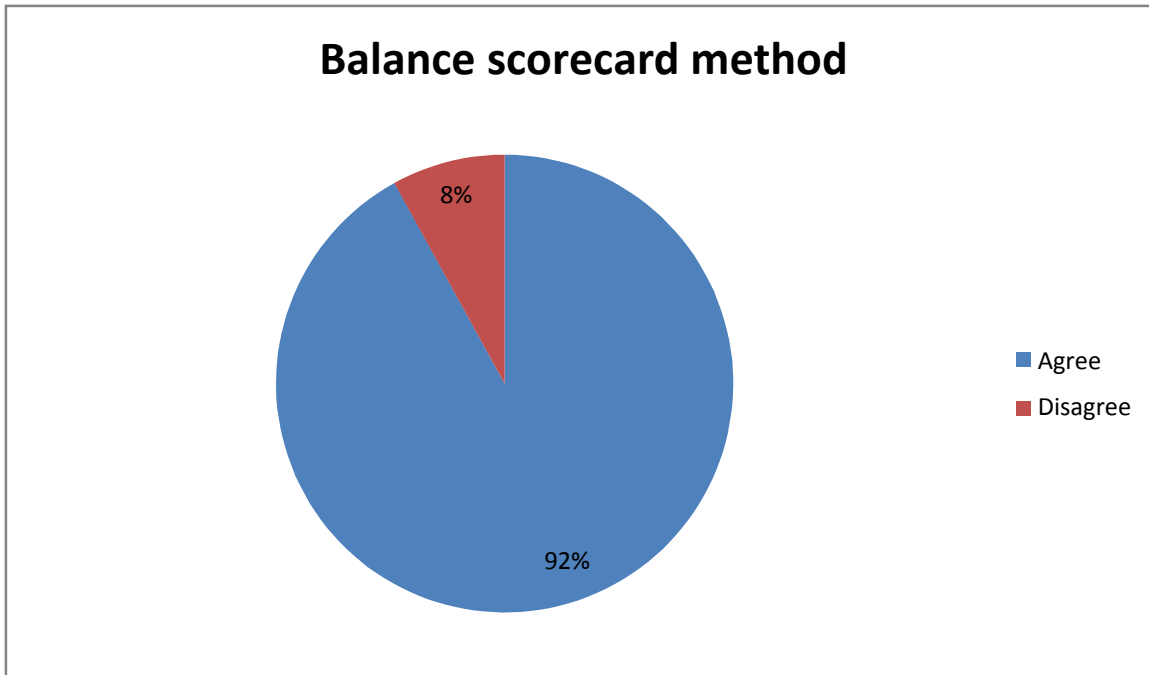
INTERPRETATION: Regarding Balance scorecard method,92%oftheemployees are satisfied whereas only 8% of the employees are not satisfied. Itmeansthatmostoftheemployeesarebenefitedfromthisevaluationmethod
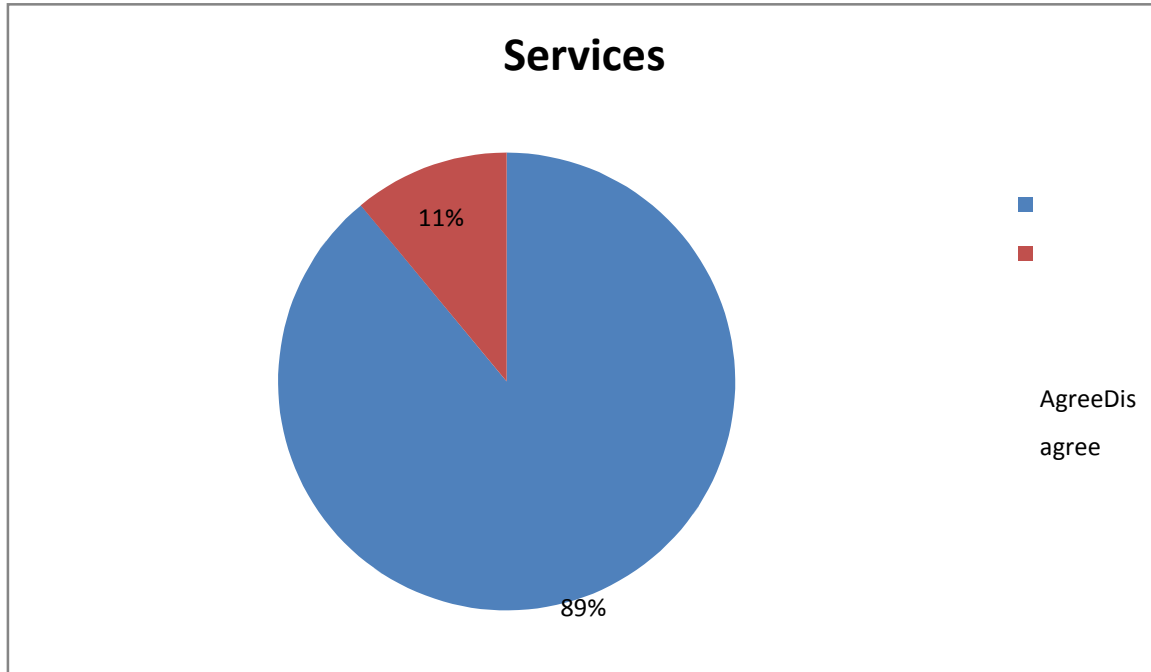Are you satisfied with the feedback given to you by organization?

Feedback
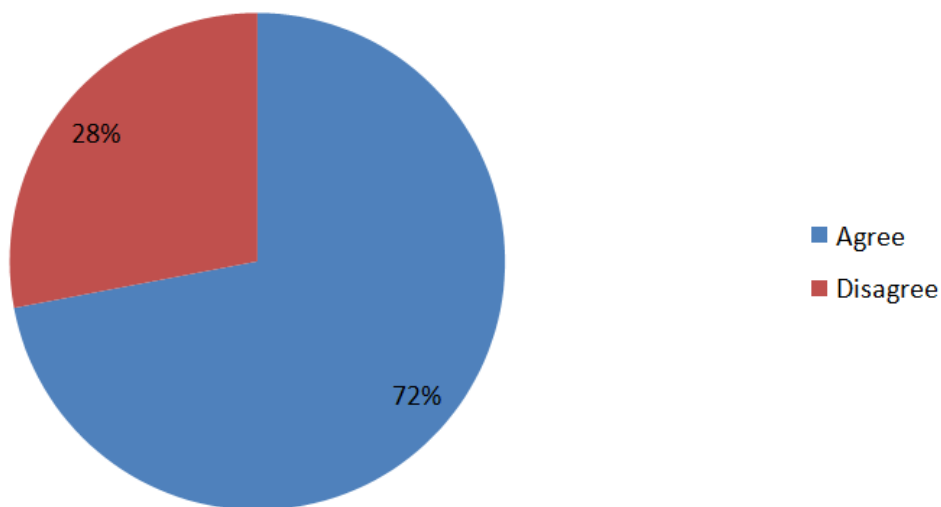
INTERPRETATION: Regarding feedback 72% of the employees are satisfied whereas 28% of the employees are not satisfied. It means that some of the employees get benefited but some are not

MEDICLAIM POLICY
Are you satisfied with the services covered under Mediclaim policy?

INTERPRETATION: Regarding services provided under Mediclaim policy, 89% of the employees are satisfied and 11% of the employees are not satisfied

V. CONCLUSION

Study shows that

- The Policy of the company provides facilities for all round growth of individuals by training in-house and outside the organization, reorientation, lateral mobility and self-development through self-motivation.
- The Policy grooms every individual to realize his potential in all facets while contributing to attain higher organizational and personal goals.
- The Policy builds teams and foster team-work as the primary instrument in all activities.
- The Policy implements equitable, scientific and objective system of rewards, incentives and control.
- The Policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale.
- The employees agree on the part of their performance that they know what is expected from them.
- The employees understand how their work goals relate to company's goals.

REFERENCES

[1]. The Organization should conduct Psychometric tests for employees.
[2]. The Training should be mandatory for all level of employees.
[3]. The Departments should develop constructive attitude towards each other.
[4]. The company should give the appropriate recognition for the contributions and accomplishments made by employees. A flexible reward system should be adopted by organization to improve employee motivation.