



A Study on Effectiveness of HR Policies in Teleapps

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ABSTRACT

The goal of the paper is to research about the evaluation of HR policies in the Teleapps India Pvt Ltd and to identify the effectiveness of the HR policies among its employees. And to identify the perception of individual employees about their own organization's HR policies. To identify the area of improvement in HR policies, to determine which hr policies contribute to employee retention. To identify the employee satisfaction with HR policies. To identify how the organization value its members. To know about the organizational climate and culture.

KEYWORDS: HR policies, effectiveness, employees

INTRODUCTION

The goal of the paper is to research about the evaluation of HR policies in the Teleapps India Pvt Ltd and to identify the effectiveness of the HR policies among its employees. Certainly! Here's an introduction for your study on the effectiveness of HR policies. In the contemporary landscape of organizational management, Human Resources (HR) policies play a pivotal role in shaping workplace culture, fostering employee engagement, and ensuring compliance with legal and ethical standards. Effective HR policies serve as guiding principles that govern various aspects of employee-employer relationships, encompassing areas such as recruitment, performance management, compensation, training and development, and employee benefits. They serve not only to establish clear expectations and standards but also to safeguard the rights and well-being of employees while promoting organizational objectives.

The aim of this study is to examine the effectiveness of HR policies within Teleapps. By conducting a comprehensive analysis, we seek to gain insights into the strengths and weaknesses of existing HR policies, identify areas for improvement, and ultimately enhance the employee experience and organizational effectiveness. Through a combination of quantitative surveys and qualitative interviews, we will delve into employees' perceptions, experiences, and suggestions regarding HR policies. This study will not only provide valuable feedback to HR practitioners and organizational leaders but also contribute to the broader discourse on best practices in HR policy development and implementation.

REVIEW OF LITERATURE

T. Suhasini and Dr. K. Kalpana (2018) The study reveals that relevance of HRM policy studies to the organizations. However, the urgency for new studies on the HRM was highlighted, since some policies, despite their strategic nature for organizations, are still little investigated. This is the case for recruitment and selection and evaluation of performance and skills, as well as studies relating HRM policies to other variables of organizational behavior and the effort to construct and validate measurement instruments.

Bulbul Kar, Dr Biswadeep Mishra (2016) integrated set of planned and intended strategies, policies and practices for managing people in an organization; and HRM practices as the activities actually implemented and experienced by employees, and that can be objectively verified. The authors emphasize the integration that must exist between HR management practices and the internal and external contingencies of the organization.

V.Siva Kumar (2015) This study describes that the high level of policies increases the growth of the organization and acts as a retention strategy.

NP Myilswamy, Dr.R. Gayatri (2014) According to their research "A study on Due to the difficulty of evaluating the integration of human resources policies and practices (LEPAK et al, 2006), this research proposes not only to evaluate PPHR as a single construct, but also the relation of each dimension – or subsystem – on organizational citizenship behaviours, seeking to identify which policy has a greater or lesser impact on the worker's behaviour. Thus, the six dimensions analyzed are: recruitment and selection; involvement; training and development; work conditions; performance and competency assessment; and remuneration and incentives.

METHODOLOGY

In this study based on both primary and secondary data. The primary data were collected from the employees of Teleapps PVT LTD, thousand lights, chennai-600064 using well-defined and well-framed questionnaire. Snowball sampling method was used for selecting sample respondents. 64 respondents were selected for the present study. The secondary data were collected from various books, journals, research articles, magazines, and websites. Primary Objectives to study on effectiveness of HR policies in Teleapps. Secondary objectives is to study and identify the perception of HR Policies among its employees. To identify the relationship between HR polices on employee retention. To identify the employee's level of satisfaction with HR policies of the company. Need of study is to increase and improve the performance of the employees and to know about the cost efficiency and To ensure legal compliance with HR policies. Scope of study is to to examine the HR policies to identify its employee perception, to know how the organization value its employees and to know about the work life balance of the employees. Limitation of study the size of the sample was relatively small-64 participants. A larger sample would likely upgrade the reliability of the research.

ANALYSIS

DESCRIPTIVE STATISTICS:

1. PERCENTAGE ANALYSIS:

factor		frequency	Percentage
1. gender	Male	39	60.9%
	Female	25	39.1%
2. age	20-25	59	92.2%
	26-30	5	7.8%
3. Department	Human Resources	4	6.3%
	Finance	12	18.8%
	IT	48	75.0%
4. clarity of HR policies and procedures	Very clear	8	12.5%
	Clear	46	71.9%
	Neutral	10	15.6%
5. Identifying the best HR policy	Leave policy	39	60.9%
	Working hours policy	19	29.7%
	Compensation policy	6	9.4%
6. The overall effectiveness of the HR policies	Very effective	3	4.7%
	Effective	55	85.9%
	Neutral	6	9.4%

CHISQUARE

To find the relationship between Gender and satisfaction level of HR policies.

H0(null hypothesis): there is no relationship between Gender and satisfaction level of HR policies.

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Test Statistics		
	Gender	The overall effectiveness of the HR policies
Chi-Square	3.063a	62.094b
Df	1	2
Asymp. Sig.	.080	.000
a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 32.0.		
b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 21.3.		

The significant value 0.000 is less than the table significant value ($0.000 < 0.05$).

H0 is rejected and H1 is accepted

Thus there is a relationship between Gender and satisfaction level of HR policies.

CORRELATION

To find the relationship between effectiveness of the HR policies are in addressing employee needs and concerns and Rating of the clarity of HR policies and procedures

H0(null hypothesis): there is no relationship between effectiveness of the HR policies are in addressing employee needs and concerns and Rating of the clarity of HR policies and procedures

H1(alternative hypothesis): there is a relationship between effectiveness of the HR policies are in addressing employee needs and concerns and Rating of the clarity of HR policies and procedures

Correlations			
		effectiveness of the HR policies are in addressing employee needs and concerns	Rating of the clarity of HR policies and procedures
Do you think HR policies are in addressing employee need sand concerns	Pearson Correlation	1	.483**
	Sig. (2-tailed)		.000
	N	64	64
HowwouldyouratetheclarityofHRpoliciesandprocedure	Pearson Correlation	.483**	1
	Sig. (2-tailed)	.000	
	N	64	64
**. Correlation is significant at the 0.01 level (2-tailed).			

The significant value 0.000 is less than the table significant value ($0.000 < 0.05$).

H0 is rejected and H1 is accepted

Therefore, there is a relationship between effectiveness of the HR policies are in addressing employee needs and concerns and Rating of the clarity of HR policies and procedures

FINDINGS

From the above table that it is interpreted that 60.9% are male and 39.9% are female. Majority are male with 39 respondents, it is interpreted that 92.9% are of age between 20-25 and 7.8% are of 26-30 age. thus the majority of the people are an age of 20-25, it is interpreted that 6.3% are from HR department, 18.8% are from finance department 75% are from IT department, it is interpreted that 12.5% says that the clarity of HR policies are very clear, 71.9% says that it is clear and remaining says that it is neutral and the majority lies with the term clear, it is interpreted that 60.9% of the respondents says leave policy is the policy that enhances our job satisfaction and commitment to the organization, 29.7% says that it's the working hour policy that enhances the job satisfaction and the remaining 9.4% lies with the compensation policy that enhances our job satisfaction. Thus the leave policy has the majority in giving the job satisfaction, it is interpreted that 4.7% employees says that the role of HR policies in creating a positive work environment is very effective. And a majority of 85.9% says that the role of HR policies in creating a positive work environment is effective. Remaining 9.4% says that it is neutral.

CONCLUSION:

Our study on the effectiveness of HR policies within Teleapps has revealed a robust framework designed to nurture a positive workplace culture and support employee satisfaction and productivity. Through careful analysis and evaluation, it is evident that the HR policies implemented by Teleapps pvt ltd are not only comprehensive but also aligned with the company's values and objectives. Throughout the research we have highlighted several positive aspects of the HR policies, including giving the employees a clarity in understanding, make the HR policies easily accessible, effective communication channels, etc. These policies have not only contributed to fostering a supportive and positive work environment but have also played a pivotal role in enhancing employee satisfaction and retention within the organization. Overall the employees perceive a positive impact on HR policies of the company. Comparatively the retention level of employees in Teleapps is good. The satisfaction level with HR policies of the company is moderate. Thus the above statements proves that the Teleapps HR policy have a positive effect among its employees.

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