

A Study on The Role of Hr In Interdepartmental Collaboration With Reference To Fluorokraft Pvt Ltd, Chennai

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Abstract- Collaboration is an ideal part of the success of an organization, executed based on transparent and instantaneous communications, this helps the Organization in long term sustainability. The five C's to achieve effectiveness in collaboration are Cooperation, Coordination, Communication, Cognition, and Conditions On the other hand HR Department has the crucial role of maintaining these five C's to implement Inter organizational peace and harmony in the organization through proper collaboration and coordination with all other departments as they are the overall Nervous system of the organization because of which they know all the strength and weakness of the organization through which they can use the strength for climbing further and convert the weakness into the strength and do the same.

This study therefore aims at identifying role of HR in Interdepartmental collaboration in Fluorokraft Pvt Ltd and its effect on the organization both internally and externally, a sample of 250 employees of the company has been selected for current research using questionnaire method of data collection. The research design followed for the study is descriptive type of research. Descriptive research studies are those studies which are concerned with the characteristics of particular individual or of a group.

It is proved from correlation analysis the independent variable has positive relationship to each other. Chi Square results revealed that there is significant increase to the effectiveness of HR in Interdepartmental collaboration and create a good bond and maintain cognitive relation among the Various departments within the organization.

It was also suggested that the organization can conduct friendly sports events and interactive session for the employees to increase the coordination and cooperation and with overall, it was concluded that HR resolved problems even before they escalate and it was observed that HR is people's champion.

Keywords- Collaboration, Coordination, HR Relationship,

Interdepartmental

I. INTRODUCTION

In an organization, Human Resources is the department in charge of all employees and employee-related operations. As a term, we also use it to describe the entire workforce of an organization. In this HR definition, It focus on human resources as a business function, the HR department takes care of the organization's most valuable asset; its employees. HR professionals make sure that employees have everything they need to perform their day-to-day tasks and they are also responsible for creating a healthy work environment that attracts and retains qualified people. Human Resources professionals perform a plethora of tasks, including recruiting, managing employee relations, and creating company policies. In small companies, HR Generalists perform all relevant tasks, whereas in larger companies HR professionals could specialize in certain areas, e.g., sourcing and hiring, compensation and benefits, HR operations.

HR teams undertake various responsibilities in an organization, they are:

- Recognize current and future hiring needs.
- Ensure compliance with federal, state, and governmental labour rules and regulations.
- Attract, recruit, and retain talent.
- Manage compensation and employee benefits.
- Ensure effective employee relations.
- Manage onboarding, training, and learning and development processes to boost performance.
- Apply health and safety measures.
- Handle administrative tasks, such as payroll and taxes.
- Organize and oversee quarterly or annual performance reviews

Human Resources also implement important company policies and regulations, for example, they ensure compliance with the Equal Employment Opportunity (EEO) and GDPR regulations. They need to stay up-to-date with changes in labour legislation and research new HR trends that will keep the organization running smoothly and Embracing Harmony between departments. A company becomes successful when it has employee engagement and all its departments work in harmony. As the HRs are primarily concerned about the company's most important asset, its human capital, they must know how to collaborate and connect with the other departments well.

II. NEED FOR THE STUDY

This study is conducted to know the role of HR in Interdepartmental collaboration in Fluorokraft Pvt Ltd. This study helps to increase the effectiveness of HR in Interdepartmental collaboration and create a good bond and maintain cognitive relationship among the Various departments within the organization.

III. OBJECTIVES OF THE STUDY

- To examine the Involvement of HR in Other departments.
- To determine the Relationship between HR and Other departments.
- To evaluate the role of HR manager in successful Collaboration with other departments.

IV. SCOPE OF THE STUDY

The study will explore the role of HR in Interdepartmental collaboration, a case study of Fluorokraft Pvt Ltd located in Chennai. The population target will be Production Department, HR Department, Merchandise Department, Accounts Department, Dispatch Department, Research and Development Department, Administration and Finance Department.

V. LITERATURE REVIEW

RI Fanousse, D Nakandala, YC Lan (2021) Three types of project uncertainties were found to be dominant in the context of innovation project management: task, technological and market uncertainties. Five dimensions of intra-organizational collaboration are also identified, namely collaborative relationship, collaborative leadership, communicating and sharing information, trust formation and joint decision-making.

Kim (2021) investigates the link between participatory management and job satisfaction in local government agencies in the context of strategic planning. Multiple regression study revealed that managers that utilize a participatory management style and employees' opinions of participative strategic planning processes are both positively related with good job satisfaction. Effective supervisory communications in the context of the strategic planning process are also favourably associated with high levels of job satisfaction, according to the study.

Yu, W., Chavez, R., Feng, M., Wong, C. Y., & Fynes, B. (2020) This research clarifies essential Human resource management practices that support Green Supply chain management and advances related research by constructing and testing an overarching model to explain such synergies and the moderating impact of internal functions. Little has been done on the relation between Human Resource Management and Other departments. This is a challenging situation because the better people are managed within and between organizations in departmental relationships, the better will be the other functions.

BG Peters (2018) Causes for coordination problems and the mechanisms that may be available for improving coordination. The need is to identify the Interaction, Collaboration and Coordination levels between Human Resources and Functions in the organization and their outcomes.

Kasonde et al. (2017) According to the author Human Resource Management is the backbone of any system and the primary facilitator for all other functions to function properly. Every vaccination supply chain requires a competent leader to drive the necessary transformation for long-term sustainability and ongoing improvement. To tackle present and emerging immunization supply chain (ISC) issues, a dedicated and competent immunization supply chain leader with enough qualified, motivated, and empowered staff at all levels of the health system is required. The supply chain initiatives will be effective or sustainable when led by an effective supply chain leader who is supported by capable and motivated employees.

Kaufmann et al. (2017), In the authors perspective variations in aims and personality factors can lead to tensions and decreased performance in cross-functional sourcing teams. Surface-level diversity (e.g., gender, nationality) and deep-level diversity (e.g., sexual orientation) are two types of diversity in teams (e.g., personality, attitudes). This research investigates the potential negative effects of one type of deep-level diversity – affective trait diversity – on sourcing team performance, as well as how such negative effects could be mitigated by team members' emotional intelligence. The

important points emphasized in this study are job satisfaction and competency mapping.

Melton, E. K., & Meier, K. J. (2017) Numerous scientific arguments about how important it is for public enterprises to successfully manage human resources and capacity, identifying the best combination for performance benefits. Empirical findings inspire practitioners to think about how human resource management and capacity management work together to improve performance, but can also operate against one other in unexpected ways.

Adler, P. S. (2016) Employee commitment became an increasingly critical requirement for effective functions as pressures pushed for higher skills and greater dependency; on the other hand, the capitalist social structure sought to strengthen, but also to undermine, that commitment. Author also suggested that there was a fundamental asymmetry between the technological and social forces, which explains the technical forces' dominance in longer-term trends. This implies that the succession of work organization innovations (covered in the first part) is more than a pendulum swinging between formal and substantive reason, control and commitment.

VI. RESEARCH METHODOLOGY

Research Methodology:

Research methodology is a way to systematically solve the research problem it guides us to how research is done scientifically. It consists of different steps that are generally adopted by a researcher to study his research problems along with logic behind them. The research methodology by itself is a process. It has many stages of activities, grouped together yield the solution to the problem.

Research Design:

A research design is purely and simply the frame work or plan for a study that guides the collection and analysis of data. A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure. The research design is the conceptual structure within research is conducted it constitutes the blueprint for the collection measurement and analysis of data. In the research survey conducted, the research design adopted is "DESCRIPTIVE RESEARCH DESIGN"

Types of research design:

- Exploratory research design
- Descriptive and diagnostic research design
- Experimental/causal research design

Sample size:

Number of the sampling units selected from the population is called the size of the sample. Sample of 250 respondents were obtained from the population.

Statistical tool: SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE)

Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study

- Correlation
- Regression
- Chi square
- ANOVA

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

$$\text{Percentage} = \left(\frac{\text{No of respondents}}{\text{Total no of respondents}} \right) * 100$$

Correlation:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not talk about cause-and-effect relationship. The values of coefficient of correlation lie between +1 to -1. When $r = +1$, it means there is a perfect positive correlation between the variables

When $r = -1$, it means there is a perfect negative correlation between the variables.

When $r = 0$, it means no relationship between the two variables.

Regression:

Regression analysis refers to assessing the relationship between the outcome variable and one or more

variables. The outcome variable is known as the dependent or response variable and the risk elements, and co-founders are known as predictors or independent variables. The dependent variable is shown by “y” and independent variables are shown by “x” in regression analysis.

Chi square:

A chi-square test is a statistical test that is used to compare observed and expected results. The goal of this test is to identify whether a disparity between actual and predicted data is due to chance or to a link between the variables under consideration. As a result, the chi-square test is an ideal choice for aiding in our understanding and interpretation of the connection between our two categorical variables.

A chi-square test or comparable nonparametric test is required to test a hypothesis regarding the distribution of a categorical variable. Categorical variables, which indicate categories such as animals or countries, can be nominal or ordinal. They cannot have a normal distribution since they can only have a few values.

ANOVA:

Analysis of Variance (ANOVA) is a statistical method used to test differences between two or more means. It is like the t-test, but the t-test is generally used for comparing two means, while ANOVA is used when you have more than two means to compare.

ANOVA is based on comparing the variance (or variation) between the data samples to the variation within each sample. If the between-group variance is high and the within-group variance is low, this provides evidence that the means of the groups are significantly different.

VII. LIMITATION OF THE STUDY

- The time duration of the project was limited.
- The study is based on the sample size of Only one company not the entire industry.
- The findings of the study are based on the information provided by the staffs of the company.

**VIII. DATA ANALYSIS AND INTERPRETATION
PERCENTAGE ANALYSIS**

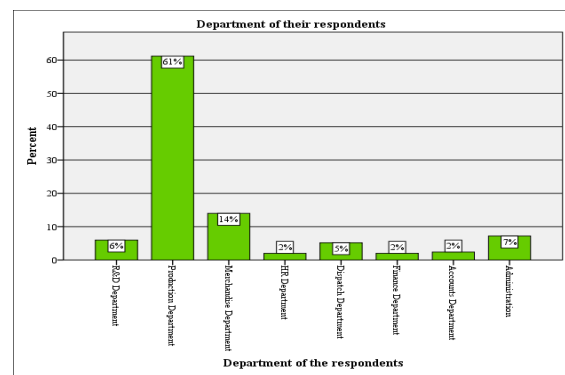
a. Table Showing Department of the respondent

S.No	Department	No. Respondants	Percentage
1	Administration	18	7.2
2	Accounts Department	6	2.4
3	Finance Department	5	2
4	Dispatch Department	13	5.2
5	HR Department	5	2
6	Merchandise Department	35	14
7	Production Department	153	61.2
8	R&D Department	15	6
	Total	250	100

INTERPRETATION

From the above table it is observed that 61.2% are from Production Department 14.0% are from Merchandise Department 7.2% are from Administration 6.0% are from R&D Department 5.2% are from Dispatch Department 2.4% are from Accounts Department 2.0% are from Finance Department and 2.0% from HR Department.

Chart Showing Department of the respondents



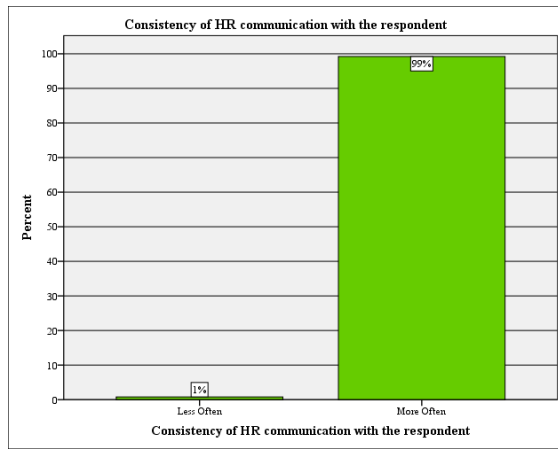
(b) Table Showing How often HR communicates with the respondent

S.No	Response	No. Respondants	Percentage
1	More Often	248	99.2
2	Less Often	2	0.8
	Total	250	100

INTERPRETATION

From the above table it is observed that 99.2% more often and 0.8% less often

Chart Showing How often HR communicates with the respondent



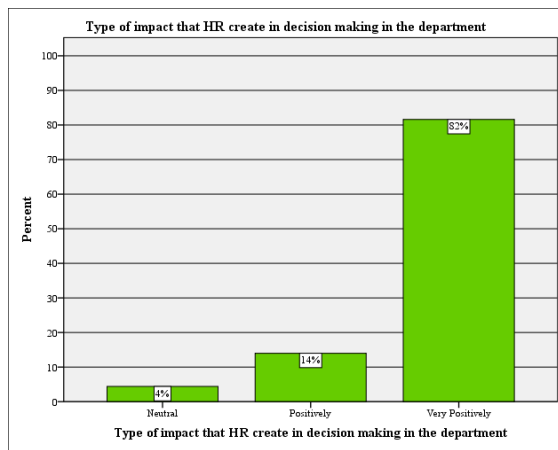
(c) Table Showing Type of impact that HR create in decision making in the department

S.No	Response	No. Respondants	Percentage
1	Very Positively	204	81.6
2	Positively	35	14
3	Neutral	11	4.4
Total		250	100

INTERPRETATION

From the above table it is observed that 81.6% very positively 14.0% positively and 4.4% neutral.

Chart Showing Type of impact that HR create in decision making in the department



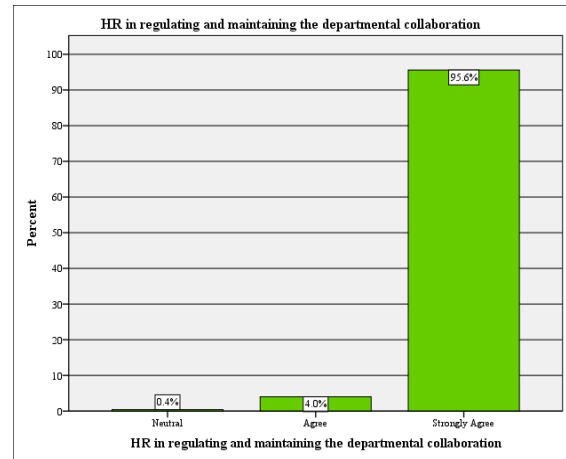
(d) Table Showing HR in regulating and maintaining interdepartmental collaboration

S.No	Response	No. Respondants	Percentage
1	Strongly Agree	239	95.6
2	Agree	10	4
3	Neutral	1	0.4
Total		250	100

INTERPRETATION

From the above table it is observed that 95.6% strongly agree 4.0% agree and 0.4% neutral.

Chart Showing HR in regulating and maintaining interdepartmental collaboration



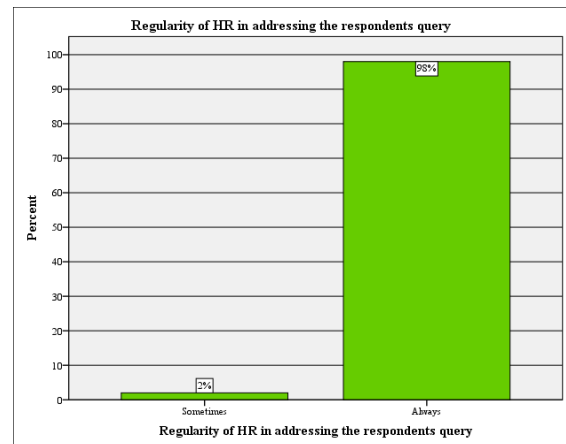
(e) Table Showing How often HR addresses the respondent's query

S.No	Response	No. Respondants	Percentage
1	Always	245	98
2	Sometimes	5	2
Total		250	100

INTERPRETATION

From the above table it is observed that 98.0% always and 2.0% sometimes.

Chart Showing How often HR addresses the respondent's query



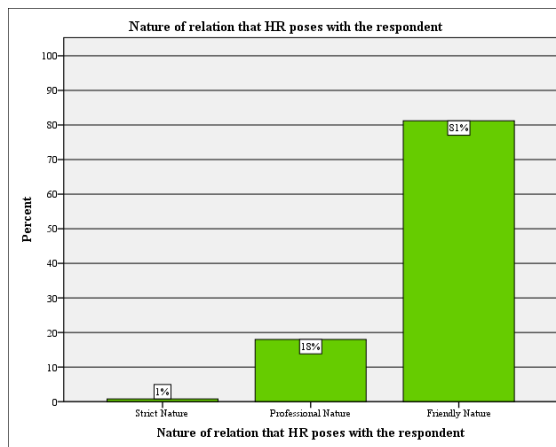
(f) Table Showing Nature of relation that HR possess

S.No	Response	No. Respondants	Percentage
1	Friendly Nature	203	81.2
2	Professional Nature	45	18
3	Strict Nature	2	0.8
	Total	250	100

INTERPRETATION

From the above table it is observed that 81.2% friendly nature 18.0% professional nature and 0.8% strict nature.

Chart Showing Nature of relation that HR possess



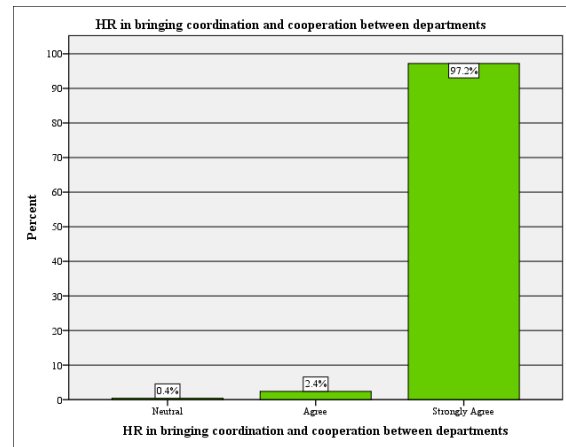
(g) Table Showing HR in bringing coordination cooperation between departments

S.No	Response	No. Respondants	Percentage
1	Strongly Agree	243	97.2
2	Agree	6	2.4
3	Neutral	1	0.4
	Total	250	100

INTERPRETATION

From the above table it is observed that 97.2% strongly agree 2.4% agree and 0.4% neutral.

Chart Showing HR in bringing coordination cooperation between departments



CORRELATION BETWEEN CONSISTENCY OF HR COMMUNICATION WITH THE RESPONDENT AND TYPE OF IMPACT THAT HR CREATES IN DECISION MAKING IN THE DEPARTMENT.

NULL HYPOTHESIS (H0):

There is no relationship between Consistency of HR communication with the respondent and type of impact that HR creates in decision making in the department.

ALTERNATIVE HYPOTHESIS (H1):

There is relationship between Consistency of HR communication with the respondent and type of impact that HR creates in decision making in the department.

STATISTICAL TEST

Correlation is used to the above hypothesis.

Correlations			
		Consistency of HR communication with the respondent	Type of impact that HR create in decision making in the department
Consistency of HR communication with the respondent	Pearson Correlation	1	.310**
	Sig. (2-tailed)		.000
	N	250	250
Type of impact that HR create in decision making in the department	Pearson Correlation	.310**	1
	Sig. (2-tailed)	.000	
	N	250	250

INTERPRETATION

Here the significance has a value greater than 0.05. Hence H1 is accepted.

RESULT

Since, correlation point (0.310) is lies between positive values of 1. So, the table shows that positive correlation between Consistency of HR communication with the respondent and type of impact that HR creates in decision making in the department. Hence, null hypothesis is rejected and accepting alternative hypothesis.

CHI SQUARE DIFFERENCE BETWEEN HR IN REGULATING AND MAINTAINING INTERDEPARTMENTAL COLLABORATION AND REGULARITY OF HR IN ADDRESSING THE RESPONDENT’S QUERY.

NULL HYPOTHESIS:

There is Association between HR in regulating and maintaining interdepartmental collaboration and regularity of HR in addressing the respondent’s query.

ALTERNATIVE HYPOTHESIS (H1):

There is No Association between HR in regulating and maintaining interdepartmental collaboration and regularity of HR in addressing the respondent’s query.

STATISTICAL TEST

Chi square is used to the above hypothesis.

CHI SQUARE

HR in regulating and maintaining the departmental collaboration			
	Observed N	Expected N	Residual
Strongly Agree	239	83.3	155.7
Agree	10	83.3	-73.3

Neutral	1	83.3	-82.3
Total	250		

Regularity of HR in addressing the respondents query

	Observed N	Expected N	Residual
Always	245	125.0	120.0
Someti mes	5	125.0	-120.0
Total	250		

Test Statistics

	HR in regulating and maintaining the departmental collaboration	Regularity of HR in addressing the respondents query
Chi-Square	436.664 ^a	230.400 ^b
df	2	1
Asymp. Sig.	.000	.000

INTERPRETATION

Here the significance has a value lesser than 0.05. Hence H0 is accepted.

RESULT

For an association to exist between the two variables, the significant value must be less than 0.05(for 95% significant level). In this the significant is lesser than 0.05. Therefore, H0 is accepted. Hence there is Association between HR in regulating and maintaining interdepartmental collaboration and regularity of HR in addressing the respondent’s query.

IX. FINDINGS

- Work environment satisfaction is relatively high, with 67.7% of respondents being satisfied or very satisfied.
- Compensation benefits satisfaction is also notable, with 63.7% of respondents expressing satisfaction or very satisfaction.
- Mentorship and guidance are perceived positively, with 61.4% of respondents feeling either very supported or extremely supported.
- Communication channels within the company receive positive feedback, with 61.1% of respondents being satisfied or very satisfied.
- Training and development offerings are well-received, with 68.5% of respondents expressing satisfaction or very satisfaction.
- Work-life balance satisfaction is relatively high, with 66.7% of respondents being satisfied or very satisfied.
- Reward and recognition programs receive positive feedback from the majority (66%) of respondents.
- Wellbeing programs are perceived positively, with 62% of respondents expressing satisfaction or very satisfaction.
- Team dynamics and collaboration within departments are generally positive, with 62.7% of respondents being satisfied or very satisfied.
- A significant majority (66.4%) of respondents are likely or very likely to recommend Preethi Technologies as a great workplace to others.
- Company culture significantly impacts job satisfaction for the majority (63.9%) of respondents.

X. SUGGESTION

- HR can be more friendly and increase the interaction with accounts and finance department.
- HR can conduct more Interactive sessions.
- Fun based team activities on weekly basis to Create and strengthen the bond between departments like fun Friday.
- The organization can Initiate programs like sports event, team lunch outing and appreciation events.

XI. CONCLUSION

The study was conducted in Fluorokraft Pvt Ltd in Chennai, it was found that HR was maintaining a friendly relationship with all departments, rather than being strict with them which contributed to initiating collaboration and maintaining peace between the departments. Though it was found that HR was interacting very little with some departments, the HR was able to accomplish the coordination and cooperation between all departments. The HR was

influencing in every departmental decision-making process. But those influences were creating a positive impact with the department's decision-making, as HR was participating in every department's decision making as much as possible to see to that other departments are not getting affected by that particular departments decision making.

HR was also initiating cognitive and vigilant behaviour over the time, while participating in departments decision making, so that no wrong decisions were made and also all decisions were mutually exclusive, This frequent participation with Inter departmental decision-making process created a positive loophole for HR for identifying and resolving conflicts even before the conflicts were to occur, This was highly beneficial technique which conserved the energy time and peace of the organization Also, whenever there was conflict between two or more departments, HR acted as a medium of communication and resolved the conflict In a quick manner. It was also observed That HR is people's champion of the organization.\

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