

# Impact of Human Capital Management on Organizational Performance in Rane Brake Lining Limited In Trichy

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**Abstract-** *The concepts of human capital and strategic management of human resources are very prominent in organizations today in terms of theory and policy. Human Capital is an integral aspect of optimizing an organization's assets because it offers a long-term competitive advantage and increases employee efficiency. To increase consumer satisfaction and create a competitive advantage for the business, these individuals must have sufficient experience, information, ingenuity, and creativity. Human capital is attracting more attention as a result of increased globalization and market saturation as a result of the recent recession in various economies around the world. Developed and developing countries put greater importance on human capital development in order to accelerate economic growth by devoting the required time and money. The study's results support a strategy of investing in and controlling human capital to achieve a competitive advantage at the organizational and national levels. To achieve a competitive edge over competitors, organizations have consistently put a high emphasis on human capital by taking the necessary steps to promote a culture of knowledge sharing, recruit highly skilled staff, and develop more innovative ideas.*

**Keywords-** Competitive Advantage, Human Capital, Organization Performance, Competent Employees, Intellectual Capital, Social Capital.

## I. INTRODUCTION

Human capital planning is a tool for evaluating the talent pool and its capabilities in order to achieve organizational goals and implementing strategies to achieve those objectives. Organizations that do not invest in their Human Capital and the next generation work environment may see their goods and services erode, as well as their ability to compete globally, as a result of rising employee malaise. Organizations in the Global 20000 are focusing more on resource utilization and productivity these days. A systematic Human Capital Management (HCM) approach addresses the organization's need to accurately measure and maximize Human Productivity at both the macro and micro levels. Organization Structure Planning is a continuous process that ensures that an organization's Human Capital is placed in the right jobs at the right time and in the right manner. According

to Meacham (2015) and De Gregorio and Lee (2003), while most developing countries in Africa and Asia have made substantial gains in terms of physical and human resources, most Latin American countries still need additional development programmer to help them increase their human capital and capital stock.

## II. REVIEW OF LITERATURE

- Few recent studies have focused on identifying the processes that help businesses value each employee's human capital strategically (Polycarp et al., 2014; Wright and McMahan, 2011; Polyhart and Moliterno 2011).
- The term "human capital," also known as "skilled labour," was first used in economics. Goode (1959) shared various perspectives on human capital, owing to the fact that a broad range of factors can affect the production and use of human capital directly or indirectly Mincer (1958), and Becker (1975,1962).
- Human capital was coined in the to demonstrate how individuals' investments in themselves is comparable to companies' investments in physical capital. Theodore Schultz and Gary Becker developed 1950s and 1960.
- The government's development goals include the recognition that human capital investment is critical to the success of Afghanistan's development goals. Human capital refers to people "knowledge, facts, ideas, abilities, and health" (Becker 2002).
- Human capital theory has been used in the past to address a variety of strategic human resource management problems HR architecture (Lepak & snell, 2002).
- Delaney and Huselid discovered strong empirical evidence of the connection between HR practices and company performance (1996). In human resource management, there are only a few tasks that can be categorised as having a commitment or control component. Arthur claims that (1994).

## COMPANY OVERVIEW OF RANE

Rane Brake Lining, a Rane Group Corporation, was founded in 1964 in technical and financial collaboration with Nisshinbo Industries, Japan, to manufacture asbestos-free Brake Linings, Disc Pads, and Clutch Facings for use in every segment of the automobile industry. In India, the company is the market leader. More than 15 countries are served by our exports. The main thrust field is research and development. Dedicated facility for the production of new technologies for important applications such as aerospace. Via one of its holding companies and seven manufacturing companies, the Rane group serves a range of industry segments: Passenger Cars, Dual Utility Vehicles, Light Commercial Vehicles, Medium & Heavy Commercial Vehicles, Farm Tractors, Three-wheelers, Two-wheelers, and Stationary Engines. The company's goods are updated on a regular basis to keep up with changing consumer demands. Green Content Policy has been introduced to ensure that goods meet rigorous environmental requirements. Computer Assisted Design (CAD) and advanced test equipment, such as a full-scale inertia dynamometer, thermo gravimetric analyzer, and paralysis gas chromatograph, are available at the Design Center. RBL manufactures the entire product range in four plants located in Chennai, Hyderabad, Puducherry, and Trichy. To meet customer expectations, products are subjected to stringent quality controls. Puducherry's plant is an exclusive Asbestos-Free Zone.

- A plant from Chennai Brake linings, disc pads, and clutch facings are examples of automotive items. Products for railways. Brake blocks for railways
- 'Hyderabad plant' is an abbreviation for 'Hyderabad Brake linings and clutch facings are two automotive items. Items for the railway industry. Brake blocks for railways
- Plant from Puducherry Brake linings, disc pads, and cord woven clutch facings are examples of automotive products. Items for the railway industry. Brake blocks for railways
- Plant from Trichy Disc Pads are a form of automotive component.

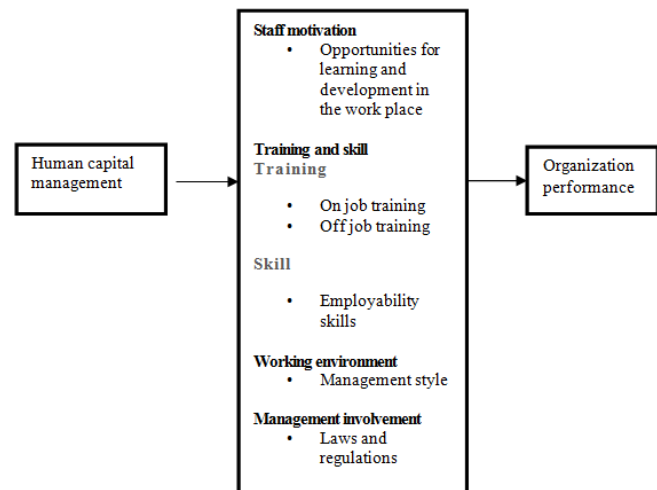
#### PRODUCTS MANUFACTURED BY THE COMPANY INCLUDE

- Brake Linings
- Disc Pads
- Clutch Facings
- Rail Brake Pads
- CV Brake Pads
- Sintered Brake Pads

#### OBJECTIVES

1. To assess the different factors that affect the organization's Human Resource Management.
2. To assess how Human Resource policies affect employee performance.
3. To assess the impact of human capital management on the overall performance of the company.
4. To propose a variety of measures to increase organisational performance through the use of human capital.

#### III. FRAMEWORK



#### IV. CONCLUSION

Human resource management is described as the process of hiring, recruiting, managing, and retaining employees so that they can contribute effectively to the processes of the company. It helps businesses to maximize production and productivity by understanding and maximizing their human capital. HCM improves the potential of human capital. Combining a Human Capital Management System with business process management will result in increased productivity. To achieve maximum business agility, process automation isn't enough. The article looked at how the area of human resource management can be taught in a number of subjects at the University of Zulia's Faculty of Management Science and Informatics, with an emphasis on improving human capital effectiveness. We used the practice of business organization as an example, pointing out how, as part of their diploma thesis, students propose criteria to determine the value and effectiveness of human resources. As students are interested in practical solutions to theoretical problems in the sense of real businesses, their willingness to learn increases.

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