



## A Study on HR Role and Responsibility towards Employees in Engineering Enterprises, Pudukkottai

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### Abstract

In today's dynamic and technology-drive business environment, innovation within supply chain networks is critical for maintaining efficiency, responsiveness and competitive-especially in sectors like AgriTech. This study investigates the innovative techniques employed by Rudrone Company, a Chennai-based AgriTech firm specializing in agricultural drone manufacturing, to optimize its supply chain network. Using both primary and secondary data, the study evaluates the impact of these innovations on accuracy, responsiveness, customer satisfaction, and cost-efficiency. Statistical tools including percentage analysis, correlation, and chi-square test were applied to analyze the data collected from 100 respondents. The study concludes that while Rudrone has adopted several forward-looking strategies, further enhancements in employee engagement, infrastructure, and technological alignment are essential for fully realizing an effective and resilient supply chain network.

**Keywords:** Employee Welfare, Engineering Enterprises, Role & Responsibility, workplace safety

### INTRODUCTION

In the modern industrial era, the success of any organization, particularly in the manufacturing sector, is significantly influenced by the way it manages its human capital. As technological advancements and automation increasingly redefine industrial operations, the human resource (HR) function is evolving from a traditional support role to a strategic partner in organizational growth. In manufacturing industries—such as those engaged in the production of conveyor rollers, frames, and drums—where precision, operational efficiency, and timely output are paramount, the role of Human Resource Management (HRM) becomes even more critical. Human resources are not just employees performing tasks; they are strategic contributors whose performance directly correlates with the company's productivity, product quality, and customer satisfaction. Managing this workforce effectively involves a wide range of responsibilities, including recruitment, training, performance evaluation, conflict resolution, employee motivation, legal compliance, and fostering a healthy organizational culture. Thus, HRM becomes the driving force behind workforce alignment, engagement, and excellence.

### STATEMENT OF THE PROBLEM

In the contemporary workplace, especially within the industrial and manufacturing sectors, organizations are increasingly recognizing that their success is fundamentally tied to how effectively they manage their human resources. As competition intensifies and technological advancements continue to reshape business operations, the role of the Human Resource (HR) department has expanded beyond traditional administrative functions to include strategic involvement in employee engagement, talent management, conflict resolution, and organizational development. However, despite the growing recognition of its importance, many organizations still face significant challenges in aligning HR practices with broader organizational goals.

### OBJECTIVES OF THE STUDY

#### PRIMARY OBJECTIVE

To analyze the overall role of the Human Resource (HR) department in effectively managing employees within a manufacturing workplace.

#### SECONDARY OBJECTIVES

- To identify the core functions performed by HR in a manufacturing setup.
- To evaluate the effectiveness of HR policies in managing employee performance and behavior.

- To examine the challenges faced by HR in managing a diverse and industrial workforce.
- To study employee perceptions regarding HR support in professional development and workplace well-being.
- To assess the impact of HR practices on organizational culture, employee morale, and productivity.
- To provide practical recommendations for improving HR strategies in employee management.

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## NEED OF THE STUDY

The role of Human Resource Management (HRM) has become increasingly important in today's industrial sector, especially in manufacturing environments where employee performance directly impacts productivity and quality. In companies producing conveyor rollers, frames, and drums, effective HR practices help ensure skilled labor management, workplace safety, and employee satisfaction. This study is needed to understand how HR contributes to managing employees efficiently, reducing turnover, enhancing communication, and aligning workforce efforts with organizational goals.

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## SCOPE OF THE STUDY

- HR Functions Covered: Recruitment, training and development, employee relations, performance management, safety practices, and employee welfare programs.
- Workplace Focus: The study is limited to the workplace environment within the selected manufacturing unit, including shop floor workers, technical staff, and administrative employees.
- Time Frame: The analysis is based on HR practices and employee management systems observed during the internship period.
- Employee Categories: The study considers various employee categories, including skilled labourers, technicians, supervisors, and HR personnel.
- Strategic Impact: It also explores how HR strategies influence productivity, employee satisfaction, and organizational growth.

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## HYPOTHESIS OF THE STUDY

H0= There is no association between work place relationship and satisfaction level of employees.

H1= There is an association between work place relationship and satisfaction level of employees

H0= There is no significant difference between age and overall rating on company

H1= There is a significant difference between age and overall rating on company

After analyzing the data, hypothesis testing is done. It will result in either accepting or rejecting the hypothesis.

## RESEARCH DESIGN

This study follows a descriptive research design aimed at analyzing the role of HR in managing employees in a manufacturing company. The approach helps in understanding current HR practices such as recruitment, training, performance appraisal, and employee engagement. The research relies on qualitative data collected through direct observation, informal interviews, and participation in HR activities during the internship.

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## RESEARCH METHODOLOGY

This study adopts a descriptive and analytical research approach to examine the role of Human Resource Management (HRM) in managing employees within a manufacturing company. The research is based on both primary and secondary data collected during the internship period. Primary data was gathered through direct observations, informal discussions with HR professionals, supervisors, and employees, as well as through participation in HR-related activities such as recruitment, training sessions, and employee engagement programs. These firsthand insights provided a practical understanding of HR operations and their impact on workforce management. Secondary data was sourced from the company's HR manuals, policy documents, organizational reports, and relevant literature including academic books, journals, and online resources. A purposive sampling technique was used to interact with individuals who were directly involved in or affected by HR practices. The analysis is primarily qualitative in nature, focusing on evaluating the effectiveness of HR functions in addressing workplace challenges, enhancing employee performance, and contributing to organizational goals.

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## METHODS OF DATA COLLECTION

- Primary data
- Secondary data

### Primary data

The primary source of data is through Questionnaire.

### Secondary data

The secondary source of information is based on the various details retrieved from Journals, Websites and Magazines. The data for this study has been collected through primary sources. Primary data for this study was collected with the help of Questionnaires and evaluation feedback forms. The extra information was collected through interviews with the employees at various companies.

### ANALYTICAL TOOLS FOR THE STUDY

The statistical tools used in the project for Data Analysis is

- Percentage analysis
- Chi-square
- Correlation
- ANOVA

### PERIOD OF THE STUDY

The period of the study is from 02.01.2025 to 30.04.2025.

### AREA OF THE STUDY

The study is conducted in a manufacturing company that produces conveyor rollers, frames, and drums. It focuses on analyzing the role of HR in managing employee relations, performance, and workplace efficiency within this industrial setup.

### LIMITATION OF THE STUDY

- Some employees may be reluctant to share honest feedback regarding HR practices.
- The time allocated for conducting interviews and surveys was limited, affecting the depth of the analysis.
- The sample size used in the study may not accurately reflect the opinions of the entire workforce.
- Limited cooperation from management could restrict access to detailed HR information.
- Ongoing changes in HR policies during the study period may influence the consistency of findings

### DATA ANALYSIS AND INTERPRETATION

SHOWS THE LEADERSHIP STYLE AND SUPPORT

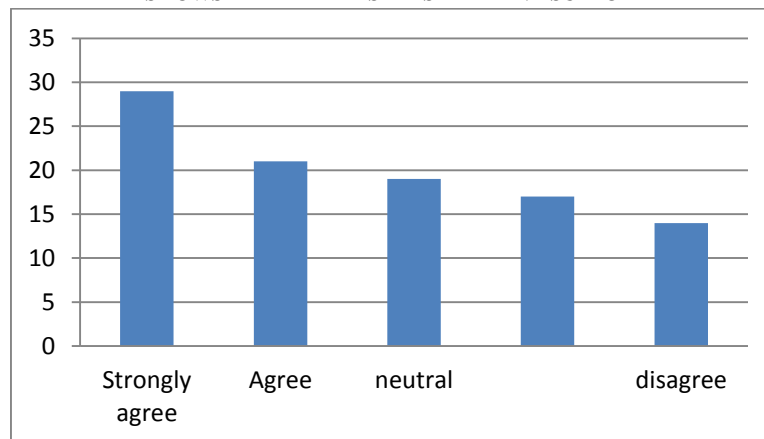
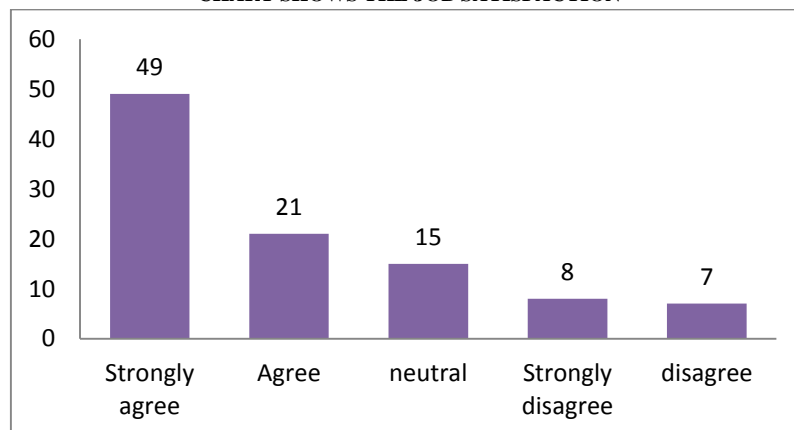
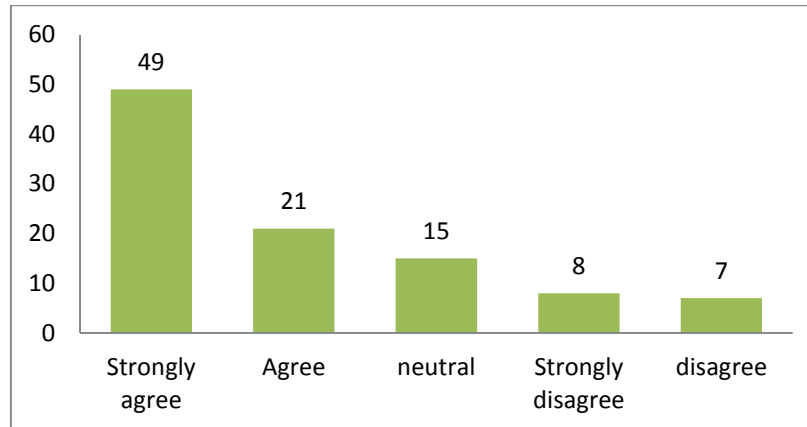


CHART SHOWS THE JOB SATISFACTION



**CHART SHOWS THE PROFESSIONAL GROWTH AND DEVELOPMENT**

## SUGGESTION

- Ensure complete inclusion in training initiatives by making safety, technical, and soft skills training mandatory for all employees through scheduled and trackable HR programs.
- Enhance the visibility and accessibility of HR policies by circulating simplified handbooks, conducting awareness drives, and installing HR kiosks or helpdesks in key factory areas.
- Introduce structured onboarding and mentoring programs to integrate new employees effectively and reinforce the company's HR culture and expectations from the start.
- Strengthen performance appraisal systems by introducing transparent KPIs, 360-degree feedback mechanisms, and employee self-appraisal formats.
- Establish a proactive grievance redressal system, including a digital and anonymous complaint submission platform with clearly defined resolution timelines and escalation levels.

## CONCLUSION

The study of HR roles and responsibilities within Engineering Enterprises Pvt. Ltd. highlights both the strengths and the evolving challenges of human resource practices in a modern industrial context. While the company demonstrates sincere commitment toward employee welfare, training, and safety, gaps persist in policy awareness, program execution, and engagement strategy. A large portion of the workforce remains underexposed to structured training and career development opportunities, which could impact long-term productivity and satisfaction.

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