PERFORMANCE OF HR POLICIES AND IMPLEMENTATION

Mr. R.RAJESH[1], M/S P A ARCHANA[2], MRS. U.LAKSHMI[3], MRS. C.SUGANYA[4], MRS. N.NEERANJANI[5], Dr. N.DEEPA [6]

[1] MBA.,M.COM.,M.PHIL.,(PH.D) Assistant Professor of MBA C.Abdul Hakeem college of Engineering & Technology

[2] MBA. Grace international school Chennai

[3] MBA.,MPHIL Assistant Professor of MBA C.Abdul Hakeem college of Engineering & Technology

[4] MBA. Assistant Professor of MBA C.Abdul Hakeem college of Engineering & Technology

[5] MBA. Assistant Professor of MBA C.Abdul Hakeem college of Engineering & Technology

[6] Ph.D Associate professor of MBA Ganadipathy Tuls's Jain Engineering College

ABSTRACT:

Human Resource (HR) policies are formal guidelines that define the framework for managing an organization's workforce effectively. These policies help in standardizing procedures, ensuring compliance with legal requirements, and promoting fairness, consistency, and transparency in the workplace. The implementation of HR policies is critical to aligning employee behavior with organizational goals, improving performance, and fostering a positive work culture. This paper explores the significance of HR policies, the process of their formulation, communication, and enforcement, as well as the challenges organizations face during implementation. The study emphasizes the need for strategic HR policies that address recruitment, compensation, employee relations, training, diversity, and ethical conduct. Furthermore, it highlights how effective implementation requires leadership support, employee engagement, periodic reviews, and adaptation to changing business environments. Through this analysis, the paper aims to provide insights into best practices for HR policy execution, ensuring sustainable organizational growth and workforce development.

INTRODUCTION:

HR policies serve as guidelines for employees and employers on various aspects of work. An effective introduction involves clearly communicating these policies to ensure understanding and compliance. Implementation requires careful planning, communication, training, and monitoring to ensure consistency and fairness across the organization. Successful implementation not only fosters a positive work environment but also ensures legal compliance and alignment with business goals.

Human Resource policies are formal guidelines and protocols that outline the expectations, rights,   and responsibilities of both employees and the organization. They cover various aspects such as recruitment, employment conditions, performance management, employee behavior, and benefits.

STATEMENT OF THE PROBLEM:

The word administration, management and organization are not synonyms. HRM management is highlighted by role of staffing, welfare, health and safety, training and development etc that plays in different types of business strategies.

The proper organization and administration of the HRM is very important. The challenges are in making these policies routine and tied in with the daily work process. Plus, sometimes, the set targets may be unrealistic. Furthermore, fierce competition, and managing compensation, promotions, and benefits are other critical challenges in HR policy implementation due to their dynamic nature. If employees feel underpaid, overworked, unappreciated, or stagnant in their careers, they may look for other opportunities elsewhere. At the same time, if the organization has a high turnover rate, it may suffer from low morale, poor performance, loss of knowledge and talent, and difficulty in attracting new hires.

SCOPE OF THE STUDY:

- This study analyzing the current HR policies and identifying areas for improvement, developing new HR policies and procedures based on industry best practices.
- In this study ensuring compliance with laws and regulations related to HR policies and this study Training employees and management on HR policies and procedures.
- This study helps to monitoring and evaluating the effectiveness of HR policies in achieving organizational goals.

OBJECTIVES OF THE STUDY:

- Human resources (HR) policies are an essential component of any organization's operations. They provide guidelines and rules that govern the management of employees, ensure compliance with laws and regulations, and support the achievement of organizational objectives.
- To support trust, fairness and inclusion by outlining the responsibilities of both employer and employee.

RESEARCH METHODOLOGY

The methodology of research indicates the general pattern of organizing the procedure of gathering valid and reliable data for the problem under investigation (Kothari, 1996).
The methodology of this study includes the sampling technique, development of the tool data collection procedure and method of analysis based on the statement and objective of the study.

RESEARCH DESIGN:

Research design constitutes the blue print of the collection, measurement and analysis of the data. Research design is the plan and structure of investigation to obtain answers to research question. Research design is essential as it facilitates the smooth sailing of various research operations so as to make the research as efficient as possible yielding maximum information with minimum of effort, time and money. Research design is the specification of methods and procedure for acquiring the information needed. It is a plan of organizing the framework for doing the collection of data. Generally, the research designs are of three types Exploratory, Descriptive and Casual.

LIMITATION OF THE STUDY:

The survey was conducted at employees the sample size is limited. Time is major limitation factors. The respondents in the survey are the employees of the company, the not expresses their view in true opinion. Some employees are not interest in filling questionnaire. The study relies more on the opinion of the respondents which might change from time to time. Moreover the responses are subject to variation depending upon the situation and attitude of the respondents at the time of the survey.

REVIEWOF LITERATURE:

- **T.V. Rao (1999)** the study in his book explains that the audit conducted describes the methods and ideas which have to be implemented in the Human Resource Audit. His Framework helps to estimate the different criteria like core competency, culture and value of the organization. By evaluating the employee's interpersonal skills, they can improve in some of the factors which are theylacking in the system

- **R .N. Chatterjee (1974)** in his articles the author discussed about the economic development requires two types of human resources one the labour's, (unskilled and semiskilled) who work in the forms or in factories and the second , the entrepreneurs who organized and bear the responsibility of all economic activities income is generated by technical and economic innovation an d growth in income the opportunities available for innovation

- **Mridula Mishra (2010)** in his articles the author discussed about the state planning major expressway and power in mode. It is important that these projects are implemented in a time – bound manner and allocated with a transparent process in place.

- **Suhail S.Zidan (2011)** in his articles the author discussed about human resource planning in their focus on training and development , organization development and career development to the company and employees take the responsibility for enchaining the performance of the organization through the assessment of needs and the identification of gap in performance at the workflow and individual levels.

DATA ANALYSIS

1.1- HOW DO YOU SEARCH THE JOBS AND GET PLACEMENT

		Frequency	Percent	Valid Percent
Valid	Placement cells	7	7.0	7.0
	Through websites	5	5.0	5.0
	Newspaper advertisement	72	72.0	72.0

	Referrals	16	16.0	16.0
	Total	100	100.0	100.0

1.1 - CHART


How do you search the jobs and get placement?

INTERPRETATION

The above table it shows 7% of the respondents are placement cells, 5% of the respondents are websites, 72% of the respondents are newspaper advertisements, 16% of the respondents are referrals. So, 72% are majority of the respondents are newspaper advertisements.

1.2 WHICH ONE OF THE LETTERS YOU RECEIVED FROM THE COMPANY

		Frequency	Percent	Valid Percent
Valid	Offer letter	17	17.0	17.0
	Acceptanceletter	19	19.0	19.0
	Joining letter	34	34.0	34.0
	None	30	30.0	30.0
	Total	100	100.0	100.0

1.2 - CHART

Which one of the letters you received from the company after your name shortlisted?
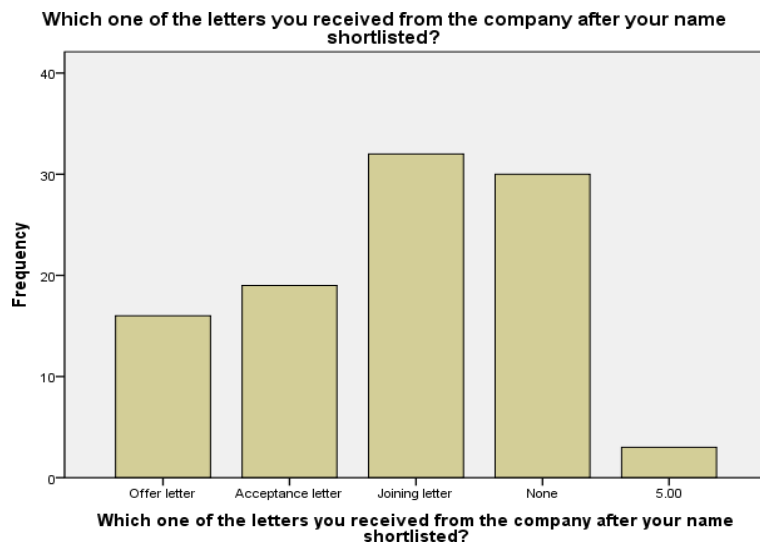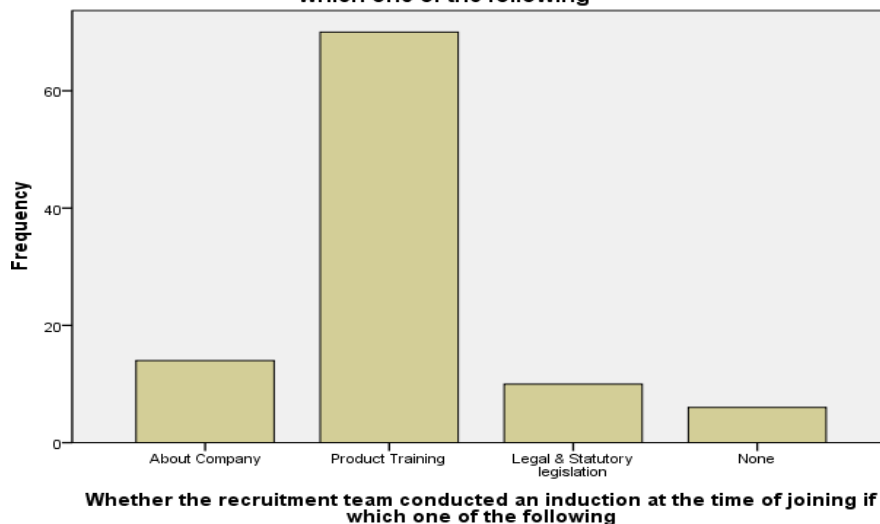
INTERPRETATION

The above table it shows 17% of the respondents are offer letter, 19% of the respondents are acceptance letter, 34% of the respondents are joining letter, 30% of the respondents are none. So, 34% are majority of the respondents are joining letter

1.3 – Whether the recruitment team conducted an induction at the timeof joining if which one of the following

		Frequency	Percent	Valid Percent
Valid	About Company	14	14.0	14.0
	Product Training	70	70.0	70.0
	Legal & Statutory legislation	10	10.0	10.0
	None	6	6.0	6.0
	Total	100	100.0	100.0

1.3 - CHART

Whether the recruitment team conducted an induction at the time of joining if which one of the following

INTERPRETATION

The above table it shows 14% of the respondents are about company, 70% of the respondents are product training, 10% of the respondents are legal & statutory legislation, 6% of the respondents are none. So, 70% are majority of the respondents are product training.

CORRELATIONS

		Education qualification of the respondents	Recruitment team in the organization
Education qualification of the respondents	Pearson Correlation Sig (2-tailed) N	1 100	.779** .001 100
Recruitment team in the organization	Pearson Correlation Sig (2-tailed) N	.779** .001 100	1 100

INTERORETATION

H0:There is no correlation coefficient between the education qualification of therespondents are satisfied with their recruitment team in the organization.

H1:There is correlation coefficient between the education qualification of the respondents are satisfied with their recruitment team in the organization.

RESULT

P=0.779, P>0.05

Since p value is greater than the 0.05 at 5% level of significance. Null hypothesis is accepted. There is no correlation coefficient between the educations qualifications of the respondent are satisfied with their recruitment team in the organization

SUGGESTIONS:

The organization has provide any career opportunities to the employees they improve their career in their life. The company as provide any opportunities for extra allowances for the employees when their complete their works. Provide competitive benefits and ensure safety compliance. Encourage work-life balance and recognize employee achievements. Establish clear guidelines for disciplinary actions and grievance procedures. Regularly update policies to align with industry standards and regulations.

CONCLUSION:

The successful implementation of HR policies in a yarn manufacturing company can lead to improved employee satisfaction, increased productivity, better talent retention, and overall organizational growth. By ensuring fair recruitment processes, effective training and development programs, competitive compensation packages, and a supportive work culture, the company can create a positive working environment where employees feel valued and motivated to contribute their best. This results in a moreefficient production process and a competitive edge in the industry.

REFERENCES:

1. Patricia C Bernstorff, Michael B Marker, Doris S Bennett, (2006) Allied Academies International Conference. Academy of Organizational Culture, Communications and Conflict Proceedings. Vol. 11, online recruitment: Attitude and behaviors of job seeker.

2. EleannaGalanaki, (2002) Career Development International, Vol. 7. The decision to recruit online: A descriptive study.

3. Marcel J.H. van Birgelen, Martin G.M. Wetzels, Willemijn M. van Dolen, (2008) International Journal of Manpower, vol. 29, Effectiveness of corporate employment web sites; How content and form influence intentions to apply.

4. Anonymous (2007). Caterer & Hotelkeeper.. Vol. 197, what innovations have you used in recruiting?