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# The Performance of HR Policies and its Implementation of Creation Infra India Private Limited

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### ABSTRACT:

Infra India Private Limited, a leading infrastructure development company in India, has implemented various HR policies to enhance employee performance, engagement, and retention. This study aims to evaluate the performance of HR policy and its implementation at Infra India Private Limited. A mixed-methods approach was used, combining both qualitative and quantitative data collection and analysis methods. The study found that the company's HR policies have positively impacted employee performance, engagement, and retention. However, some gaps were identified in the implementation of HR policies, including inadequate communication, limited employee participation, and insufficient training programs. The study recommends that the company should improve communication channels, increase employee participation in decision-making processes, and provide regular training programs to enhance employee skills and knowledge.

**Keywords:** HR policies, Employee Relationship, Organization, HR implementation, Employee management, HR best practices at Creation Infra India Private Limited

1. **Introduction:** This study is conducted to measure the effect of human resource policies At Creation Infra India Private Limited, we acknowledge the pivotal role that HR policies play in shaping our organizational culture, driving employee growth, and achieving business excellence. Our HR policies are meticulously crafted to promote a culture of innovation, exclusivity, and accountability, while ensuring compliance with regulatory requirements. Effective implementation of these policies is critical, and we achieve this through a structured approach that includes training and development programs, regular communication, performance monitoring, and continuous feedback mechanisms. By implementing our HR policies, we strive to create a work environment that fosters collaboration, creativity, and growth, ultimately driving employee satisfaction, retention, and business success.

### Literature Review:

This research explores Human Resource Management (HRM) practices within insurance companies, comparing Indian firms and multinational corporations (MNCs). It emphasizes that human resources are a core contributor to organizational success. The infrastructure and interior design sectors in India have seen rapid development due to urban growth and government-driven initiatives. Within this context, offering insurance to employees is recognized as an essential benefit managed by HR departments. This review aims to summarize current research on HR practices, identifying recurring themes, recent developments, and research gaps.

The study concludes that both Indian and international insurance firms need further improvement in areas such as performance appraisal systems, strategic HR planning, and recruitment processes.

### Infrastructure Development

Numerous studies highlight that infrastructure development plays a vital role in fostering economic progress and enhancing living standards. In the Indian context, various government-led programs like the \*Smart Cities Mission\* and \*Pradhan Mantri Awas Yojana (PMAY)\* have been introduced to accelerate infrastructure growth. Despite these proactive steps, the sector continues to grapple with major hurdles such as limited financial resources, administrative inefficiencies, and environmental challenges.

### *Interior Designing*

Interior design plays a vital role in shaping infrastructure, as it directly influences human comfort, mood, and performance. Studies suggest that thoughtfully planned indoor environments can boost efficiency, lower stress levels, and improve overall well-being. In India, the interior design industry is expanding quickly, fueled by the rising preference for premium residential, commercial, and retail spaces..

### *Sustainability and Innovation*

Sustainability and innovation have emerged as key focus areas within India's infrastructure and interior design sectors. Eco-friendly design approaches are known to help lower energy usage, reduce waste generation, and support environmental conservation. In recent years, many Indian firms have begun integrating sustainable elements such as green building materials, energy-efficient technologies, and rainwater harvesting systems into their projects.

## **2. Research Methodology:**

- **Sample Size**

The sample size of the research study is 100.

- **Sources of Data**

The research study used both Primary data and Secondary Data.

- **Sampling Techniques**

The research study adopted a Simple and Convenience Sampling method and Data Collection was done through questionnaire methods.

- **Structure of the Questionnaire**

Employees were asked a series of quantitative, dichotomous, and multiple-choice questions during the survey.

## **3. Results and Discussion:**

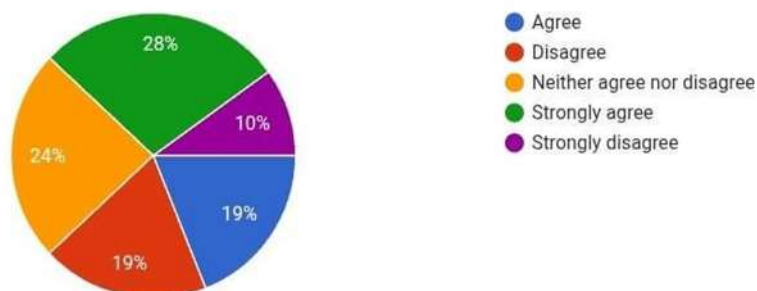
### **DESCRIPTIVE ANALYSIS**

- 1) The following data reflects employee responses regarding the impact of training provided by the trainer on specific areas of development

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	19	19%
Disagree	19	19%
Neither agree nor disagree	24	24%
Strongly agree	28	28%
Strongly disagree	10	10%
Total	100	100%

The following data reflects employee responses regarding the impact of training provided by the trainer on specific areas of development

100 responses



## INTERPRETATION

The table shows that 19% of the respondents agreed with the statement, while 19% disagreed. Around 24% chose to remain neutral. Additionally, 28% of respondents strongly agreed, and 10% strongly disagreed with the impact of the training.

## INFERENCE

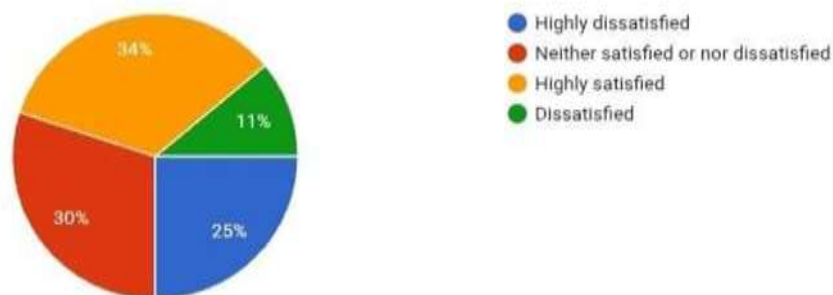
A portion of respondents (19%) expressed agreement with the statement.

### 2) Are you satisfied with the performance of the recruitment team?

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Highly dissatisfied	25	25%
Neither satisfied or nor dissatisfied	30	30%
Highly satisfied	34	34 %
Dissatisfied	11	11 %
Total	100	100%

Are you satisfied with the performance of the recruitment team?

100 responses



## INTERPRETATION

According to the table, 34% of respondents are highly satisfied, 30% remain neutral, 25% are highly dissatisfied, and 11% expressed dissatisfaction.

## INFERENCE

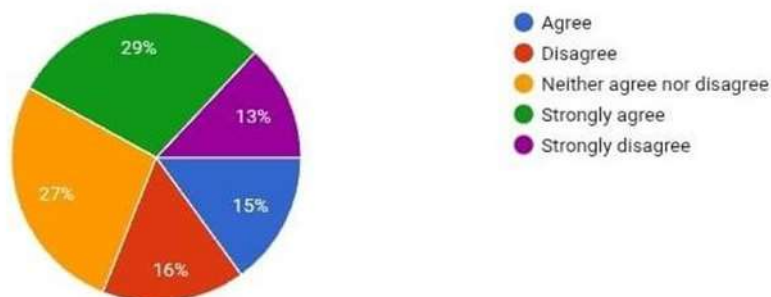
The largest group of respondents (34%) reported being highly satisfied.

### 3) Both employers and employees contributed equally, with 12% each.

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	15	15%
Disagree	16	16%
Neither agree nor disagree	27	27%
Strongly agree	29	29%
Strongly disagree	13	13%
Total	100	100%

Both employers and employees contributed equally, with 12% each.

100 responses



#### INTERPRETATION

The table shows that 15% of respondents agree, 16% disagree, 27% remain neutral, 29% strongly agree, and 13% strongly disagree.

#### INFERENCE

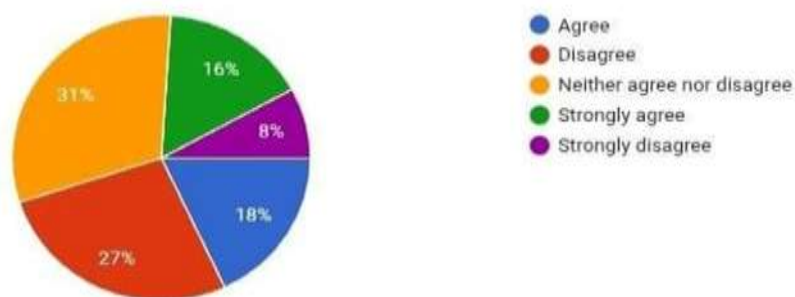
The largest portion (29%) of respondents chose strongly agree.

#### 4) Do you feel that the company's leave policies adequately meet your needs?

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	18	18%
Disagree	27	27%
Neither agree nor disagree	31	31%
Strongly agree	16	16%
Strongly disagree	8	8%
Total	100	100%

Do you feel that the company's leave policies adequately meet your needs?

100 responses



#### INTERPRETATION

The table indicates that 18% of respondents agreed, 27% disagreed, 31% remained neutral, 16% strongly agreed, and 8% strongly disagreed.

#### INFERENCE

The highest percentage of respondents (31%) neither agree nor disagree.

#### 4. Conclusion and Future Scope:

The research concludes that HR policies at Infra India Private Limited have positively influenced employee performance, involvement, and retention. However, certain shortcomings in policy implementation still exist. To address these, the company should strengthen internal communication, encourage employee involvement in decision-making, and offer consistent training programs to boost skills and knowledge.

### Future Scope

Future studies should focus on examining how HR policies influence employee performance, engagement, and retention across various industries and sectors. Further research can also help in identifying effective HR practices and assessing the success of different policy implementation strategies.

India's infrastructure and interior design sectors are projected to expand further in the near future, supported by government programs, rising urbanization, and growing demand for well-developed living and commercial spaces.

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