



## A STUDY ON HR POLICIES WITH REFERENCE

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### ABSTRACT:

Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives

### Introduction:

This study is conducted to measure the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance, and to measure the scope of application of human resource policies. These guidelines identify the organizations intention in matters of recruitment, selection, promotion, development, compensation, motivation, and otherwise leading and directing employees in the working organization. HR policies serve as a road map for the manager. HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees.

### Objectives:

#### Primary Objectives

- ❖ A Study on Policies with Reference

#### Secondary Objectives

- ❖ To establish standardized procedures for managing human resources.
- ❖ To promote employee satisfaction and organizational performance.
- ❖ Investigate the impact of HR policies on employee engagement and retention.
- ❖ Evaluate the effectiveness of current HR policies.
- ❖ Identify gaps and areas for improvement in HR policy framework.

#### Scope:

- ❖ Applicable to all employees across departments and hierarchical levels.
- ❖ Covers areas such as recruitment, training, compensation, workplace conduct, health & safety, grievance redressal, termination, and retirement.
- ❖ Applies during the entire employee lifecycle, from onboarding to exit.

#### NEED FOR THE STUDY:

- ❖ Need for HR Policies
- ❖ Consistency: Provides a consistent approach to HR management and reduces bias.
- ❖ Legal Compliance: Helps in adhering to labor laws and regulations.

- ❖ Conflict Reduction: Minimizes misunderstandings and disputes.
- ❖ Employee Engagement: Boosts morale by clarifying roles, responsibilities, and benefits.
- ❖ Risk Mitigation: Protects the organization from potential legal actions.

#### **Limitations:**

- ❖ Rigidity: Overly rigid policies can limit flexibility and adaptability.
- ❖ Outdated Content: Without regular updates, policies may become obsolete.
- ❖ Scope Restriction: The study is limited to Arihant Duraplast Private Limited, and the findings may not be generalizable to other organizations.
- ❖ Data Availability: The study relies on secondary data and existing HR policies, which may not reflect the current practices or changes in the organization.
- ❖ Implementation Gaps: Poor execution can lead to inconsistencies and employee dissatisfaction.

#### **CHI-SQUARE:**

##### **Gender \* Age Crosstabulation**

Gender	18-25	26-33	34+	Not say (Age)	Row total
male	20	10	5	1	36
Female	45	28	15	5	93
Not prefer to say	2	2	1	1	6
Column total	67	40	21	7	135

#### **FINDINGS:**

The study found that a significant percentage of customers (49.6%) were aged between 18 and 25 years, and 68.9% were female. This indicates a young and design-conscious audience, making digital platforms critical for engagement.

Customers appreciated the product quality and showroom experience but felt that the online visibility and digital interaction were limited. This was especially evident in post-purchase engagement, where only 9.6% of customers interacted frequently.

Email marketing emerged as the most recognized channel (33.4%), while social media lagged (9.6%). This shows a need for better content creation, influencer engagement, and visual marketing, especially on platforms like Instagram.

#### **Conclusion:**

The company's branding was perceived as functional but not emotionally engaging. Many customers suggested more relatable, story-based promotions to connect better with the audience and improve loyalty.

Overall, while the fundamentals of product, price, and service were strong, the marketing strategies needed more personalization, interactivity, and digital evolution to match the expectations of a younger, tech-savvy customer base.

The study on HR policies with reference to Arihant Duraplast Private Limited revealed that the organization has a well-structured HR policy framework in place. The company's HR policies are designed to support its business objectives, promote employee welfare, and foster a positive work culture.

#### **QUESTIONNAIRE:**

1. 1. What is your age group? ☐ 18-25 ☐ 26-33 ☐ 34 and above
2. 2. What is your gender? ☐ Male ☐ female ☐ prefer not to say
3. 3. What is your income? ☐ Less than 10000 ☐ 10000 ☐ 15000 ☐ Above 15000
4. 4. What is your Experience? ☐ 0-1 ☐ 1-2 ☐ 2-3 ☐ 4 and above
5. 5. What is your Educational Qualification? ☐ 12th ☐ UG ☐ PG ☐ DIPLOMA