Human resource policies and its impact on performance: A Study on Hyderabad industrial Ltd

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ABSTRACT

Human resource pillories are regarded as formal communication that are focused upon the way, in which employers treat the employees. In order to carry out various task functions, they need to organized meetings, exchange ideas and suggestion, share viewpoint and work in coordination with each other. It is apparent that member need to form good terms and relationship with each other. The existing study aims of this research is to the HR policies implemented in the company and its impact on performance of employees. A total of 100 executive and employee were studied by organized Questionaries. The data were analyse using SPSS software. It is the descriptive analysis of primary data. From the study it is concluded that overall, the respondents are satisfied with human resource policies by the organization.

INTRODUCTION:

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.

It will permit decisions to be made in similar situations without repeating the reasons and expensive analysis required initially to state the policy. Policies help managers at various levels to act with confidence without the need of consulting the superiors every time. This will also ensure promptness of action.

The starting point in all managerial relationships with employees is the managerial policies. It incorporates the philosophy of the top management. The human resource philosophy of DLF, for instance, is stated as the management of people begins with ideas, implicit or explicit, as to the purpose, goals, and intentions in their employment. On the basis of such objectives, policies outline the courses to be followed.

REVIEW OF LITERATURE:

U.Suphawadee et al, 2015, The Performance Appraisal was an important instruments for human resource development the same as Education as well as Training. It was significant in the raise as well as the promotion rather than being used as an instrument for staff development truly. For the performance appraisal of Secondary School Teachers, under jurisdiction of Local Administrative Organization in feedback consisted of 2 factors including: feedback for those who were evaluated, and the feedback for school.

Boipono.M et. al, 2014, Performance Management System enabled the majority of public servants to plan, monitor and account for their performance organization culture affected implementation of PMS negatively as some of the leaders did not understand the system and thus were not able to guide their subordinates towads realizing the goal of the system.

Imran. M, 2014 , Performance Appraisal system has a clear sense of path, honest and meaningful feedback. There should be instant and honest strengthening and give a chance to employees to contribute in set the goals and standards for performance management. The purpose of appraisal

system to allow for nonstop communication between management and teachers about job performance and as increased the organizational performance.

Nadeem. M et.al,2014, Performance refers to the well-organized planning, achievement and accomplishment of the given task.It not only focuses on the achievement of goals but also the ways how the goals are achieved. Performance shows both behavior and achievement. It depends on variety of questions and multidimensionalideas.in school organization, performance is not only about efficiency butalso about behaviors acts to achieve the goals.

Nyongesa.P et.al,2014,The performance appraisal system is meant to enhance the performance of teachers by integrating an individual's goal with those of the organization. It entails objective setting,self appraisal and feedback on performance evaluation itself. The purpose of any appraisal system is to enhance the performance of employees in an organization. Despite the TSC having an appraisal system for the purpose,performance in secendory school in bungoma county remains poor.

METHODOLOGY:

Objectives:

- To Maintain compessation records of employees along with wage structure,timelyraises, benefits, etc.

- To understand and take into account the strengths and weaknesses Of each employee.

- To provide constructive feedback to employees based on their performance during a cycle.

- To influence workplace habits of employees positively by establishing A great company culture.

RESEARCH METHODOLOGY:

This study is conducted thought primary data. A structure questionary was created on the basis of that data was collected from 100 employee. Various tools like Tabular analysis, Pic chart, Chi square Test of Normality and Reliability and T-test analysis etc were uses. All of the analysis was done by SPSS software.

HYPOTHESIS:

H1: - Employee are satisfied with the HR policies.
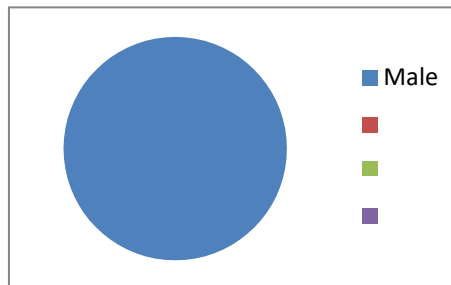
H2: - HR policies have impact on employee performance.

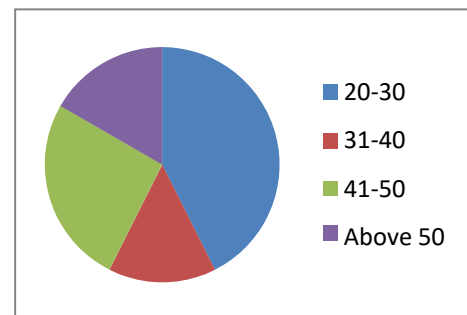## DEMOGRAPHIC DETAILS OF RESPONDENTS:

Any study is incomplete without a detailed outline of demographic profile of respondents. Keeping in mind this fact, an effort has been made to seek background information of respondents.
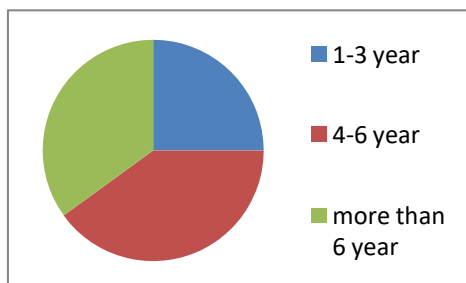
Frequencies:

Gender   **Age**

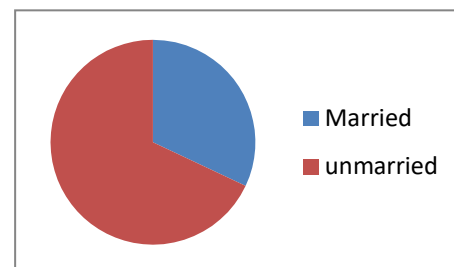**Experience**   **Marital status**

The demographic details collected from respondents have been presented in the form of various graphs. The graphs indication there is a majority of Male in the company. There are no Females whereas there are 100% Males.

It can also be see that the maximum number of employees in the company Above 50 and least number of employees belong to age group, 50 and above. There are 25 employees who belong to the age group of 20-30, 8 in 31-40, 9 in 50 and above.

Most of the employee in the company has experience of 1-3,-6 and 6 or more, and 25% employees

has the experience of 1-3year and 35 has employees in more 6 year.

Most of the 32% employees are married and 68% employees are unmarried in the company.

CROSS TABULATION

**Gender * Age
Crosstabulation**

	Age				Total
	20-30	**31-40**	**41-50**	**Above 50**	
Gender Male3 Total	30 1	9	20	40	99 1 100

**Gender * Experience
Crosstabulation**

	Experience			Total
	1-3	**4-6**	**6 or more**	
Gender Male3 Total	30 1	9	60	99 1 100

 The cross analysis above is for two categories variables, gender and age. From the table we can see that most

of the malein the company belong to the age group of Above 50.

 Organization has maintained the good combination of experience and gender. From the table we can see

that most of theemployee have experience of up to 4-6 and other senior employee have experience of more 6

year.

DESCRIPTIVE STATISTICS:

	N	Mean	Std. Deviation	Skewness		Kurtosis		Rank
	Statistic	Statistic	Statistic	Statistic	Std.Error	Statistic	Std.Error	
Company has HRP	100	1.24	.429	1.236	.241	-.482	.478	3
Opinoin regarding HRP of company.	100	2.07	.769	-.121	.241	-1.287	.478	8
Authority to Frame HRP in organisation	100	2.48	1.114	.074	.241	-1.342	.478	9
HRP of the company are cominicated clearly	100	1.85	.892	.999	.241	.835	.478	2
HRP are update Frequently	100	2.13	.884	.995	.241	1.350	.478	1
Employee opinion are taken while framing HRP	100	2.12	1.057	.594	.241	-.634	.478	4
HRP have positive impact on employee performance	100	2.34	1.183	.392	.241	-.837	.478	6
HRP do not lead to waste of time.	100	2.90	1.117	-.068	.241	-.978	.478	7
HRP are effective and meaningful	100	3.27	1.278	-.286	.241	-.807	.478	5

In the table mean, standard deviation, skewness, and kurtosis was found, and on the basis of all these the final rank wasgives.

Mean is the average of data set. Stander deviation is a statistic that measure the dispersion of a dataset relative to its mean andis calculated as the square root of the variance. Skewness refers to a distortion or asymmetry that deviates from the symmetrical bell curve, or normal distribution, is a set of data. If the curve is shifted to the left or to the right, it is said to be skewed. Kurtosis is measure of the combination weight of a distribution's tails relative to the center of the distribution.

According to the organizations human resource policies are frequently updateding and their policies are also communicated clearly to their employees which can be benefiting for the organizations. Employees also the employees feel that the human policies help in reducing the waste of time. Thus, the employees in the organization also differs from their different opinions on the human resource policies which are in their organization.

T-TEST ANALYSIS:
Group Statistics

	Gender	N	Mean	Std. Deviation	td. Error Mean
Clear communication of H.R Policies	Male	57	1.93	.923	.122
H.R policies are updated regularly	Male	57	2.19	.895	.119
Opinion taken while farming H.R policies	Male	57	2.12	1.087	.144
Impact of H.R policies on performance	Male	57	2.37	1.219	.162
Human resources policies do not lead to waste of time	Male	57	2.86	1.231	.163
Human resources policies of the company are effective and meaningful	Male	57	3.23	1.323	.175

According to the table there are 100 respondents. The mean table shows that highest mean is 3.31 for the statement 'humanresource polices of company are effective and meaningful'. Standard deviation for opinions of male is 1.323.

Standard error mean shows that .191 human resource policies effective and meaningful. Overall, the mean score suggests thatopinions are quite negative. However, there is not much variation in standard deviation and standard mean error.

Independent Samples Test

		Test for Equality of Variances		for Equality of Means
		F	Sig	t
Clear communication of H.R Policies	Equal variances assumed Equal variances not assumed	.293	.590	1.195 1.214
H.R. policies are updated regularly	Equal variances assumed Equal variances not assumed	.392	.533	.941 .945
Opinion taken while farming H.R policies?	Equal variances assumed Equal variances not assumed	1.189	.278	.241 .244
Impact of H. R. polices on performance	Equal variances assumed Equal variances not assumed	.234	.629	.443 .449
Human resouce policies do not lead to waste of time	Equal variances assumed Equal variances not assumed	1.124	.292	-.287 -.291
Human resource policies of the company are effective and meaningful	Equal variances assumed Equal variances not assumed	.355	.553	-.311 -.314

According to the table that Equal variances assumed highest frequency is 1.189 farming human resourcce policies and highest significant is 0.590 and highest Equality of Means is 1.195. The significant values as depicted in above table are less than 0.05 stating that the association between the variables in not much significant.

Independent Sample Test

		t –test for Equality of Means		
		df	Sig.(2-tailed)	Mean Difference
Clear communication of H. R. Policies	Equal variances assumed	97	.235	.216
	Equal variances not assumed	92.932	.228	.216
H. R. Policies are updated regularly	Equal variances assumed	97	.349	.169
	Equal variances not assumed	89.919	.347	.169
Opinion of employees taken while framing H. R. Policies	Equal variances assumed	97	.810	.051
	Equal variances not assumed	92.362	.808	.051
Impact of H. R. Policies on performance	Equal variances assumed	97	.658	.107
	Equal variances not assumed	92.061	.655	.107
Human resouce policies do not lead to waste of time.	Equal variances assumed	97	.775	-.069
	Equal variances not assumed	92.944	.772	-.069
Human resource policies of the company are effective and meaningful	Equal variances assumed	97	.757	-.081
	Equal variances not assumed	91.522	.754	-.081

According to the table we can see that highest df is 92.944 and significant 2-tailed is Equal variances assumed.810 and Equal variances not assumed .808 is mean difference for the variable 'human resource policies of your company are communicated to you clearly'. Equal variances assumed .216 and Equal variances not assumed .216. The significant values as depicted in above table are less than 0.05 stating that the association between the variables in not much significant.

MAJOR FINDINGS:

➢ Out of 100% employee that the 100% male employees working in the company.

➢ In the organisation the mostly respondendts are 23% of employee are age between 30-35.

➢ Responds are strongly agree that 37% of employees with the company have effective performance appraisal.

➢ Respondents are strongly agree with the employees are satisfied with overall job security in the organisation,top management providing safeguard to their staffs in hazardous situation.

➢ Respondents are agree with in the organisation people are always working in team and solve problems,managers,provide me with timely feedback about employee work.

➢ Respondents are strongly agree with the communication in most important for healthy organisation,trust is important factor for the good organisation.

➢ Respondents are strongly disagree with manager share decision making power with employees.

➢ In the organisation the mostly employees are strongly influential the factor mostly affrct on performance appraisal.

➢ In the organisation the maximum employees are strongly uninfluential that the leadership factor is affect the performance appraisal.

RECOMMENDATIONS:

• The organization should provide reward to employees.

• Organization provide to the employees make transparency A priority and give employees flecibility.

• Organization arrange the celebrate team wins.

• The organization provide the prioritize timely and respectful feedback.

• The manager are communicate effectively with employees.

CONCLUSION:

According to the study, it is concluded that HR policies followed by the company and the measure undertaken by the organization for employee satisfaction are quite satisfactory. The HR policies of the company provide facilities for all round growth of individual by training and self-motivation through self-motivation. However, more steps should be taken in future to make it more effective.

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