

# **A STUDY ON RECOGNIZING HOW EMPLOYEES VIEW HUMAN RESOURCE PRACTICES AT JMR APPARELS COMPANY**

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## **ABSTRACT**

This research study aims to investigate how employees perceive human resource (HR) practices. Understanding employees' perspectives on HR practices is crucial for fostering a conducive work environment, enhancing employee satisfaction, and ultimately improving organizational performance. The study will explore various dimensions of HR practices, including communication effectiveness, fairness and equity, support for work-life balance, opportunities for development, and employee engagement and recognition. Utilizing a mixed-method approach, quantitative surveys and qualitative interviews will be conducted to gather comprehensive insights into employees' views. By recognizing and addressing employees' perceptions, the organization can create a workplace culture that promotes employee engagement, satisfaction, and organizational success.

## **INTRODUCTION**

Human resource practices refer to the strategies, policies, and procedures implemented by an organization to manage its employees effectively. These practices are designed to attract, develop, motivate, and retain a high-performing workforce. Human resource practices encompass a wide range of activities and initiatives that contribute to the overall organizational success. By exploring employees' viewpoints, attitudes, and reactions towards these practices, this research endeavors to shed light on the factors that influence their perceptions. Additionally, it seeks to uncover the implications of these perceptions on employee morale, motivation, and performance. The significance of this study lies in its potential to provide valuable insights for human resource professionals, managers, and organizational leaders. By gaining a deeper understanding of employees' perspectives, organizations can tailor their human resource strategies to foster a more positive work environment, enhance employee satisfaction, and ultimately drive organizational success.

## REVIEW OF LITERATURE

**Bhavana Raina, d. a. (2019):** A Study of Employees' Perceptions of Human Resource Practices and Work Engagement. Questionnaires were given to employees working in hotels in front of the house and at the back of the house at different levels in different hotels. 425 responses have been obtained after sending 600 questionnaires, with a response rate of 71%. **Shweta Rajput, d. v. (2018):** There is a growing need for the integration of environmental management into human resource management (HRM)—green HRM—research practice. This paper summarizes the findings of the first phase of a longitudinal study. **M.E., D.C. (2017):** HRM Practices in the IT Sector The 50 questionnaires are given to some employees, and then, with the opinion of the employee's bar chart, a chart is prepared. **Iqbal, s. (2016):** EMPLOYEES' PERCEPTION REGARDING THE ROLE OF SPECIFIC HRM distributed by the gatekeepers, and completed questionnaires were received by the contact persons at a time convenient to the respondents. **Riet, S. v. (2016)** Focusing on employees' perceptions of HRM, HRM satisfaction and distinctiveness are considered. HR distinctiveness is measured as a process variable. Organizational outcomes, such as affective commitment and innovative behaviors, are the content variables that are being measured. **Aziz, M. F. (2015):** Employees' perceptions about organizational culture, with and without ethnic diversity conducive to organizational culture, have been proven to be imperative for efficient organizational performance. **Kannan, d. v. (2014):** To study the perception of the employees towards the human resource management policies and practices of the select co-operative sugar mills in Tamil Nadu. For this reason, 513 employees were selected from 4 cooperative sugar mills. **Barabasz, A. (2014):** Perception of organizational culture, commitment, and loyalty of corporation employees. The article is of an empirical nature. It presents the results of research dedicated to the identification of the organizational culture and the commitment of the employees. **Saifal Islam. (2014):** Human Resource Management Practices: Influence of Recruitment and Selection, and Training and Development on Organizational Performance. The sample comprises staff and lecturers from the university. **A. H. M. (2014):** The Effect of Human Resources Management Practices on Employee Performance. The study population, which consisted of employees in the MSI, comprised 40 respondents. **Tejeji, M. E. (2013):** EMPLOYEES' PERCEPTION OF THE PROBLEMS AND PRACTICES OF EMPLOYEE PERFORMANCE EVALUATION The study has the objective of assessing the perceptions of employees towards the problems and practices of performance evaluation.

## NEED OF THE STUDY

Understanding how employees perceive human resource practices is vital for organizational success and employee well-being. The effectiveness of human resource practices directly impacts employee satisfaction, engagement, and performance within an organization. Employees' perceptions of HR practices shape their attitudes towards their work environment, influencing their morale, motivation, and commitment. Positive perceptions can lead to higher levels of job satisfaction, increased productivity, and reduced turnover rates. Conversely, negative perceptions may result in disengagement, absenteeism, and turnover, ultimately impacting organizational effectiveness and competitiveness.

## OBJECTIVES OF THE STUDY

- To Evaluate the frequency and consistency of communication regarding changes in HR practices.
- To Examine employees' perceptions of fairness in the recruitment and selection processes.
- To Examine employees' perceptions of fairness in the recruitment and selection processes.
- To Measure employees' level of engagement and involvement in decision-making processes within the organization.
- To provide suggestions to improve HR practices followed in the company.

## SCOPE OF THE STUDY

The scope of this study encompasses an in-depth examination of how employees within the company perceive human resource practices. It will investigate a wide range of HR practices including recruitment and selection, training and development, performance management, compensation and benefits, employee relations, and engagement initiatives. Both quantitative and qualitative methods will be employed to collect data, with surveys providing quantitative insights into overall perceptions, and interviews or focus group discussions offering qualitative depth to uncover underlying reasons and nuances. The study will also provide a platform for employees to voice their opinions, concerns, and suggestions for improvement regarding HR practices, fostering a culture of openness and transparency within the organization.

## RESEARCH METHODOLOGY

Research design refers to the overall strategy utilized to carry out research that defines a succinct and logical plan to address mounted studies questions via the collection, interpretation, analysis, and dialogue of data. This type of design chosen for this study is descriptive research. Descriptive research aims to accurately and systematically describe a population, situation, or phenomenon. It can solution what, where, when, and the way questions, however now no longer why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables. A questionnaire is the tool used for data collection under the primary method. The questionnaire was simple with accuracy and completeness, which directed the questioning process and promoted clear and proper recording. The questionnaire become divided into sections. The first part was designed to provide general information about respondents, and the second part contained the respondent 's opinions about employees' perceptions. Sampling techniques are methods used to select a subset of individuals or items from a larger population. In this study, a simple random sampling technique has been adopted. As it is non-probability sampling. The information was collected through the survey, and a sample of 200 was collected. The study has an analysis of the normality test and also results in a non-parametric test. So, with this test, many statistical tools are used for the study, which means,

- Mann-Whitney U-test
- Kruskal-Wallis H-test.

## DATA ANALYSIS AND INTERPRETATION

### MANN WHITNEY U-TEST

H0: There is no significance difference between mean rank of male and female with respect to the variables.

H1: There is significance difference between mean rank of male and female with respect to the variables.

Test Statistics<sup>a</sup>

	EFFECTIVENESS OF COMMUNICATION	FAIRNESS AND EQUITY	SUPPORT FOR WORK-LIFE BALANCE	EMPLOYEE ENGAGEMENT AND RECOGNITION
Mann-Whitney U	2667.500	2948.500	2414.500	2574.500
Wilcoxon W	15870.500	16151.500	15617.500	15777.500
Z	-1.303	-.415	-2.137	-1.622
Asymp. Sig. (2-tailed)	.193	.678	.033	.105

a. Grouping Variable: Gender

**INTERPRETATION:**

From the above table, it is inferred that the significance level is  $(0.193) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of male and female with effectiveness of communication. From the above table, it is inferred that the significance level is  $(0.678) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence there is no significance difference between mean rank of male and female with fairness and equity. From the above table, it is inferred that the  $(0.033) < 0.05$ . So, the null hypothesis  $H_0$  is rejected. Hence, there is significance difference between mean rank of male and female with support for work-life balance. From the above table, it is inferred that the significance  $(0.105) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of male and female with employee engagement and recognition.

**KRUSKAL WALLIS H- TEST**

$H_0$ : There is no significance difference between mean rank employees age with factors.

$H_1$ : There is significance difference between mean rank of employees age with factors.

**Test Statistics<sup>a,b</sup>**

	EFFECTIVENESS OF COMMUNICATION	FAIRNESS AND EQUITY	SUPPORT FOR WORK-LIFE BALANCE	EMPLOYEE ENGAGEMENT AND RECOGNITION
Chi-Square	2.310	.425	1.376	2.595
df	3	3	3	3
Asymp. Sig.	.511	.935	.711	.458

a. Kruskal Wallis Test

b. Grouping Variable: 2. Age

**INTERPRETATION:**

It is inferred that the significance level is  $(0.511) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of employees age with effectiveness of the communication. It is inferred that the significance level is  $(0.935) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of employees age with fairness and equity. It is inferred that the significance level is  $(0.711) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of employees age with support for work-life balance. It is inferred that the significance level is  $(0.458) > 0.05$ . So, the null hypothesis  $H_0$  is accepted. Hence, there is no significance difference between mean rank of employees age with employee engagement and recognition.

**FINDINGS**

It is found that there is a majority of 81% female respondents. It is found that there is a majority of 37% age of respondents. It is found that there is a majority of 54% years of respondents. It is found that there are majority 65% of respondents strongly agree about company effectively communicates changes in HR policies and procedures. It is found that there are majority 61% of respondents agree that employees receiving clear and timely information about HR-related matters. It is found that there are majority 65% of respondents agree that information about that does not affect by the HR department. It is found that there are majority 64% of respondents agree about HR practices such as

recruitment and selection are fair and unbiased. It is found that there are majority 68.5% of respondents agree about opportunities for promotion and advancement are equally accessible to all employees. It is found that there are majority 67.5% of respondents agree about HR policies treat all employees fairly regardless of their background or status. It is found that there are majority 60.5% of respondents agree about company offers flexible work arrangements to support work-life balance. It is found that there are majority 64% of respondents agree about parental leave policies are supportive and accommodating. It is found that there are majority 60.5% of respondents agree about wellness programs provided by the company to promote employee well-being. It is found that there are majority 58.5% of respondents agree about company provides regular feedback on performance. It is found that there are majority 67% of respondents agree about recognized and appreciated for the contributions to the company. It is found that there are majority 64.5% of respondents agree about employee recognition programs effectively motivate to perform better.

## SUGGESTIONS

The company could be better in recruitment as the female employees are recruited more in the organization. Some of the works are in the harder type so that can be employed as male workers to reduce the holding weight for the employees and some of the works etc. As analyzed, 36-45 ages of employees are more. The younger ages of employees can be recruited for the increase of productivity. The employees in the organization are most of them are educated only high school. The educated persons can be employed as they will be in updated knowledge and will get more information about technologies also. So that it will be useful for the organization. The most of the employees are 4-6 years as they done services in the organization. The management should do need for the employees as they required in needed time. So, the employees can be retained in the organization for the longer time. In the company, effectiveness of communication is in very good manner but also could be implement improvement as they should get information on time as soon as possible. This led to better management level. According to HR practices, fairness and equity are agreed by most of the employees, but somewhat it can be improved for the employees for the better improvement in the management level. The employers should treat all the employees in an equal manner. So that the company get more productivity.

## CONCLUSION

In conclusion, this study on recognizing how employees view human resource practices sheds light on the intricate dynamics between organizations and their workforce. Through comprehensive research and analysis, we have uncovered valuable insights into the perceptions, attitudes, and preferences of employees regarding HR practices. Our findings underscore the significance of aligning HR strategies with the needs and expectations of employees to enhance job satisfaction, engagement, and overall organizational performance. By acknowledging and addressing the viewpoints of employees, organizations can foster a positive work environment, improve retention rates, and drive sustainable growth. However, it is crucial to recognize the diversity of perspectives within the workforce and tailor HR practices accordingly to maximize their effectiveness. Moving forward, further research and continuous evaluation will be essential to adapt HR practices in response to evolving employee preferences and organizational requirements, ultimately contributing to the development of a more responsive, supportive, and thriving workplace culture.

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