A Study on the Performance of HR Policies and Its Implementation at Redlands Ashlyn Motors PLC, Coimbatore

* Dr V Rajalakshmi, ** Anu Gayathri P

*Head, Department of Management (PG), Rathinam CAS, Coimbatore-641021. Rajalakshmimanickam11@gmail.com

**Department of Management (PG), Rathinam CAS, Coimbatore-641021

*Corresponding author. Head, Department of Management (PG). Email: Rajalakshmimanickam11@gmail.com

Abstract:

This study investigates the performance and implementation of HR policies at Redlands Ashlyn Motors PLC in Coimbatore. Through a combination of quantitative data collection and qualitative insights, the research assesses employee satisfaction, policy effectiveness, and organizational outcomes. Findings indicate consistent HR practices across demographics, highlighting a well-structured HR framework with room for feedback-driven improvements.

Key words: HR Policies, HR Implementation, Employee Welfare, Recruitment and Selection, Performance Appraisal, Training and Development, Employee Satisfaction, Organizational Policy, Talent Management

Introduction

Human Resource (HR) policies are central to organizational success, especially in industries such as automobile manufacturing, where employee performance and process efficiency are key. This study examines how HR policies at Redlands Ashlyn Motors PLC are formulated and implemented, analyzing their impact on employee satisfaction and organizational performance.

Objectives

The primary objective is to evaluate the performance and implementation of HR policies. Secondary objectives include examining policy awareness, employee satisfaction, and departmental consistency. Data were collected from 133 employees using a structured questionnaire. Percentage analysis and Chi-square tests were used for statistical interpretation.

Review of Literature

Aggarwal et al. (2020). This study emphasizes the strategic importance of HR policies in aligning human capital with business objectives. It shows that effective HR frameworks lead to increased organizational efficiency and competitiveness.

Aydogan E and Arslan O (2021). This research focuses on the role of HR policies in enhancing employee engagement and retention. It highlights that fair and transparent HR practices improve organizational loyalty.

Bagader A and Adelhadi (2021). They analyze employee satisfaction in the service sector, linking it to structured HR policies on training, appraisal, and welfare. The study suggests a strong positive correlation.

Boelum S An (2021). The paper discusses the need for adaptable HR policies in a globalized and remote work environment. Flexibility in policy helps manage diverse and distributed teams effectively.

Wafy D J I and Deka A (2024). The authors study gaps in HR policy implementation in Indian industries. They identify lack of awareness, poor communication, and weak follow-up as major issues.

Data Analysis and Interpretation

Analysis revealed no significant demographic differences in HR policy perception. Employees across age, gender, and departments expressed similar levels of satisfaction with recruitment, training, performance appraisal, and benefits. This suggests consistent policy implementation. Awareness of PF/ESI and clarity on leave and exit policies was also uniform.

Appendix: Summary of Chi-Square Tests

Test Description	Chi-Square Value	Degrees of Freedom (df)	p-value	Significance
Training Perception by Age	5.608	12	0.936	Not Significant
Recruitment Team Satisfaction by Age	2.750	1	0.131	Not Significant
Recruitment Satisfaction by Gender	2.275	1	0.131	Not Significant
Training Interest by Department	4.709	9	0.859	Not Significant
Performance Appraisal by Department	4.695	9 2	0.859	Not Significant

Awareness of Company Benefits by Gender	0.502	1	0.478	Not Significant
Leave Policy Satisfaction by Age	0.675	3	0.879	Not Significant
Final Settlement by Gender	4.203	2	0.122	Not Significant
Final Settlement by Department	4.203	2	0.122	Not Significant
Reason for Quitting by Gender	4.203	2	0.122	Not Significant

Source: Primary

CHART Perception of HR Polices of the Respondents of the various Departments
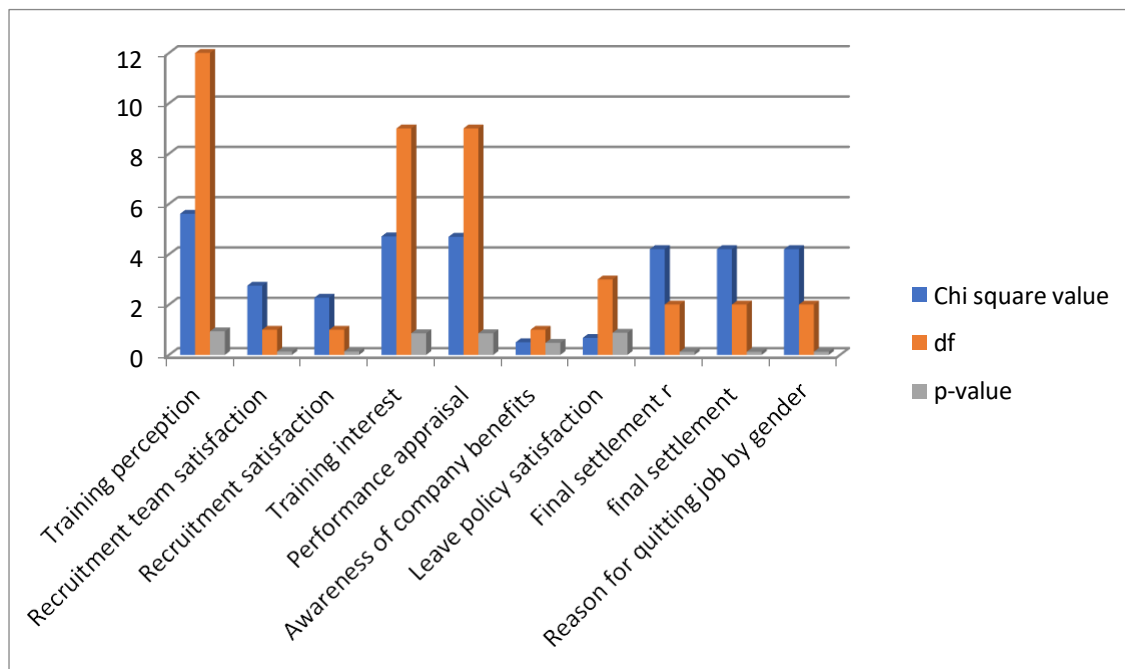
INTERPRETATION

All tests returned **p-values greater than 0.05**, indicating **no statistically significant association** between demographic factors (like age, gender, or department) and perceptions of HR policies or outcomes. This implies **uniform implementation and perception** of HR practices across different employee groups at Redlands Ashlyn Motors PLC.

Suggestions and Conclusion

While the current HR framework is effective, ongoing feedback mechanisms and digital enhancements are recommended. Periodic review of training content and benefits communication can further align employee expectations. In conclusion, Redlands has established a stable HR environment, which, if continuously improved, can ensure long-term workforce satisfaction and productivity.

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