



A Study on Employee Perception About Human Resource Policies

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ABSTRACT :

HR policies are vital and required in a company to organize the employee structure and increase the productivity of the employees. The human resources are passed on to the staff or communicating the basis values and practices of the organization. The policies are well return and drafted keeping in mind the well being of the employees. HR policies include many determinants which motivate the employees and further the company gets profit out it. It is almost impossible today to pick up a newspaper of news-magazine without finding a reference to HR policies. In this search these for improved productivity, manager and executives a like are discovering the important contribution of HR policy. HR policies entail the design of work system that enhance of working life experiences of organizational members, thereby improving commitment to and motivation for achieving organizational goals. Employee perception about HR policies was carried out among 240 employees of an organization. Descriptive research was used it was found that, over all HR policies should be improved further more for increasing organizational effectiveness.

Key words: perception of employees, employees relationship

INTRODUCTION :

Human resource policies are continuing guidelines on the approach of which an organization intends to adopt in managing its people. They represent specific guidelines to HR managers on various matters concerning employment and state the intent of the organization on aspect of human resource management such as,

- Recruitment
- Promotion
- Compensation
- Training
- Selection

They therefore serve as a reference point when human resources management practices are being developed are when decision being made about an organization work force.

A good HR policy provides generalized guidance on the approach adopted by the organization, and therefore its employees, concerning various aspects of employment. A procedure spells out precisely what action should be taken in line with the policies.

Each organization as a different set of circumstance and so develops an individual set of human resource policies. The location an organization operates in will also dictate the content of their policies.

Human resource policies are systems of codified decisions, established by an organization, to support administrative personnel functions, performance management, employee relations and resource planning each company as a different set of circumstance, and so develop an individual set of human resource policies.

Human resource policies provide an organization with mechanism to manager is by staying up to date with current trends in employment standards and legislation. The policies must be framed in manner that the companies vision and the human resource helping the company to achieve it or work towards it are at all levels benefited and at same time not deviated from the main objective.

REVIEW OF LITERATURE :

SAINI (2012) investigated the impact of strategic HRM practices on organizational performance of insurance companies in Nigeria. He also examined whether the effectiveness of strategic HRM practices on organizational performance was contingent on organizations' work place climate. Study results suggested that strategic HRM alignment, line management training, career planning system and job definition were the key strategic HR practices that

influenced organizational performance in the Nigerian insurance industry. Results also suggested that the relationship between strategic HRM practices and organizational performance in the Nigerian insurance industry was moderately influenced by organizational climate.

BHATI MONIKA (2018) In this paper we examine the employees perception regarding effectiveness of various organizational HR policies that affect their organizational identification. A random sample size of 200 employees was selected to participate in data collection. Data collected from two automotive industries situated in India (Delhi, NCR). Data analyzed using linear regression analysis and it was founded in the absence of job security and competence the positive impact of other policies also become ineffective.

AYANDA (2012) conducted a study on the innovative HRM practices in Nigerian banking sector. the effect of innovative HRM practices on the financial performance of bank in Nigeria was examined in the study. Results indicated that strategic integration and development of HRM where practices to a moderate extend in the Nigerian banking sector. Findings also showed that innovative HRM practices as represented by innovative HRM alignment, documented HRM strategies committee membership, line management development and line management training as significance positive effect on firms financial performance. The study also recommended that organisation should pay more attention to the implementation of innovative HRM practices with a view to improving the degree of there impact on firms financial performance.

SHUKLA, SHALINI (2014) Globalisation and deregulation forces of sweepings across the globe and reshaping economies profoundly. These changes are imposing new challenges for business organisation, especially for government sector to deliver best value in hyper competitive environment. In india, service sector as growing share in the GDP, where financial institutions, especially banks are the detachable part of Indian service industries. On the other hand high employee turnover is the creeping problem of banking sector and imposing a hard challenge of talent retention. Thus, presents study seeks to focus on issue of employee retention in public as well private sector banks. Public sector banks have been compared with there private sector counter parts on the basis of there employee retention policies.

OBJECTIVES OF THE STUDY:

- ❖ To study the demographic profile of employee's an organization.
- ❖ To analyze the perception of employees on safety and health measures.
- ❖ To study in employee's opinion on training and development programs.
- ❖ To know the perception of employees about leave and grievance policy.
- ❖ To help organization by providing valuable suggestions.

METHODOLOGY OF STUDY:

The research design adopted is qualitative. Secondary data were collected from various sources such as articles and websites for this study.

HR POLICIES :

Hr policies are an essential framework that every company needs to ensure smooth functioning. These policies are the guiding factor that tells the company and the employees how to work and conduct themselves to ensure a safe and secure working environment for all.

- Gratuity policy
- Leave policy
- Paternity and maternity leave policy

GRATUITY POLICY :

The gratuity policy is a way for companies to appreciate the services provided by their employees towards the company. The gratuity policy applies to all employees who have provided more than 5 years of continuous service to the organisation.

The company is liable to pay a one-time payment as gratuity payout to employees who are either being laid off or resigning, but have provided 5 years or more of continuous service. This is vital to keeping employees happy and engaged. Moreover, companies are legally bound, as per The Payment of Gratuity Act, 1972, to pay gratuity to their employees.

LEAVE POLICY :

As per requirement, every company should have a good leave policy to provide a clear picture of the leaves they would be entitled to take in a year. The policy should include a proper bifurcation of the leaves into paid leaves, sick leaves or casual leaves etc. It must also mention public holidays.

HR policies in India 2022 should also provide provision for unpaid leaves along with detailed rules on the salary cut on late arrivals and half days. According to The Factories Act, 1948, employees are entitled to get paid holidays every week as well as get paid for any extra work they did beyond their work hours.

PATERNITY AND MATERNITY LEAVE POLICY :

Every company with more than 10 employees is required by law to provide maternity leave benefits to women employees as per The Maternity Benefits (Amendment) Act, 2017. Any woman who has worked with the company for 80 days is entitled to receive the benefits.

According to the act, a pregnant working woman is eligible to get a minimum of 26 weeks of paid leave for the first 2 children and a subsequent 12 weeks of unpaid leave.

As of now, there is no law on paternity bills for private company employees. The central government employees are entitled to get paternity leave of 15 days to take care of their wife and surviving child. There is a proposed paternity benefits bill, 2017, which is still pending government authorisation.

CONCLUSION

Employees' perception of HR policies in the organization plays major role in their engagement in work, motivation towards work, satisfaction. This study focuses on studying employee perception on HR policies. Also this study focuses on studying gratuity, maternity, leave policies and how an employee perceives those policies and its impact on organization's wellness. From this study, employee perception of HR policies can be understood which will help organization on development of HR policies.

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