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A STUDY OF EMPLOYEES PERCEPTION ABOUT ORGANIZATIONAL HR PRACTICES AND CULTURE IN WHEELS INDIA LIMITED

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ABSTRACT :

This study at Wheels India Ltd. explores employee perceptions of HR practices and organizational culture. It assesses dimensions like recruitment, training, rewards, performance appraisals, involvement, commitment, culture, retention, and performance. A structured questionnaire gathers data on attitudes and experiences. The findings aim to improve satisfaction, engagement, and retention strategies.

KEYWORDS: HR practices, organizational culture, employee perceptions, recruitment, training, rewards, performance appraisals, involvement, commitment, retention, performance, structured questionnaire, satisfaction, engagement.

INTRODUCTION

Exploring HR practices at Wheels India Ltd has revealed the critical importance of prioritizing employee satisfaction and fostering a positive workplace culture. Research indicates that organizational culture plays a pivotal role in shaping employee happiness and performance, underscoring the need for organizations to strategically align HR initiatives with cultural values. As organizations increasingly recognize the correlation between employee well-being and organizational success, understanding and enhancing organizational culture emerges as a key priority.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE:

- To Assess Overall Employee Satisfaction: The primary objective is to gauge the general satisfaction levels of employees at Wheels India Limited. This involves obtaining insights
- into how content and fulfilled employees are with various aspects of their work environment, including HR practices and organizational culture.

SECONDARY OBJECTIVE:

- Understand Perceptions of Organizational Culture: To explore and comprehend how employees perceive and describe the existing organizational culture at Wheels India Limited.
- Evaluate HR Practices: To assess the effectiveness of HR practices and identify areas for improvement.
- Identify Areas for Improvement: To pinpoint specific areas within the organization, culture, or HR practices that require attention or enhancement.

NEED FOR THE STUDY

- Employee Feedback for Continuous Improvement: Gathering insights to support continuous improvement efforts, providing employees with a platform to voice concern and suggestions.
- Enhancing Organizational Culture: Understanding how the company's culture is perceived and identifying opportunities to enhance a positive and inclusive workplace.
- Optimizing HR Strategies: Obtaining feedback on HR practices to optimize strategies for talent development, retention, and employee satisfaction.
- Facilitating Change Management: Preparing for potential changes by gauging employee sentiments and concerns, ensuring a smoother implementation of organizational initiatives.

- Fostering Employee Well-being: Addressing aspects related to work-life balance, mental health, and well-being to create a supportive and healthy work environment.

SCOPE OF THE STUDY

- Evaluate the current HR practices implemented at Wheels India Company across various departments and levels of the organization.
- Assess the existing organizational culture at Wheels India Company, including its values, norms, and beliefs.
- Investigate the relationship between HR practices and organizational culture, exploring how HR initiatives shape and reinforce cultural aspects within the company.
- Examine the perceptions of employees regarding HR practices and their impact on organizational culture, through surveys, interviews, or focus groups.
- Provide recommendations for enhancing alignment between HR practices and organizational culture to promote employee satisfaction, engagement, and overall organizational effectiveness.

REVIEW OF LITERATURE

1. **Vanitha (2021):** The main aim of this research is to know the employee's perception of hr practices followed in the organization. The study is descriptive in nature. From this study it was found that employees of sarathy export fabrics employees were aware of their HR practices followed in the organization. Hr practices implemented by the company are shared to employees by proper channels among employees; they also conduct training programs for the development of employee's performance.

2. **Kumari & Kumar (2020):** The best human resources (hr) practices in the organization will create a positive working culture organization. This study brings to the culture of the organization the characteristics of the employees in which they work factory. Organizational culture contains values and beliefs of people in an organization that supports the goals of the organization; the culture of the organization contributes to employee satisfaction. This also explains the various dimensions of organizational performance.

3. **Garcia, l., et al.(2020):** This collaborative effort by garcia and team investigates the role of technology in shaping organizational practices. The study explores how employees perceive and adapt to technological advancements, influencing organizational culture in the digital age.

4. **Dereje Mesfin, m. W. (2020):** The concept of organizational culture (oc) which refers to the pattern of values, norms, beliefs,attitudes and assumptions may not be articulated through verbal language. However,it shapes the way people behave and the way things get done in an organization. Paired t-test and multiple linear regression analysis were used to assess the relationship between organizational culture and job satisfaction and the results were presented using tables and charts. While acknowledging all limitation of observational study we reached to the conclusion that an employees of the respective primary hospitals would prefer to work in environment characterized by innovative and clan culture and their satisfaction level is medium so that the managers should undertake major cultural transformation and must work to improve the job satisfaction level of health workers within their respective hospitals.

5. **Bhavana Raina, d. A. (2019):** A study of employee's perception of human resource practices and work engagement. Questionnaires were given to employees working in hotels in-front of the house and at – back of the house at different levels in different hotels. 425 responses have been obtained after sending 600questionnaires with a response rate of 71%. After data cleaning, 418 useful samples have been used for data analysis purpose different levels in different departments was taken. As we were looking at the relationships between human resource practices and work engagement, two sets of questionnaires were given.

RESEARCH METHODOLOGY

RESEARCH DESIGN

In this study, primary data is collected through descriptive research using surveys from various respondents. The simple random sampling method is employed to select respondents from the entire population. The focus is on understanding employee perception towards HR practices and organizational culture at Wheels India Ltd.

DESCRIPTIVE RESEARCH DESIGN

Descriptive research design systematically describes characteristics, behaviors, or phenomena without manipulating variables or establishing causal relationships. It uses observation, various data collection methods, and focuses on describing patterns and relationships. It can be quantitative or qualitative, typically cross-sectional, and aims for sample representativeness. While valuable for providing snapshots and informing decision-making, it doesn't infer causality or explain relationships.

SOURCES OF DATA

PRIMARY DATA

Primary data is collected via a standardized questionnaire, engaging respondents directly to gather insights based on their experiences. This study obtained responses from 100 employees, providing firsthand insights.

SECONDARY DATA

Secondary data from journals, articles, and websites supplements the primary data collected through a questionnaire. It offers background context and comparative data, enriching the study's insights.

DATA ANALYSIS AND INTERPRETATION

ONE WAY ANNOVA

HYPOTHESIS
H0: Majority of age group satisfied with Employee Perception on HR Practices and Culture.
H1: Majority of age group are not satisfied with Employee Perception on HR Practices and Culture.

ANOVA

What is your age?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.669	1	.669	.673	.414
Within Groups	97.371	98	.994		
Total	98.040	99			

INTERPRETATION:
The p value is .414 which is higher than the significance value (0.005) hence null hypothesis (H0) is accepted and alternative hypothesis (H1) is rejected.
INFERENCE
Therefore, the majority age group is satisfied with Employee Perception on HR Practices and Culture.

CORRELATION

HYPOTHESIS
H0: Not Satisfied with the company's practices for recognizing employee contributions.
H1: Satisfied with the company's practices for recognizing employee contributions.

Correlations

		How satisfied are you with the company's practices for recognizing employee contributions?	What is your age?
How satisfied are you with the company's practices for recognizing employee contributions?	Pearson Correlation	1	-.083
	Sig. (2-tailed)		.414
	N	100	100
What is your age?	Pearson Correlation	-.083	1
	Sig. (2-tailed)	.414	
	N	100	100

INTERPRETATION:

The p value is -.083 which is lesser than the significance value (0.005) hence alternative hypothesis (H1) is accepted and null hypothesis (H0) is rejected.

INFERENCE:

Therefore, employees are Satisfied with the company's practices for recognizing employee contributions.

FINDINGS

- ✓ Majority 81% of the respondents are Male.
- ✓ Majority 37% of the respondents are 1-3 years.
- ✓ Majority 37% of the respondents are Mid-level.
- ✓ Majority 52% of the respondents are Bachelor's Degree .
- ✓ Majority 92% of the respondents are yes with the company-sponsored employee engagement activities in the past year.
- ✓ Majority 65% of the respondents are very satisfied with the company's practices for recognizing employee contributions.
- ✓ Majority 38% of the respondents are traditional with the organizational culture at Wheels India Ltd.
- ✓ Majority 93% for yes of the respondents are clear opportunities for career advancement within Wheels India Ltd.
- ✓ Majority 93% of the respondents are said yes, they felt that the company's leadership effectively communicates the organization's vision and goals.
- ✓ Majority 70% of the respondents are very much with the organization values employee well-being.
- ✓ Majority 95% for yes of the respondents are effective feedback mechanisms for employees to share their opinions and concerns.
- ✓ Majority 62% of the respondents are high extent with the diversity and inclusion are actively encouraged in the workplace culture.

SUGGESTIONS

- ✓ To implement regular communication channels to keep employees informed about organizational updates, changes, and initiatives.
- ✓ To encourage participation in decision-making processes through employee forums, suggestion boxes, and team meetings to foster a sense of ownership and empowerment.
- ✓ To develop and implement diversity and inclusion programs to create a more inclusive workplace culture that celebrates diversity and ensures equal opportunities for all employees.
- ✓ To offer continuous learning and development opportunities to employees to enhance their skills, competencies, and career growth prospects.

CONCLUSION

The study concludes with positive employee perceptions of HR practices at Wheels India Ltd., suggesting opportunities for improvement in communication and inclusivity. Strong loyalty exists, yet enhancing engagement and diversity efforts is advised. Recommendations include improving communication, increasing employee involvement, and fostering innovation and diversity.

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