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A STUDY ON HR PRACTICE FOLLOWED BY MECHANICAL WORKS PVT. LTD AT SOUTH GUJARAT REGION

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1. Introduction

HR practices are the mean through which your human resources personnel can development the leadership of your staff. This occurs through the practices of developing extensive training courses and motivational programs, such as devising systems to direct and assist management in performing on going performance appraisals.

2. Review Of Literature

Hustled (02 Dec 2019) “The Impact of Human Resource Management Practices on Turnover, Productivity, And Corporate Financial Performance” carried on a study to comprehensively evaluated the links between systems High Performance Work Practices and firm performance. The data was directly collected from the source of study and also collected by questionnaire. The sample size is 968 respondents. Descriptive method is used. At last they concluded can be accepted with any confidence. The very large theoretical literature in the fields of human resources management based on the premise that fit makes a difference cries out for more work in this area, and the primary import of the current findings for more work in this area, and the primary import of the current findings may in fact be to call attention to this important line of the research.

Samira HASSAN (January 2016) “Impact of HRM Practices on Employee’s Performance” carried on a study to determine the impact of HRM practices on employee’s performance in the Textile industry of Pakistan. Random sampling technique was used to collect data for this research study.. The data was directly collected from the source of study and also collected by questionnaire. The sample size is 68 respondents. Random sampling technique is used. At last they concluded revealed a significant relationship between Human Resource Management (HRM) practices (Compensation, Career Planning, Performance Appraisal, Training, and Employee Involvement) and employee’s performance. The study revealed that employee’s performance can be increased by giving employees an opportunity to make effective decisions. Training and employee involvement play a positive role in increasing employee’s performance (Munjuri, 2011). The research conducted by Singh (2004) indicates a positive relationship between HRM Practices and employee’s performance.

S.Kavitha and Dr.P.Gurusamy and Dr. P.R.Kousalya (April 2016) “Green Human Resource Management: Policies and Practice” Carried on a study Provide with a basic understanding of green HRM to the readers, on green HRM by other workers and Elaborate on various green practices that can be incorporated for building a Green workplace. Attempts to suggest some green initiatives for HR. The data was directly collected from the source of study and also collected by questionnaire. The sample size is above 100 respondents. Survey method used. At last concluded the future of Green HRM appears promising for all the stakeholders of HRM, be it the employers, employees, practitioners, or academicians. We propose that GHRM has substantial scope for research in management field but lacks behind in practice within academic arena; hence, there is a need to bridge the gap between professional GHRM practices and preaches in research and teaching environmental management. Studies that observe the overall impact of GHRM systems rather than individual practices would be particularly helpful in this respect.

Dr. V.M. Anitharajathi and K. Divya (April 2016) Human Resource: Employee’s Perception Towards HR Policies in Information Technology (IT) Companies carried on a study To help the organization to attain its goals. The data was directly collected from the source of study and also collected by questionnaire. The sample size is above 100 respondents. Survey method used. At last concluded the companies should determine that the employees area unit considerably involved regarding the various problems cropping up within the country and that their area unit considerably willing to work for the company, if the company provides good policies and strategies. Employees will command a better worth if they will enhance the policy and provide additional facilities by providing cab, higher functions, improved work environment, dynamic pays. Thus, companies should try to

find these types of excellent policies and provide their employees those policies. **Nongmaithem Robindro Singh (2016) The Impact of Human Resource Management Practice on Organizational Performance – A Study on Debre Brehan University** Carried on a study The purpose of this paper is to examine the impact of human resource management (HRM) practices on organizational performance. The data was directly collected from the source of study and also collected by questionnaire. The sample size is above 58 respondents. Descriptive method used. At last concluded This study has an addition to earlier research efforts in understanding the relationship between organizational performance and HRM practices. The study provides new dimensions in the research of management by opening a debate on the importance of HRM practices in organizational performance. **Deepika R and Dr. Karpagam V (2016) A study on green HRM practices in an organisation** carried on study The paper largely focuses on the various green HRM practices and the relationship between corporate social responsibility and the green human resource management. The data was directly collected from the source of study and also collected by questionnaire. The sample size is above 100 respondents. Descriptive method used. At last concluded The green HR policies and practices involved in environment, social and economic balance (Yusliza, Ramayah & Othman, 2015) The future of green human resource management has scope for research in management field and bridge gap between professional green human resource management and research in environmental management. The studies reveals that overall involvement of human resource management rather than individual practices will help most in respect.

3. RESEARCH OBJECTIVE:

- To know the HR practices followed by the company.
- To analyse satisfaction level of employee followed in the company.
- To know employees perception towards HR practices followed by the company.

4. RESEARCH METHODOLOGY:

The research methodology chapter presents the data of the study, sample size, sampling unit, research design and instrument of the data collection as well as limitation of the study. The research design is used in the project is “descriptive research design”. In the project sample size of the respondents are taken 40 respondents from Navsari region. In the project, the primary data has been collected by HR staff through the questionnaire and survey and the secondary data are collected through book and internet. The study was conducted from December 2021- January 2022 by the filling the survey form. Non- probability convenience were used in analysing the data. To examine the data SPSS and Excel was used to study the data.

5. FINDING OF THE STUDY

- **CHI-SQUARE**

❖ **GENDER- Do employees aware with HR policies Implementation in the company.**

Chi – square			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi- Square	.414a	2	.813
Likelihood Ratio	.752	2	.687
Linear-by-Linear Association	.173	1	.677
N of valid cases	44		

H0: there is no association between gender and employees aware HR Policies in the company.

H1: there is association between gender and employees aware HR policies in the company

It has been observed that there is significance no relationship between gender and awareness of HR polices. Because significant test value is 0.813 which is greater than 0.005. hence it is null hypothesis is accepted.

❖ **AGE- Employees receive appropriate compensation.**

Chi- square			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi- Square	7.217a	9	.615
Likelihood Ratio	9.443	9	.397
Linear-by-Linear Association	2.881	1	.090
N of valid cases	44		

H0: there is no association between age and employees compensation.

H1: there is association between age and employees compensation.

It has been observed that there is significance no relationship between age and employees compensation. Because significant test value is 0.615 which is greater than 0.005. hence it is null hypothesis is accepted.

❖ **TOTAL EXPERIENCE - training impact on employees productivity**

Chi-square			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi- Square	9.673a	9	.378
Likelihood Ratio	8.471	9	.487
Linear-by-Linear Association	.591	1	.442
N of valid cases	44		

H0: there is no association between experience and employees training.

H1: there is association between experience and employees training.

It has been observed that there is a significance no relationship between experience and employees training value is 0.378 which is greater than 0.005. hence it is null hypothesis is accepted.

6. CONCLUSION

Current study is descriptive and it has concluded that HR practice followed by the company that measures are undertaken by the organization for employee satisfaction. It is also found that employees are satisfied with the HR practice and maximum number of employee is satisfied with the facilities provided to them. All the importance and work, responsibilities are given to the employee and they are satisfied with it. Therefore employee are also gives importance with their respective works.

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