



A STUDY ON THE INDUCTION AND BUDDY SYSTEM IN HUMAN RESOURCES IN COIMBATORE CITY

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ABSTRACT :

This study explores the implementation and effectiveness of induction and buddy systems in human resource practices within organizations in Coimbatore, India. With a growing need to enhance employee onboarding and retention, these systems serve as vital tools in easing new hires into the workplace culture and operational environment. The research focuses on understanding how these systems influence employee integration, satisfaction, and performance. Using both primary data (via questionnaires from 100 respondents) and secondary sources, the study evaluates the strengths, challenges, and overall impact of these HR practices. Findings indicate that while buddy systems significantly aid in emotional and professional adjustment, there is a pressing need for structured training, regular feedback mechanisms, and clear communication of roles. The study concludes that a well-designed induction and buddy program is essential not just for employee engagement, but also for organizational success and long-term talent retention.

INTRODUCTION

The induction and buddy systems play a crucial role in the on boarding and integration of new employees within an organization. These systems are especially vital for human resources (HR) departments, as they are designed to facilitate the smooth transition of newcomers into the organizational culture, structure, and work processes. As organizations strive to maintain high employee engagement and retention rates, the induction and buddy systems serve as foundational elements in nurturing a positive work environment and enhancing employee satisfaction. This mini-project explores the induction and buddy systems in human resources in the city of Coimbatore, with the aim of understanding their effectiveness and the unique aspects they bring to employee development.

Coimbatore, a major city in Tamil Nadu, India, is known for its thriving industrial and technological sectors, making it a hub for many national and international companies. As a result, the city has a growing need for effective HR practices that can attract, develop, and retain talent. Organizations across various industries in Coimbatore have adopted different approaches to onboarding and employee support, with induction and buddy systems being key strategies in ensuring that new hires integrate seamlessly into their respective roles and teams.

OBJECTIVES OF THE STUDY

- To examine the implementation of induction and buddy systems.
- To assess the effectiveness of the induction process in employee integration.
- To evaluate the impact of the buddy system on new employees' adjustment.
- To identify challenges faced in the adoption of induction and buddy systems.
- To recommend improvements for enhancing induction and buddy systems.

STATEMENT OF THE PROBLEM

The effectiveness of induction and buddy systems in human resource management plays a pivotal role in the successful integration and retention of new employees within an organization. In Coimbatore, with its diverse industries and rapidly growing business environment, there is a need to assess how organizations are implementing these systems to enhance employee onboarding and support. While many companies have adopted induction and buddy systems, their effectiveness in terms of employee satisfaction, engagement, and performance remains unclear. Additionally, challenges related to the customization, consistency, and quality of these systems can impact their overall success.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. The research methodology, which follows, is the back bone of the study. The study is primarily based on the primary data collected through questionnaire from the peoples.

- **Online Surveys:** Structured questionnaires with simple percentage and chi-square responses to assess consumer trust factors.
- **Sample size:** the sample size of the study is 100 respondents

SCOPE OF THE STUDY

The scope of this study focuses on exploring the induction and buddy systems within organizations in Coimbatore, specifically examining their design, implementation, and effectiveness in enhancing employee onboarding and integration. The study will target a range of organizations across different sectors in Coimbatore, including both small and large-scale enterprises, to understand how these HR systems are adopted in various organizational contexts. It will analyze the experiences of new employees, HR managers, and supervisors to identify best practices, challenges, and gaps in the current processes.

LIMITATIONS OF THE STUDY

- The study is limited to organizations in Coimbatore, which may not represent broader trends.
- The sample size may be small, affecting the diversity and generalizability of findings.
- Limited access to detailed internal data from some organizations may restrict the depth of analysis.
- Responses from participants could be biased due to personal experiences or organizational pressures.

REVIEW OF LITERATURE

1. 2017

Research in 2017, as reported by Journal of Applied Psychology, examined the role of induction systems in improving employee performance.

2. 2018

A 2018 study published in Human Resource Development Quarterly focused on the effectiveness of induction systems across different industries. The study found that long-term employee retention was heavily influenced by the length and depth of the induction program.

3. 2019

In 2019, a research paper in the Journal of Organizational Behavior investigated the impact of buddy systems on employee mental health and stress levels during the onboarding process.

CONCLUSION

The study on the Induction and Buddy System in Human Resources in Coimbatore highlights the significance of a well-structured onboarding process in enhancing employee integration, engagement, and retention. The findings reveal that organizations that implement a systematic induction program along with an effective buddy system experience smoother employee transitions, improved job satisfaction, and better organizational commitment. The buddy system, in particular, plays a crucial role in providing new employees with peer support, reducing initial workplace anxiety, and fostering a sense of belonging. However, challenges such as inconsistent implementation, lack of proper training for buddies, and insufficient follow-up mechanisms can limit the effectiveness of these programs. Companies in Coimbatore, especially in industries like IT, manufacturing, and healthcare, need to refine their onboarding strategies by incorporating digital tools, structured mentorship programs, and continuous feedback loops. By addressing these gaps and adopting best practices, organizations can significantly improve employee productivity and long-term retention. This study emphasizes that a well-executed induction and buddy system is not just an HR formality but a strategic tool for organizational success.

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