



The Impact of Human Resource Management on Awareness Employee in Organisation

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ABSTRACT

A clear organizational vision and a code of values benefits organizations, especially in times of change. A strong vision provides a powerful picture of a compelling future state. This can excite and inspire employees. Values are the principles that guide an organization. They provide a set of beliefs that guide employee behavior. There are many terms associated with an organization's vision and values. Organizations often say they have a vision when in reality it is a mission. To clarify terminology, here are definitions of various words used. Image of desired future Fascinating enough to encourage change. "Where we want to be "Objectives of the organization "What we want to achieve

KEY WORDS: Organization, Vision, Mission, Values

INTRODUCTION

Mission Statement:

This is what your company really does. It should be short and easy to remember. Many companies misunderstand this and use fancy words that say nothing. Also, your Mission Statement should be specific enough so that people understand what you do and how you differ from your competitors.

Vision Statement:

This is what your company aspires to be. This can be very different from the company (mission statement). A properly crafted mission statement can help drive decisions and goals within an organization. Here's an example of a good vision statement:

Core values:

Core values support the vision, shape the culture, and reflect the values of the organization. They are your company's principles, beliefs, or value philosophies. Attempt Limit core status to 5.

Beyond that, employees find it difficult to remember.

Goal Setting

the goal many companies take over Goals and key results (OKRs) from Google Goal setting methodology. The process begins with setting overall goals. Your goals should ideally align with your

vision statement. Goals should be high-level, but not too vague. For example, don't say things like "build the best product ever" or "build a better website".

REVIEW OF LITERATURE

Organizational theory has evolved from a purely scientific investigation of organizations to a more applied and pragmatic approach that helps people better understand and solve problems and seize new opportunities (Daft, 2007). Essentially, organizational theory is a means of understanding and analyzing organizations in ways that go much deeper than pure validation, based on their design and behavior. In our increasingly complex environment, organizations face very different challenges than in the past, so the structures that shape organizational theory are also evolving (Daft, 2007).

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RESEARCH METHODOLOGY

To measure the effectiveness of training and development programs within an organization, the survey here is conducted among employees using well-designed and focused questionnaires. It was developed after an in-depth study of staff training programs and associated key outcome areas. Data on employee responses are collected and various statistical tools are applied to draw conclusions about the effectiveness of training and development programs.

RESEARCH DESIGN

A study design is the design of conditions for data collection and analysis aimed at combining relevance to research objectives and cost-effectiveness in the process. In fact, research design is the conceptual structure in which research is conducted, forming the blueprint for data collection, measurement and analysis. You have to be able to clearly define what you want to measure and find the right way to measure it. You should also have a well-defined definition of the population you want to study. The aim is to obtain complete and accurate information in the studies mentioned, so the procedures used should be carefully planned. Survey design should provide adequate protection against bias and maximize reliability while considering the economic conduct of the survey approach.

METHODS OF DATA COLLECTION

Data collection:

The survey collected both primary and secondary data to obtain respondents' feedback on developments across the organization.

Primary data:

Primary data is the data collected for the first time by an investigator. In this study, primary data were collected using a questionnaire method.

Secondary data:

Secondary data is data that already exists. They refer to data already collected and analyzed by someone else. Information on company profiles, number of respondents within the company, etc. are secondary data obtained in this survey.

UNIVERSE

Descriptive Research:

Includes different types of research and surveys. The main purpose of descriptive research is to describe the current situation. The main feature of this method is that the researchers cannot control the variables. He can only report what happened and what happened.

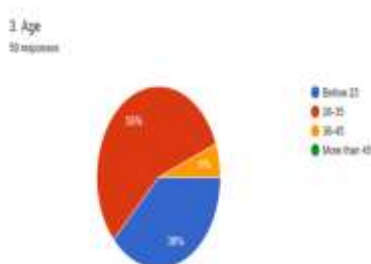
Population and sample size:

Part of a subset of the population or set of units provided by a process. It is usually done by deliberate selection intended to examine characteristics of the current population or set. The sample size is 63.

DATA ANALYSIS AND FINDINGS

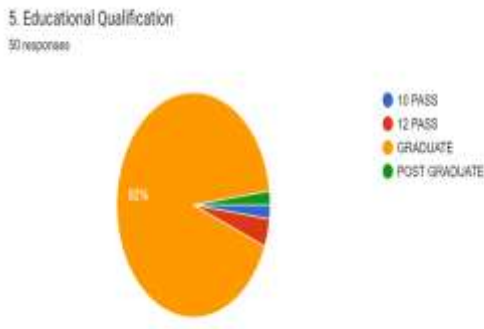
45% of the respondents lies in 21- 30 years category and 41% of the respondents lies in 31-40 years category and 12% of t respondents lies in above 40 years category and 2% of the respondents lies in below 20years category and in the organization.

Table :2 Showing the age of the responded working in the



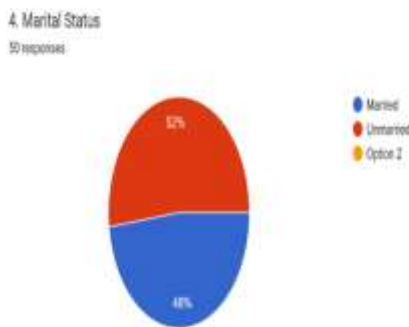
respondents lies in above 40 years category and 2% of the respondents lies in below 20years category and in the organization

SHOWING EDUCATION QUALIFICATION



48% of the respondents are post graduates, 27% of the respondents are professional degree holders, 23% of the respondents are under graduates and 2% of the respondents are diploma holders working in the organization and none of them holds 12 PASS.

SHOWING MARITAL STATUS



Out of 60 respondents 65% of the respondents are married and 35% of the respondents are unmarried in the organization.

FINDINGS

Most of the staff are PG graduates working in the organization and they know themselves well company mission statement. Everyone in the organization says the company's vision is achievable.

All employees of the company know Company vision and value catalog 95% of people in your organization have a positive opinion of your company's vision. 55.5% of employees fully agree that the company's vision makes them proud, and 39.6% of employees.

Employees are vision makes them proud, with 4.9% of employees neither agreeing nor disagreeing with the company's vision, and no employee disagreeing with the company's vision.

67% of employees agree with Vision & Value 2% of employees are inspired and driven to do their best and completely disagree with this statement. 25.4% of employees understand the company's vision through management training.

His 20.7% of employees understand Company vision through HR workshop program provided by management. 16.8% of employees understand the company's vision through all the above factors, and 16% of employees understand the company's vision through internal meetings.

Fifty-four percent of employees say that providing quality products, value-added services, ethical practices, and more are important to delighting customers. 24.3% of employees said that providing customers with quality products is enough to keep them satisfied. 11.1% of employees.

CONCLUSION

A mission statement is a statement of intent for a company or organization. It can be a temporary or long-term statement of strategic goals. They should be more than a list of buzzwords and business terms. Also, the dictation should not be stiff and boring. A good mission statement states what they do and points to the culture needed to achieve that goal. The purpose of the statement is to convey that of your organization

Why are you an employee, board member, stakeholder or community member? A mission statement, every business needs one, but many businesses, both new and existing, can struggle to create one. Many small organizations have them in the heads of their owners or entrepreneurs

But they are more effective when they are written, communicated and understood.

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