



A Study on Employees Perception Towards HR Practices at Pioneer Management Consultancy

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ABSTRACT

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. The objective of the study is to know the employees perception towards HR practices such as perception of internal communication level of training and development performance management, to find out whether the employees are satisfied with the HR Practices followed in the organization. The sample size is 105. The sample method used for this study is the chi square and anova. The data has been collected through a well-structured questionnaire and has been analyzed with the help of SPSS package.

KEYWORDS: Employee Perception, HR Practices, performance management

INTRODUCTION:

HR professionals can help employees enhance their leadership skills through HR practices.

This happens when creating in-depth training curricula and inspirational initiatives, including creating frameworks to guide and support management in conducting continuous performance reviews.

An organisation is a place where all of the staff members collaborate. Perception of the task and organisational goals is common in all organisations. The use of human resource practices is crucial. An organization's positive working culture will be cultivated by its finest HR practices. HR best practices are a set of processes and techniques that have been proven by research and experience to produce increased business performance results.

OBJECTIVES

- To Study the employees perception of HR practices and its impact on job satisfaction.
- To study the relationship between HR practices and its impact on job satisfaction.
- To find the employees perception of internal communication in the organization.
- To examine the perception level of training and development followed in the organization.
- To observe the employees perception of performance management.
- To find out whether the employees are satisfied with the HR Practices followed in the organisation.
- To provide suggestion to improve HR practices followed in the organization.

SCOPE OF THE STUDY

The scope of the study is vast; the study aims to understand the Pioneer management consultancy and culture of the factory. The main purpose of study is focus on the HR Practices and culture of the Pioneer management consultancy, and also learns about those HR Practices and culture in the factory. It extremely important that factory should provide and give the good HR polices and set employee friendly environment in the factory.

NEED FOR THE STUDY

- Understanding the employee's perception in the organization.

- HR Practices and Culture are different from organization to organization, so improving organizational culture to promote the employees for doing the work.
- Organizational culture is changing according to the working condition of factory for that reason factory should update to there employees
- Creating and developing the employee friendly Culture and environment.
- Improve the productivity and quality of work.

REVIEW OF LITERATURE:

- **Ying Wang, Sunghoon Kim (2020)**, “The study has been undertaken to know Employee Perceptions of HR Practices: A Critical Review and Future Directions”. The data has been collected among 105 employees in an organization. Descriptive statistics Research has been used. The study explained Empirical studies confirm that HR perceptions vary across the organizational hierarchy.
- **Kennedy Alusa, Anne Kariuki (2019)** It is understood from the study that the Coffee Research Foundation in Kenya knows about employee outcomes, performance, and HRM practices. A government organization's 78 employees provided the data. For this study, a descriptive research design was adopted. A stratified sample technique was employed to gather the information. Multiple regression analysis and correlation are the methods utilized to analyze the data. The study found that the impact of HRM strategies on organizational performance is totally mediated by employee outcomes.
- **Mehvish Mehmood (2020)** It has been understood from the study that the textile industry's employees' performance is impacted by human resource development (HRD) techniques. For this study, a descriptive research design was adopted. Data about 149 employees of the Textile Company has been gathered. The convince sample approach has been applied. Regression analysis, ANOVA, T-test, Pearson correlation, and linear regression are the methods used to analyze the data. The results demonstrated that HR procedures and regulations had a major effect on workers' performance in particular textile companies
- **Bhavan Raina, Dr Anjali Kalse (2019)** The purpose of the study is to understand how employees in Mumbai's hospitality industry perceive HR procedures and work engagement. Data on 419 hospital staff in Mumbai has been gathered. Empirical study has been applied. Standardized Regression is one of the analytical tools utilized for the data. According to the study, work engagement is significantly correlated with employee training and opportunities, employee benefits, employee benefits coordination, and communication with HR.
- **Ying wang, Sunghoon Kim (2020)** The purpose of the study is to determine employee perceptions of HR practices, including a critical review and future directions. A company's 105 employees provided the data that was gathered. There has been usage of descriptive statistics research. The data was analysed using the following techniques: one-way between groups MANOVA, multiple regression, structural equation modelling, and hierarchical linear modelling. Empirical research supports the notion that HR attitudes differ throughout the organisational hierarchy, according to the study

RESEARCH DESIGN:

The study is descriptive in nature. This research is basically fact finding with adequate interpretation using simple analysis of data and by developing thinking and elaborating of patterns and obtaining tentative generalizations as hypothesis.

SOURCES OF DATA:

Primary Data – Questionnaire given to 107 respondents

Secondary Data - Websites and, Published reports & Review of literature from published articles.

HYPOTHESIS:

HYPOTHESIS 1

H0- There is no significant association between the age of the respondents and the educational qualifications of the respondents.

H1- There is a significant association between the age of the respondents and the educational qualifications of the respondents.

HYPOTHESIS 2

H0- There is no significant association between Adequate growth opportunities are available in the factory and one of the following factor impact on the employee's performance.

H1- There is a significant association between Adequate growth opportunities are available in the factory and one of the following factor impact on the employee's performance.

PERCENTAGE ANALYSIS:

Research questions are always answered with a descriptive statistic generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

S. No	Age	No.of. employees	Percentage
1	20-30	47	43.9%
2	31 to 40	30	28%
3	41 to 50	14	13.1%
4	ABOVE50	16	15%
Total		107	100%

INTERPRETATION:

- From the above table it is interpreted that the number of respondents are 20 -30 age of respondents are 43.9%, between 30-40 age of respondents are 28%, between 40-50 age of respondents are 13.1%, above 50 years age of respondents are 15%.
- From the above table The number of male employees is 66.4% while the female is about 33.6%

INFERENCE:

- Majority 43.9% of the respondents are aged between 20-30 years
- Majority (33.6%) of the respondents are Female
- Majority 47.6% of the respondents are UG
- Majority 69.6% of the respondents are unmarried
- 58.3 % of the respondent's occupation in the category 1-2 years
- 39.4% of respondents are Satisfied
- 39.4% of respondents say Good
- 38.5% of respondents say Highly effective

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	10.242	3	3.414	4.026	.010
Within Groups	81.398	96	.848		
Total	91.640	99			

INTERPRETATION:

- Since p value is 0.010 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between age and needs and educational requirement of the respondents.

CHI - SQUARE

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	16.618 ^a	9	.055
Likelihood Ratio	19.422	9	.022
N of Valid Cases	107		

a. 4 cells (25.0%) have expected count less than 5. The minimum expected count is 1.68.

INTERPRETATION

- Since p value is 0.055 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between age and needs and educational requirement of the respondents.

FINDINGS

- Majority 68.3% of the respondents are aged between 20-30 years
- Majority (55.8%) of the respondents are Female
- Majority 47.6% of the respondents are UG
- Majority 69.6% of the respondents are unmarried
- 58.3 % of the respondent's occupation in the category 1-2 years
- 39.4% of respondents are Satisfied
- 39.4% of respondents say Good
- 38.5% of respondents say Highly effective
- 36.5% of respondents say Extremely satisfied
- 44.2% of respondents say Positive
- 43.7% of respondents are Satisfied
- 40.4% respondents say Effective
- 39.2% respondents say Excellent
- 40.8% of respondents are Satisfied
- 34% of respondents are Moderately engaged
- 43.1% of respondents are Very satisfied

SUGGESTION:

The management has the option to switch from the current tool, the performance evaluation sheet, to a new appraisal approach.

They are able to use 360-degree evaluation. Workers ought to be given consideration for the pay rise. if their output surpasses established benchmarks.

Workers ought to be given the opportunity to voice their opinions in order to enhance the company. It is advisable to use new technologies.

CONCLUSION

The study's outcome demonstrates how employees feel about organisational HR procedures. The way that the employees are perceived also represents their individual traits, including their motivations, personalities, attitudes, and interests. It also establishes the connections between the many activities that the members engage in. It also represents an organization's finest HR procedures. These procedures are necessary for personnel in an organisation to do various jobs. Perception conveys the organization's level of devotion.

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