

A Study on Effectiveness of Hr Policies With Reference To Rpd High Tech Management Private Limited

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Abstract- *This study has been enriched at RPD HIGH TECH MANAGEMENT PRIVATE limited to identify the HR policies Are also defined as that body of principles and rules of conduct which govern the Enterprise in its relationship with employees. Such a policy statement provides Guidelines for a wide variety of employment relationships in the organization. The Purpose and significance of the HR policies hardly need any elaboration*

I understand and agree that I will read and comply with the policies contained in this manual and any revisions, that I am bound by the provisions contained therein, and that my continued employment is contingent on following those policies. An organization is an open and complex system that consists of many variables in its interactions with the external environment. It has been observed that many organizations are currently not as competitive as they were before due to an ever-changing business environment which demands efficiency and innovation. Therefore, organizations have to look for new ways of doing things so that they can increase their effectiveness in achieving their goals and objectives. The primary objective of this study is implementing HR Policies with reference to RPD HIGH TECH MANAGEMENT PRIVATE LIMITED and the secondary objective is to study the amendments of base policy and create a new policy.

The research design used for the study was descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sample taken for this study was 200 at RPD HIGH TECH MANAGEMENT PRIVATE LIMITED. The type of sampling technique used for the study was stratified random sampling.

This study shows that the implementing HR policies was implemented on RPD HIGH TECH MANAGEMENT PRIVATE LIMITED.

I. INTRODUCTION

This study is conducted to measure the effect of human resource policies (planning, Recruitment & selection, training & development, job analysis & design, motivation, Performance appraisal, and employee participation in decision making) on Organizational performance, to verify if there is a positive and significant relationship Between human resource policies and organizational performance, and to measure. The scope of application of human resource policies. These guidelines identify the Organizations intention in matters of recruitment, selection, promotion, development, Compensation, motivation, and otherwise leading and directing employees in the Working organization. HR policies serve as a road map for the manager. HR policies Are also defined as that body of principles and rules of conduct which govern the Enterprise in its relationship with employees. Such a policy statement provides Guidelines for a wide variety of employment relationships in the organization. The Purpose and significance of the HR policies hardly need any elaboration. Every Organization needs policies to ensure consistency in action and equity in its relation with employees. Policies serve the purpose of achieving organizational goals in an Effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programs can be Measured.

The dictionary meaning of policy is a “plan of action” and that “Plan” is a policy. According to Flippo ‘policy’ is a man-made rule of pre-determined course of action that is established to guide the performance of work toward the organisation objectives. It is a type of standing plan that serve to guide subordinates in the execution of their tasks. Yoder observes, A policy is a pre-determined, selected course established as a guide towards accepted goals and objectives. In general, policies constitute guides to action.

They offer the standards based on which decisions are reached. They serve as a road map for managers in the organisation. Therefore, it is the responsibility of top management to formulate and develop a basic creed which should contain a clear-cut statement of the possibility.

The statement of specific objectives should refer to the various activities of personnel administration connecting with staffing training, developing, wage and salary administration, motivation, employee services and benefits, employee records, labour relations and personnel research.

The basic objectives of policy is to ensure that work and accomplishment are properly recognized, safe and healthy conditions of work are established that common interests of personnel are considered and employee participation is encouraged, employees motivation and their development are properly look after, and that the role of trade unions are recognised and their functions and responsibilities are respected.

Peter Drucker has rightly said, the management must gear its policies and objectives in such a fashion that the employees perform their work and do their assigned tasks. It implies a consideration of human being as a resource, i.e. as something having peculiar psychological properties, abilities and limitation that require the same amount of engineering attention as the properties of any other source, e.g., copper. It implies also a consideration of the human resources as having, unlike any other resources, personality, citizenship, control over whether they work how much and how well, and thus requiring motivation participation, satisfaction, incentives, rewards, leadership, status and function. It is management, and management alone, that can satisfy their requirements. For they must be satisfied through work and through the job within the organisation and management is the activating organ of the organization.

The policy is rules of conduct; therefore, it is based on the following principles:

- Place right person in the right place at the right time.
- Train every employee for current and future jobs.
- Establish organization as whole a co-ordination team.
- Ensure proper and adequate supply of tools and equipment's.
- Create better working conditions
- Give security with opportunity, incentive, and recognition.
- Look forward, plan ahead for more and better things

“Human resource policies are continuing guidelines on the approach the organization intends to adopt in managing its people. They define the philosophies and values of the organization on how people should be treated, and from these are derived principles upon which managers are expected to act when dealing with human resource matters.”

II. OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVES

- A study on effectiveness of HR policies with reference to RPD high tech management private limited

SECONDARY OBJECTIVES

- To assess the alignment of existing HR policies with organizational goals and values
- To evaluate the effectiveness of current HR policies in attracting and retaining talent within the organization
- To analyze the impact of HR policies on employee performance, productivity
- To examine the fairness of existing HR policies in terms of implementation and application

Scope of the study

HR Policies concerning with recruitment, selection and separation of employees. HR Policies concerning with Training and Development. HR Policies are concerning with transfer and promotion, working conditions, compensation and industrial solutions

Need of the study

HR policies are important for employees to work for an organization. It helps to maintain motivation and willing work forces. It is an interesting and significant area for conducting research. They also ensure compliance with employment legislation and inform Employees of their responsibilities and the Company's expectations HR policies provide guidelines on employer-employee relationships, which Impart information on acceptable norms of behavior, work schedules, health and safety measures, employment laws, conflict resolution and disciplinary Measures.HR planning, hiring (recruitment and selection), training and development, Payroll management, rewards and recognitions, Industrial relations, Grievance handling, legal procedures. To have a formal Statement on corporate thinking which will serve as a Guideline for actions. Promote effective management without your constant Intervention To establish the consistency in the application To Motivate Team Members to Device and implement best policies

III. LITERATURE REVIEW

A literature review is a type of review article. A literature review is a scholarly Paper that presents the current knowledge including substantive findings as well as Theoretical and methodological contributions to a particular topic. Literature reviews Are secondary sources and do not report new or original experimental work. Most Often associated with academic- oriented literature, such reviews are found. In academic journals and are not to be confused with book reviews, which may also Appear in the same publication. Literature reviews are a basis for research in nearly Every academic field

Wang et al., Citation (2020) With the growing number of studies investigating employee perceptions of HR practices, the field of SHRM is challenged with monitoring how cumulative insights have developed. Extant SHRM literature has examined the employee perspective on HRM using different theoretical angles, resulting in a variety of conceptual models studied that include employee perceptions of HRM as an antecedent, mediator, or outcome.

Beijer et al., Boon et al., Citation (2019) In addition, there is a lack of transparency in the conceptualizations that are used to capture employee perceptions of HR practices. This is problematic, as it has been argued that different conceptualizations of employee perceptions of HR practices could have differential relationships with both actual HR practices and outcomes.

Bulbul Kar, Dr Biswadeep Mishra (2016) integrated set of planned and Intended strategies, policies and practices for managing people in an organization; and HRM practices as the activities actually implemented and experienced by employees, and that can be objectively verified. The authors Emphasize the integration that must exist between HR management practices and the internal and external contingencies of the organization.

Podsakoff, Mackenzie, & Podsakoff, (2016) Here we review whether this has changed over time. We examine how systems are labeled and which practices and sub bundles they contain to determine how HR systems that are labeled differently can be distinguished from each other and to what extent HR systems that are labeled similarly indeed are similar in terms of the practices they include. Ambiguity regarding the conceptual boundaries of a construct hinders knowledge accumulation, as it may be unclear what we are speaking about when we examine or compare specific HR systems.

Albrecht S.L, Bakker A.B, Gruman J.A, Macey W.H and Saks A.M(2015) These practices necessary to manage people at work, specifically in the aspects Related to hiring, training, evaluation, remuneration and the provision of a good and secure environment for company employees. For the author, there were five Main policies and practices that constituted people management in organizations By the HR area: recruitment and selection, training and development, Remuneration, performance appraisal and working conditions.

Sudham Shetty V. Naveen, Dr.D.N. Raju (2014) Their research is based on the Recruitment and selection process in Cement Industry, Electronics Industry, Sugar Industry in Krishna Dt AP, India and observed that in all the selected Industries of the study area recruitment is made by campus placements, job.com, Data banks etc. The selection is done by evaluating the candidate's skills, Knowledge and abilities which are highly required to the vacancies in selected Industries. They also identified that both monetary and non-monetary incentives Are given to the employees to motivate them for better.

Anupama Gupta (2010) Her study research mostly revolves around the Consequences of the challenges faced by the Human resource management in Context with the current economic status and the challenges faced should be Taken in consideration. This article insists on the challenges in the short fall of Talented employees. This also emphasis on how Human resources Management Tackles the problems handled on day-to-day activities. It also suggested some Important points to handle things better.

Kundu. Subhash C., Diva Mahan (2009) This study is based on the "Human Resources Management Practices in Insurance Companies: The study was Made in Indian and MNC's and explains the benefits of the organization is Generated only by Human Resources. However, the advantage of giving Insurance to the Human Resources is one of the employee benefits issued by The Human Resource Management. The findings of the study says that both Domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment.

Hemant Rao (2007) In this research study he explained the changes in the role Human Resources. There was an extraordinary change in the role of Human Resource department. He found that each individual should work in the Organization such that they should treat the employees irrespective to cast, Religion, gender etc. The productivity of the company is based on the quality of work done by the employees in the Organization

Subramanian, V. (2005) He expresses that the recruitment and selection Process in the organization and selecting the right candidate for the correct Position helps employees to work in the organization in a very positive mode. The interview process should be relevant to the job profile so that the candidates Will be interested in the job profile.

Maitin, T.P. (2003) In his study he explains the Human Resource Development Shows the progress of the organizational growth with different process like Recruitment and selection, payroll processing and maintains the rules and Regulations of the office. By the way of best approach towards the employees Which the in the high productive of the employees

Limitations of the study

- HR policies are often standardized and designed to be applied consistently across the organization.
- This can result in a lack of flexibility in accommodating unique situations or individual needs.
- Employees may feel frustrated or dissatisfied if policies are not flexible enough to address their specific circumstances.
- Some HR policies can be complex and difficult to understand, which can lead to confusion or misinterpretation.
- Employees may not fully understand their rights or responsibilities, resulting in unintended consequence
- While HR policies may be designed to address common workplace issues, they may not be tailored to specific departments or job roles.

IV. METHOD DATA COLLECTION

The research has chosen the questionnaire methods of data collection Due to Limited time in hand. While designing the hand collection procedure, adequate Safeguard against bias and unreliability must be ensured. Researcher has examined the collections of data for completeness, comprehensibility, consistently and Reliability. Research is also gathered secondary data which has already been Collected and analyzed by someone else. He got various information from journals, Historical documents magazines and report prepared by the researchers. For the Present piece of research, the investigators have used the following methods.

- Questionnaire
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- Interview
- Observation

In this study Descriptive research Design is used.

SAMPLING TECHNIQUES

In this study probability sampling was employed. However, the type of the type of Probability sampling is used is “Simple random sampling” where in the samples are Drawn by generating random members.

SIMPLE RANDOM SAMPLING

Simple random sampling is a sampling technique where every item in the population Has an even chance and likelihood of being selected in the sample. Here selection of item completely depends on chance or by probability and therefore this sampling Techniques is also sometimes is known as a method of chances.

This process and techniques are known as simple random sampling, and should not Be confused with systematic random sampling. A simple random sample us a fair Sampling technique.

The total population is 240 and sample size is 200 and 40 employees are contract labours

SOURCE OF DATA

For any study there must be data for analysis purpose. Without data there is no Means of study. Data collection plays an important role in any study. It can be Collected from various sources.

Primary data

The Primary data was collected from the respondents by administering a Structured questionnaire and also through observation, interview & Discussion with management. The researcher collected primary data through Structured questionnaire and interview.

Secondary data

Apart from Primary data collected, the data collected through text books, the Records of RPD HIGH TECH MANAGEMENT PRIVATE LIMITED journals from Library, and Internet is used for the study.

V. TOOLS OF ANALYSIS

The tool used here in this study is correlation, regression

STRUCTURE OF QUESTIONNAIRE

In this study, the primary data is collected through questionnaire from the Respondents directly. A questionnaire consists of a number of questions printed or Typed in a definite order on a form. Here, open ended, close ended questions, rank Order, rating scale are used in the questionnaire.

CORRELATION

Correlation is a statistical measure that expresses the extent to which two variables are linearly related (meaning they change together at a constant rate). It's a common tool for describing simple relationships without making a statement about cause and effect.

REGRESSION

Regression is a statistical technique that relates a dependent variable to one or more independent (explanatory) variables. A regression model is able to show whether changes observed in the dependent variable are associated with changes in one or more of the explanatory variables.

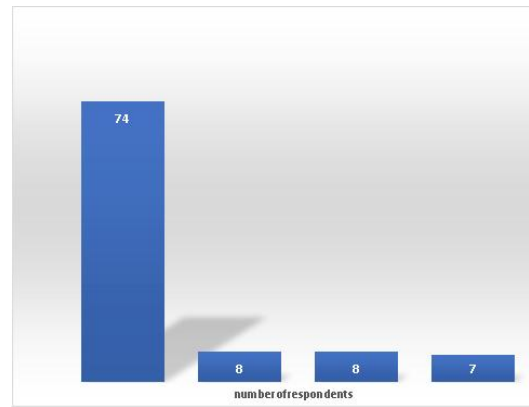
$$Y_i = f(X_i, \beta) + e_i$$

Y_i = dependent variable
 f = function
 X_i = independent variable
 β = unknown parameters
 e_i = error terms

Table showing age of the respondents

Particulars	No. of respondents	Percentage
20-30 Years	73.3%	74
31-40 Years	7.7%	8
41-50 years	7.7%	8
50 Years and above	13.3%	13
Total	100	200

Chart showing age of the respondent



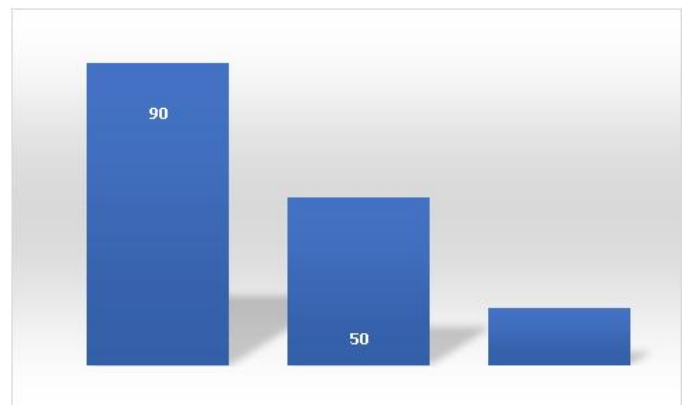
Interpretation

This table showing no of respondents for 20-30 Years is 73.3 %, 21-40 Years is 7.7%, 41-50 Years is 7.7 % and 50 Years and above is 13.3%

Table showing recruitment team conducted an induction

Particulars	no. of respondents	Percentage
yes	89.6%	90
no	49.8%	50
maybe	16.7%	17
Total	100	200

Chart showing recruitment team conducted an induction



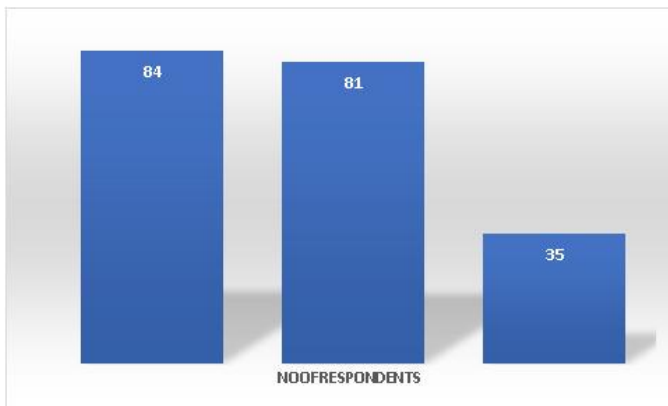
Interpretation

This table showing no. of respondents of recruitment is conducted an induction if yes is 89.6%, no is 49.8% and maybe is 16.7%

Table showing if training conducted and the areas are developed

Particulars	no. of respondents	Percentage
Yes	83.8%	84
No	80.6%	81
Maybe	34.7%	35
Total	100	200

Chart showing if training conducted and the areas are developed



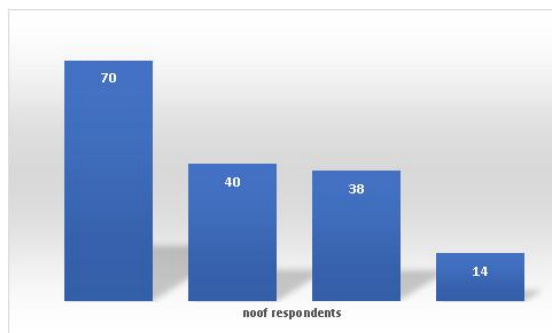
Interpretation

This Table showing if training conducted and the areas are developed if yes is 83.8%, no is 80.6% and maybe is 34.7%

Table showing further training was needed in the company and in which areas it is be needed

Particulars	no. of respondents	Percentage
Welfare	69.8%	70
Fire and safety	40%	40
Management and skills	39.7%	38
Time management	14.3%	14
Total	100	200

Chart showing further training was needed in the company and in which areas it is be needed



Interpretation

This Table showing further training was needed in the company and in which areas it is be needed in welfare is 69.8%, fire and safety is 40%, management and skills is 39.7% and time management is 14.3%

Regression

Null hypothesis H0: There is no significant difference between age of the respondents and recruitment team conducted an induction

Alternative hypothesis H1: There is a significant difference between age of the respondents and recruitment team conducted an induction

Regression Statistics								
Multiple R	0.50681							
R Square	0.256856							
Adjusted R Square	-0.07648							
Standard Error	37.42099							
Observations	4							
	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>	<i>Lower 95%</i>	<i>Upper 95%</i>	<i>Lower 95.0%</i>	<i>Upper 95.0%</i>
Intercept	0	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A	#N/A
recruitment team conducted an induction	0.168917	0.165884	1.018284	0.383511	-0.359	0.696832	-0.359	0.696832
RESIDUAL OUTPUT								

Observation	Predicted age of the respondents	Residuals	Standard Residuals				
1	15.2025	58.7975	1.814316				
2	8.445833	-0.44583	0.01376				
3	2.871583	5.128417	0.158248				

Interpretation

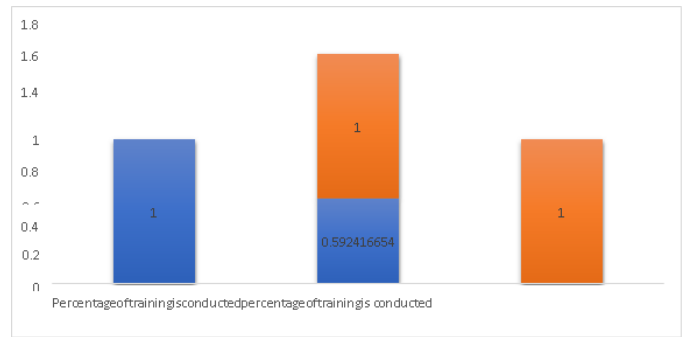
H0 is accepted because there is no significant difference between age of the respondent and recruitment team conducted an induction because present values is less than 0.05 and hence H0 is accepted

CORRELATION

Null hypothesis H0: There is no significant difference between training is conducted and the areas training was conducted is there any development

Alternative hypothesis H1: There is significant difference between training is conducted and the areas training conducted areas are developed

	Percentage of training is conducted	percentage of training is conducted and areas developed
Percentage of training is conducted	1	
percentage of training is conducted and is there any development	0.592416654	1
		1



Interpretation

Here alternative hypothesis is accepted because present value is 1 it is higher than normal value 0.05 and hence there is significant difference between training is conducted and the areas training was conducted is there any development

VI. FINDINGS OF THE STUDY

- Majority of the study showing age of the respondents is 73.3% is 20-30 years
- Majority of the study showing recruitment team conducted induction is 89.6%
- Majority of the study showing if training conducted areas are developed is yes as 83.8%
- Majority of the study showing if further training is needed and the areas as welfare needed to be developed is 69.8%

VII. SUGGESTION

Here this management can tell HR policies to employees through by preventing a visual things like chart paper, notice board Etc. and rules and regulations about HR policies can be given by employees through by some training activities

VIII. CONCLUSION

Here a study on effectiveness of HR policies is conducted at RPD HIGH TECH MANAGEMENT PRIVATE LIMITED and it was done effectively in the organization and this study saying that the RPD High tech management private limited as conducted the recruitment team is provided induction and more training was needed to be in welfare

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