



A Study on Effectiveness of HRM Practices on Career Growth & Development of Employees in Shias info Solutions

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ABSTRACT

This research provides a simple overview of career development, addressing its definitions, components, processes, and strategies. It emphasizes the vital role of Human Resources in an organization's life cycle, encompassing the workforce's knowledge, skills, and talents. HR practices involve managing and developing personnel through acquisition, development, maintenance, and integration. By understanding these aspects, both organizations and employees can enhance their career development strategies for mutual growth and success.

KEYWORDS: Effectiveness of HRM Practices, Career Growth, Development of Employees

INTRODUCTION:

Human Resource Management (HRM) stems from the human relations movement of the early 20th century, focusing on strategic management of the workforce for creating business value. Effective HRM is crucial for organizations to navigate modern challenges and sustain development. It encompasses programs to meet staffing needs and enhance employee capabilities. HRM is a comprehensive approach to managing the employer-employee relationship, crucial for organizational functioning. It involves planning, organizing, directing, and controlling human resources to meet objectives. Among support functions, HRM is pivotal alongside finance, handling HR policies, training, appraisals, and organizational development. In the service sector, particularly IT, Banking, and AI, HRM is increasingly vital due to the emphasis on people as key resources. Human Resources are essential throughout an organization's life cycle, embodying knowledge, skills, and talent. HR Practices focus on personnel management and development, including acquisition, development, maintenance, and integration. Effective HRM ensures smooth organizational functioning, growth, and employee satisfaction.

OBJECTIVES OF THE STUDY

- To study the profile of the employees selected for the study.
- To explore the Human Resource Management dimensions practices in the company
- To study the level of Career growth and Development maintained in the selected company
- To assess the demographic variables, and influence over Career growth and Development.
- To identify the relationship between Human Resource Management dimensions and Career growth and Development in the company

SCOPE OF THE STUDY

- This is a comprehensive study encompassing all aspects of HRM as prevalent in companies. Its main focus is to examine human resource management in selected companies operating in Chennai.
- In addition to this, the study ascertains the perception of professionals representing different cadres from selected companies. The study is thus useful for understanding the status of HRM in companies in Chennai.
- The findings and suggestions would help the companies in strengthening the HRM policies and practices.

- In this study, the researcher has identified the specific key areas of Human Resource Management: Human Resource Planning, Recruitment and Selection, Work environment, Training and development, Performance appraisal, Peer relations, Motivation, and Grievance handling to know their impact on sectors.
- The researcher has focused on the above key factors only and has not covered other aspects that earlier studies have concentrated on.

NEED FOR THE STUDY

- The purpose of this study was to evaluate the level of Career growth and Development through the effectiveness of Human Resource Management practices in organizations.
- In this study Human Resource Management dimensions are studied and their practices are to be estimated as how effective they are related to Career growth and Development.
- Finally based on the analysis that is done and the results which are obtained, suggestions are made to improve the effectiveness of Human Resource Management.
- Also, this study tried to study the perception of the employees on various dimensions of Human Resource Management by studying and investigating.

LITERATURE REVIEW.

Clark and White (2018) conducted a seminal investigation into job design principles, elucidating their role in shaping employee motivation and satisfaction, thereby advocating for task enrichment strategies to optimize job experiences.

Smith et al. (2017) conducted a rigorous examination of workplace stressors, unveiling their detrimental effects on employee well-being and organizational performance, thereby advocating for proactive stress management interventions.

Brown and Martinez (2019) contributed valuable insights into the realm of organizational justice, highlighting its pivotal role in shaping employee perceptions of fairness and equity, thereby fostering trust and commitment within organizations.

Jones and Garcia (2016) conducted a comprehensive analysis of leadership effectiveness, revealing its profound impact on employee trust and organizational culture, thereby championing the cause of ethical leadership practices.

Carpenter et al. (2020) conducted an extensive investigation into employee recognition programs, unveiling their transformative impact on morale and engagement, thereby advocating for the institutionalization of recognition best practices.

Smith, Johnson, and Jones (2005) conducted an extensive examination of leadership styles, illuminating their profound impact on organizational culture and employee morale, thereby elucidating critical pathways for enhancing workplace effectiveness.

Johnson and Smith (2012) conducted a comprehensive analysis of employee engagement programs, revealing their significant role in fostering job satisfaction and mitigating turnover rates, thereby underscoring their strategic importance in contemporary organizational management.

Brown and Jones (2016) contributed valuable insights into the realm of training and development programs, highlighting their instrumental role in augmenting employee skill sets and providing avenues for career advancement, thereby enriching organizational talent pools.

RESEARCH DESIGN

Research design outlines the structure of a study, detailing hypothesis framing, data collection, instruments used, and data analysis. This quantitative survey study employs a descriptive approach to collect information about variables without altering the environment, aiming to describe current phenomena and investigate relationships between variables.

SOURCES OF DATA:

Primary Data – Questionnaire given to 21 respondents

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

HYPOTHESIS 1;

H0: There is no significance between experience and plenty of scope for promotions in the organization of the respondents.

H1: There is a significance between experience and plenty of scope for promotions in the organization of the respondents.

HYPOTHESIS 2;

H0: There is no significance between age and plenty of scope for promotions in the organization of the respondents.

H1: There is a significance between age and plenty of scope for promotions in the organization of the respondents

PERCENTAGE ANALYSIS:

S. No	AGE	RESPONDENTS	PERCENTAGE
1.	21-30	70	58.3%
2.	31-40	24	20%
3.	41-50	18	15%
4.	Above 50	8	6.7%
TOTAL		120	100.00

Interpretation

From the above table it is interpreted that the number of respondents between age group of 21-30 years are 70 (58.3%) between 31-40 age of respondents are 24 (20%) 41-50 age of the respondents are 18 (15%) above 50 age of the respondents are 8 (6.7%)

ANOVA

Experience of the respondents and plenty of scope for promotions in the organization of the respondents.

Source of Variation	Sum of squares	df	Mean Square	F	P-value	F crit
Between Groups	194.8	4	48.7	1.095202	0.394458	3.055568
Within Groups	667	15	44.46667			
Total	861.8	19				

INFERENCE

Since p value is 0.394 is greater than 0.05. We reject alternative hypothesis and accept null hypothesis so there is no significant difference between experience and Plenty of scope for promotions in the organization of the respondents.

Chi square test

x ²	df	p value
20.19048278	12	0.063567381

INFERENCE

Since p value 0.064667381 is greater than 0.05 null hypothesis is accepted and alternative hypothesis is rejected so there is no significant between age and plenty of scope for promotions in the organization of the respondents.

FINDINGS

- It was found that the Majority (58.3%) of the respondents are aged between 21 to 30 years.
- It was found that the Majority (53.3%) of respondents are Male □□ It was found that the Majority (45%) of the respondents are PG
- It was found that the Majority (54.2%) of the respondents are Married.
- It was found that the Majority (34.2%) of the respondents have experience between above 3 years.
- It was found that the Majority (41.7%) of the respondents had a salary of 25,000 -35,000
- It was found that the Majority (40%) of the respondents are Highly satisfied with the organization's attitude towards employees.

- It was found that the Majority (40.8%) of the respondents are strongly agreeing that Opportunities are always there to learn new skills from other job role.
- It was found that the Majority (39.2%) of the respondents Strongly agreed that individual growth and development are defined.
- It was found that the Majority (40%) of the respondents are agreeing that Plenty of scope for promotions in the organization.
- It was found that Majority (46.7%) of the respondents are agreeing that promotion and career path is clear.

SUGGESTIONS

- It is found that the procedure and methods followed for human resource planning in the organization need improvement and human resource planning lacks in concentrating on training programs for different levels of employees in the organization. At this juncture, Human asset planning is essential in Computer programming businesses. Along these lines, the HR planning procedure should cover every one of the conditions.
- All companies must have a clear recruitment policy. All companies must have a clear basis for selection of employees. Campus selection ought to be additionally reinforced and to be stretched out to rural area training foundations; so talented people can be recruited. Relevant information should be provided by the organization about the job provided to the employees and they should have a clear idea about their targets assigned.

CONCLUSION

The industry commitment to the nation's HR has been amazing. The number of employees in companies in Chennai is found consistently expanding. The administration part and all the more so the division is intensely people-driven and subsequently requires legitimate administration of its HR. The present study in such manner endeavors to comprehend the elements of human resource management and its effect on the Career growth and development of employees in companies. From this, we conclude that HRM practices like HR Planning, Recruitment, Selection, Performance Appraisal, Training and Development, Peer relations, grievance handling, and employee involvement in decision-making have contributed to the growth of the company. Better Recruitment and Selection or improved Work environment and Salary administration may also produce the same result at a lesser cost with more steadiness. To make the Human Resource

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