



A Study on Employee's Perception of Organizational HR Practices and its Culture

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DOI: <https://doi.org/10.55248/gengpi.2022.3.6.43>

ABSTRACT:

An organization or association's Human Resources (HR) division is generally answerable for making, placing into impact, and managing arrangements overseeing laborers and the relationship of the association with its employees. Association working society is going to characterize the worker discernment about the association and HR Practices. In the present circumstance, numerous associations are centering to establish representative well-disposed climate and working conditions. Because of the awful Culture, hostile HR practices, and Covid - 19 circumstances numerous representatives are finding employment elsewhere or they are changing their workplace from one association to another association and it's additionally someplace turning into the pattern of the representatives in the association. The company needs to understand the needs and wants of the employee so that once the employee has the job satisfaction that they require through monetary aspects or growth aspects then they can fully devote themselves towards the growth of the company. HR Department plays a major in this particular segment as they can help the employees in many ways. HR can help the employee's growth through various training and development programs as well as giving them a creative workplace. HR needs to do all the tasks along with a touch of sympathy or empathy. There are a lot of areas that the HR department as well as the organization as a whole can look into and improve. The study conducted which such a small sample size was very helpful to understand the perception of the employee in a more elaborate manner.

Keywords: Employee Perception, Organizational Culture, Human Resources, Training and Development, Human Resource Practices

INTRODUCTION

Human resource management (HRM) is the act of selecting, recruiting, conveying, and dealing with an association's employees. HRM is frequently alluded to just as human resources (HR). An organization or association's HR division is generally answerable for making, placing into impact, and managing arrangements overseeing laborers and the relationship of the association with its employees. The term human resources were first utilized in the mid-1900s, and afterward more generally during the 1960s, to depict individuals who work for the association, in total.

HRM is representative management with an accentuation on those employees as resources of the business. In this specific situation, employees are once in a while alluded to as human capital. Similarly, as with other business resources, the goal is to make effective use of employees, reducing risk and maximizing return on investment (ROI). It focuses on taking advantage of the human resources that are at the removal of the association and upgrades the exhibition of employees to accomplish the association's targets. HRM guarantees the consistent and successful use of approaches and cycles in the business. HRM is there to keep the harmony between worker needs and fulfillment and an association's benefit and capacity to arrive at its destinations.

OBJECTIVES OF THE STUDY

1. To study the HRM practices in an organization.
2. To analyze the ethical and cultural context of the Organization.
3. To study the existing culture of the organization and its impact on employees' behavior.
4. To know the employee's and employers' relationship in the Organization.
5. To analyze the external environmental context of the Organization.

SCOPE OF THE STUDY

The scope of the study is vast; the study aims to understand the HR practices and culture of many companies like Cyborg Education Technology, Taj Hotels, IFFCO, TCS, Hunger Box, Novolutions, and many others. The main purpose of the study is to focus on the HR Practices and culture of the companies and learn about those HR Practices and culture in the Organization. The organization must provide and give good HR policies and set an employee-friendly environment in the Organization.

RESEARCH METHODOLOGY

The research design of this study was a descriptive survey research design. This research design used a survey questionnaire instrument for data collection. This research design was suitable for the study as it allowed for the collection of data that was cross-sectional. The research design allowed for data collection at one point in time enabling the research to collate and analyze data within a given timeframe. With the help of the survey, responses are collected from the public which has been put into the investigation. The proper reactions will be arranged into yes or no answers while others will be established on a Five-point Likert scale. A sample size of 62 has been undertaken in the study through the non-sporadic probability sampling method. A review was shared online. Finally, the data assembled were poured down and accumulated to get data, closures, and propositions.

The data will be accumulated by using a survey so the data will be as rate and the graphical construction. The goal was 62 responses and it has been cultivated without any problem. The survey that will be used will contain the close-by completed requests and the data that will be accumulated will be researched by using an item like MS Excel (2016) which makes the result more accurate. Microsoft Excel has been extensively used in arranging data for critical, unsurprising, and clear data delineations.

An examination on the point "A STUDY ON EMPLOYEE PERCEPTION ABOUT ORGANIZATION HR PRACTICES AND IT'S CULTURE" was coordinated and delivered to people, in general, to research the worker's impression of the HR rehearses in their association.

The respondent's experience was utilized to gather data. The specific region was chosen for the investigation, and an aggregate of 62 individuals Responded. The data has been recorded; no notice of status or religion was thought of. A straightforward rate investigation is utilized to compute the level of fulfillment levels from the complete number of respondents. Nuances of the section like age, sexual orientation, and training level were thought. The data was characterized in a rundown of abundance assumptions, tables were produced and the recurrence was resolved.

Descriptive Statistics have been used for analyzing the data collected through the surveys from the 62 respondents. At the point when the data was figured out in Microsoft Excel, particular experiences were driven on the crucial section nuances like sexual direction, age, sex, conjugal status, instructive capability, and significant variables identified with the subject.

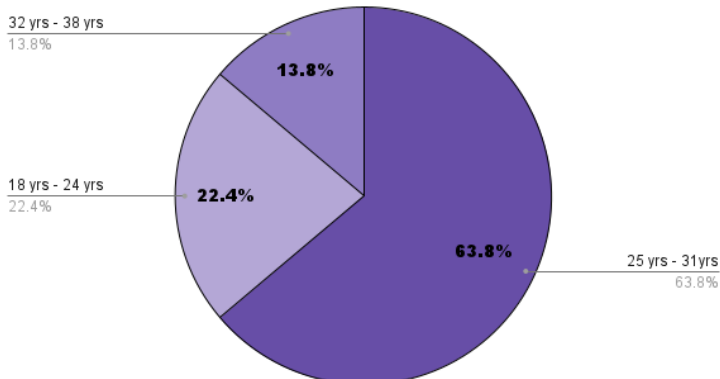
DATA ANALYSIS & INTERPRETATION

1. Respondent Profiling

The profiling has been done based on Age, Gender, Qualification

Age

AGE

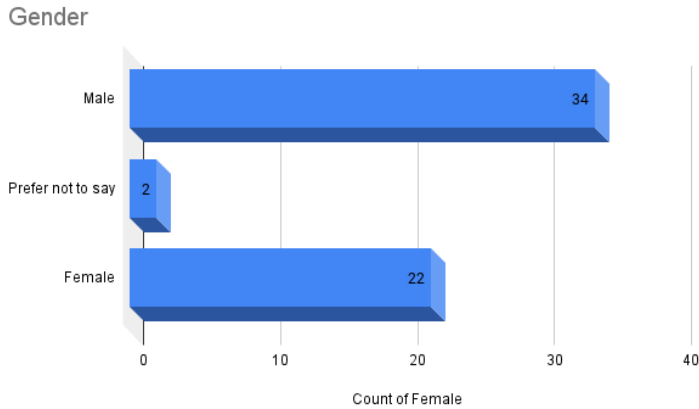


Analysis: From the above graph we can see that

- 11 responded in the age group 32 yrs – 38 yrs which constitutes 17.7%
- 14 responded in the age group 18 yrs – 24 yrs which constitutes 22.6%
- 37 responded in the age group 25 yrs – 31 yrs which constitutes 59.7%

Interpretation: Age group of 25 yrs – 31 yrs preferred to give online feedback more than other age groups.

Gender

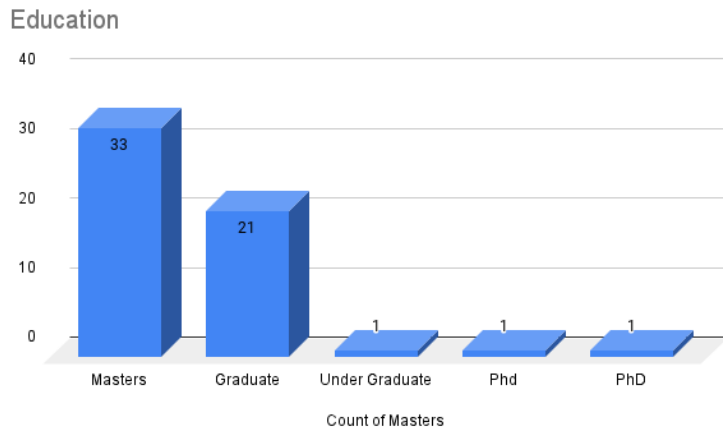


Analysis: From the above graph we can see that

- 2 responded as Prefer not to say which constitutes 3.2%
- 26 responded as Female which constitutes 41.9%
- 34 responded as Male which constitutes 54.8%

Interpretation: Male employees preferred to give online feedback more than Female employees.

Highest Qualification



Analysis: From the above graph we can see that

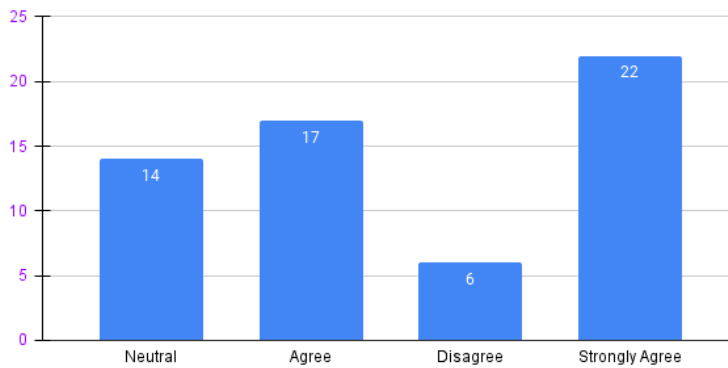
- 1 responded with Undergraduate which constitutes 1.6%
- 2 responded with Ph.D. which constitutes 3.2%
- 21 responded with Graduate which constitutes 34.4%
- 37 responded with a master’s degree which constitutes 60.7%

Interpretation: More than half of the respondents had a master’s as their highest qualification and the rest half were Graduates.

Effectiveness of the Employee Program

For the welfare of the employees, the Human Resource Department has been launching various programs. However, the perception of the employees towards their effectiveness is quite different.

Count of employee perception on program launched by HR in the last 6 months have achieved its objective?



Analysis: From the above graph we can see that

- 9 responded with Disagree which constitutes 14.5%
- 14 responded with Neutral which constitutes 22.6%
- 17 responded with Agree which constitutes 27.4%
- 22 responded with Strongly Agree which constitutes 35.5%

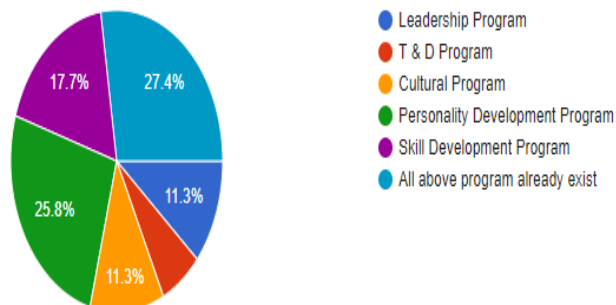
Interpretation: The majority strongly agrees that the entire employee program launched by HR in the last 6 months has achieved its objective.

Employee Program Preference

Various programs can be launched in an organization for the development of Human resources. The following figure displays the preferences of the employees towards these programs.

Which of the following employee program needs to be launched in your company?

62 responses



Analysis: From the above graph we can see that

- 4 responded with T&D Program which constitutes 6.5%
- 7 responded with Leadership Program which constitutes 11.3%
- 7 responded with Cultural Program which constitutes 11.3%
- 11 responded with Skill Development which constitutes 17.7%
- 16 responded with Personality Development Program which constitutes 25.8%
- 17 responded with All of the above which constitutes 27.4%

Interpretation: The majority would prefer to have all the programs that were mentioned in the question but few of them would like to prefer to have personality and skill development programs.

Opportunities for Growth

One of the vital motivational factors for any employee in an organization is individual growth opportunities. Through the survey, the researcher tried to analyze the perception of the respondent towards the availability of the growth opportunities at the company level.

Analysis: From the above graph we can see that

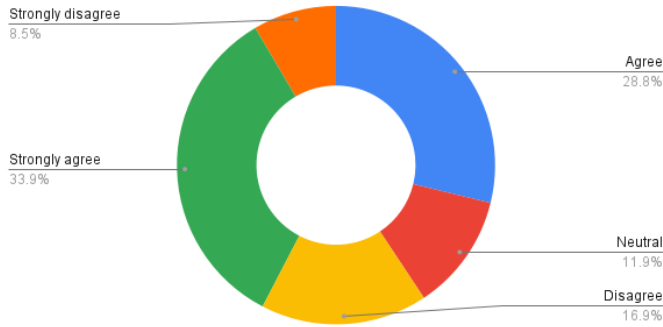
- 11 responded with Neutral which constitutes 17.7%
- 12 responded with Disagree which constitutes 19.4%
- 15 responded with Agree which constitutes 24.2%
- 24 responded with Strongly Agree which constitutes 38.7%

Interpretation: The majority strongly agrees or agrees that their company had adequate growth opportunities.

Remuneration System

As per various motivational models, the financial incentives are considered the Hygiene factors which is a must for any organization. For the employees to continue with an organization, it turns out to be evident that they need to be satisfied with the remuneration system.

Count of The wages and salary system in your company is satisfactory ?



Analysis: From the above graph we can see that

- 5 responded with Strongly Disagree which constitutes 8.5%
- 7 responded with Neutral which constitutes 11.9%
- 13 responded with Disagree which constitutes 16.9%
- 17 responded with Agree which constitutes 28.8%
- 20 responded with Strongly Agree which constitutes 33.9%

Interpretation: The majority strongly agrees or agrees that their company has adequate growth opportunities.

Employee-Employer Relationship

An amiable environment is something that helps an employee to enhance their efforts and helps them to attain individual as well as organizational objectives. Through the survey, the respondents shared their opinion about this relationship.

Analysis: From the above graph we can see that

- 6 responded with Poor which constitutes 9.8%
- 8 responded with Good of the company which constitutes 13.1%
- 12 responded with an Average which constitutes 19.7%
- 12 responded with Very Good which constitutes 19.7%
- 23 responded with Excellent which constitutes 37.7%

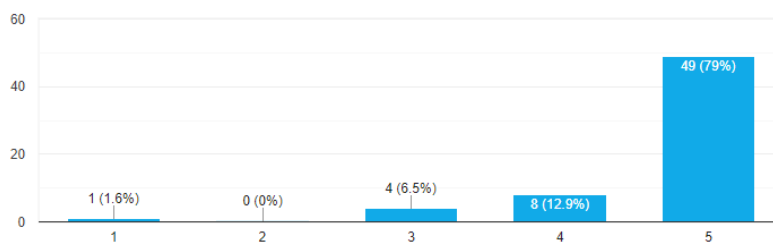
Interpretation: The majority have a magnificent Employer and Employee relationship in the company, whereas more than 28% think there is scope for improvement.

Performance-based Rewards

Rewards act as a catalyst for the performance of human resources. All the employees expect that they need to be rewarded as per their performance which is being queried through the survey of the respondents.

Reward should be given on the basis of performance?

62 responses



Analysis: From the above graph we can see that

- 1 responded with Strongly Disagree which constitutes 17.7%
- 4 responded with Neutral which constitutes 19.4%
- 8 responded with Agree which constitutes 24.2%
- 49 responded with Strongly Agree which constitutes 38.7%

Interpretation: The Preponderance strongly believes that Reward should be given based on Performance.

Impact of cordial relationship on the Organizational growth

Employee relations are critical to the success of engagement or performance programmes. Employee performance is influenced by positive relationships with peers and leaders. As a result, employee relations involve the construction of a working environment that encourages employees toward the organization's goals.

Analysis: From the above graph we can see that

- 3 responded with Strongly Disagree which constitutes 4.8%
- 59 responded with Neutral which constitutes 95.2%

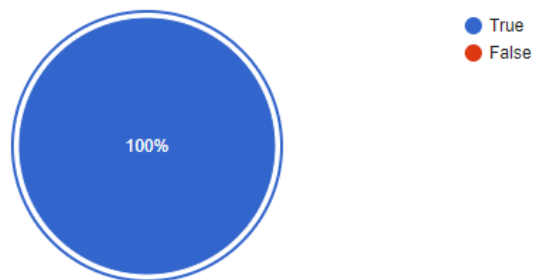
Interpretation: The Preponderance strongly believes that maintaining a good relationship in the company promotes the growth of the company.

Dependence of Cultural context on Company's environment

Cultural considerations have a large impact on business. Employees are best managed based on their beliefs and priorities, which are influenced by culture. It also has an influence on the marketing, sales, and distribution functions. It can have an impact on a company's research and choice on how to best join a new market.

Cultural context is dependent upon the companies internal and external environment?

61 responses



Analysis: From the above graph we can see that

- 61 responded with True which constitutes 100%

Interpretation: All the respondents strongly believe that Cultural context is dependent upon the company's internal and external environment.

Impact of Reinforcement on Employee Productivity

Reinforcement is regarded as the most effective method of inspiring employees to perform better in firms. Employees are encouraged to perform better since they know they will be rewarded if they exhibit each desirable behaviour.

Analysis: From the above graph we can see that

- 62 responded with Neutral which constitutes 100%

Interpretation: All the respondents strongly feel that providing rewards and recognition to the employees increases the productivity of the company.

Findings

- HR Practices are accepted as the major factor that impacts the employee's performance by 70.5%
- 83.9% of the respondents agree that Salary is the most important factor for job satisfaction.
- The internal factor that affects the company's performance is Company policies and strategy which are trusted by 81.7% of the respondents.
- The external factor on the other hand that affects the company's performance is Competitor's Strategy is supported by 78.7% of respondents.
- Almost all the respondents believe that compensation like bonuses, Allowances, Incentives, and perks helps a lot to improve the employee's motivation.
- 79% of respondents also trust that rewards should be given based on performance.

- 100% of the respondents feel that providing rewards and recognition to the employees increases the productivity of the company.
- The reasons given by the respondents for the low or poor performance in the company are due to lack of knowledge, lack of skills, lack of training, and Lack of experience.

Conclusion

Respondents perceive that the factors that play an impact on the employee's performance are the HR Practices of an organization, corporate relationships, and Organizational Culture. While responding to one question asked to them the respondents on average gave an answer which shows that the wages and the salary system in the company are not satisfactory. The factors that play a key role in job satisfaction are Salary, Company Policies, strategy, and Competitor strategy. One way that the respondents think that employee motivation can be improved is through bonuses, Allowances, Incentives, and Perks. Compensations that would benefit the overall growth of the company.

All the respondents have confidence that the cultural context is dependent upon the company's internal and external environment and that providing rewards and recognition to the employees increases the productivity of the company. The reason for the poor performance in the company is the lack of knowledge, skills, training, and experience.

Suggestion

The company needs to understand the needs and wants of the employee so that once the employee has the job satisfaction that they require through monetary aspects or growth aspects then they can fully devote themselves towards the growth of the company. HR Department plays a major role in this segment as they can help the employees in many ways. HR can help the employee's growth through various training and development programs as well as giving them a creative workplace. HR needs to do all the tasks along with a touch of sympathy or empathy.

There are a lot of areas that the HR department as well as the organization as a whole can look into and improve. The study conducted which such a small sample size was very helpful to understand the perception of the employee in a more elaborate manner.

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