

A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS IMPLEMENTATION OF DELTA WEAR TECH ENGINEER'S

*SALOMON . K **Dr. A . ELLAYARAJA

*II MBA Student, Panimalar Engineer College, Chennai

**Assistant Professor, Panimalar Engineering College, Chennai

ABSTRACT

Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives. This project is meant to know the Human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR Policies is to increase efficiency by increasing motivation and thus fulfill organizational goals and objectives. The objective is to provide the reader with a framework of the HR Policy Manual and the various objectives that the different policies aim to achieve. The main focus was on the managerial levels of employees in

Keywords: *HR policies, Employee Relationship, Organization.*

INTRODUCTION

This examination is led to gauge the impact of human asset strategies (arranging, enrolment and choice, preparing and advancement, work investigation and plan, inspiration, execution evaluation, and worker interest in dynamic) on authoritative execution, to confirm if there is a positive and huge connection between human asset arrangements and hierarchical execution, and to quantify the extent of use of human asset policies. These rules distinguish the association goal in issue of enlistment, determination, advancement, improvement, remuneration, inspiration, and in any case driving and coordinating representatives in the functioning association. HR strategies fill in as a guide for the manager. HR arrangements are likewise characterized as that assortment of standards and rules of direct which administer the

undertaking in its relationship with representatives. Such an approach articulation gives rules to a wide assortment of utilize connections in the organization. The reason and meaning of the HR strategies scarcely need any elaboration. Each association needs arrangements to guarantee consistency in reallife and value in its connection with representatives. Strategies effectively achieve authoritative objectives in a powerful way.

REVIEW OF LITERATURE

Kundu. Sub hash C., Diva Mahan (2023) 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 (2022)** 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. **Dessler (2022)** human resources policies and practices needed to contribute to the greater well-being of people, allowing them greater personal and professional fulfilment. In addition to the policies and practices defined by Dessler (2002), began considering the "involvement" policy in the group. **Wright et al (2022)** with their study entitled "The impact of HR practices on performance of business units"; the study evaluates the HR practices and organisation commitment on the operating performance and profitability of business units. The purpose of this study is to examine the relationship between HR practices and firm performance in a way that improves the casual inferences that can be drawn. Questionnaires were used to survey employee attitude. So, business units were sampled within on large corporation. The articles revealed that both organisational commitment and HR practices are significantly related operational measure of performance, as well as operating expenses and pre-tax profits. **Mariyam Imna; Zubair Hassan(2021)** Human resource policies have impact on the employees in the organization. The main purpose of this research paper is to analyse the factor which influence the employees in the organization. The most human

resource policies related to recruitment, training, reward, compensation, performance appraisal, training and development, career development etc.

OBJECTIVES OF STUDY

PRIMARY OBJECTIVES

To study of the performance made in the HR Policies of DELTA WEAR TECH ENGINEER'S.

SECONDARY OBJECTIVES

To Study the amendments in the base policy and prepare a final policy. To Examine a HR Policy manual for the company with special emphasis on the “Managerial Service Conditions”. To understand the HR policies maintaining the sound relation among Employees & Employer. To find out the employees' satisfaction towards satisfied with the implementation of policy in organization.

NEED OF THE STUDY

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 behaviour, 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.

SCOPE OF THE STUDY

The core of the project lies in analysing and assessing the organization and to design and HR policy manual for the organization. They provide clear communication between the organization and their employees regarding their condition of employment. They form a basis for treating all employees fairly and equally. They are a set of guidelines for supervisors and managers. They create a basis for developing the employee handbook.

They establish a basis for regularly reviewing possible changes affecting employees.

RESEARCH METHODOLOGY

➤ *Sample Size*

The sample size of the research study is 133.

➤ *Sources of Data*

The research study used both Primary data and Secondary Data.

➤ *Sampling Techniques*

The research study adopted a Simple and Convenience Sampling method and Data Collection was done through questionnaire methods.

➤ *Structure of the Questionnaire*

The Quantitative and dichotomous questions and Multiple-choice Questions are asked to the Employees.

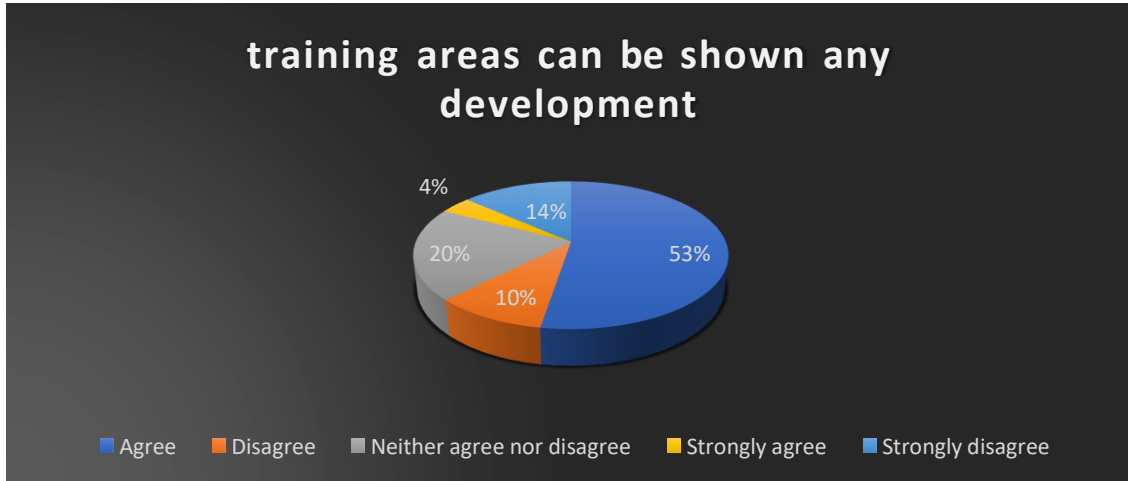
DATA ANALYSIS AND INTERPRETATION

DESCRIPTIVE ANALYSIS

1) Based on the training conducted by the trainer on the areas can be shown any development

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	70	52.6%
Disagree	13	9.8%
Neither agree nor disagree	27	20.3%
Strongly agree	5	3.8%
Strongly disagree	18	13.5%

Total	133	100
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INTERPRETATION

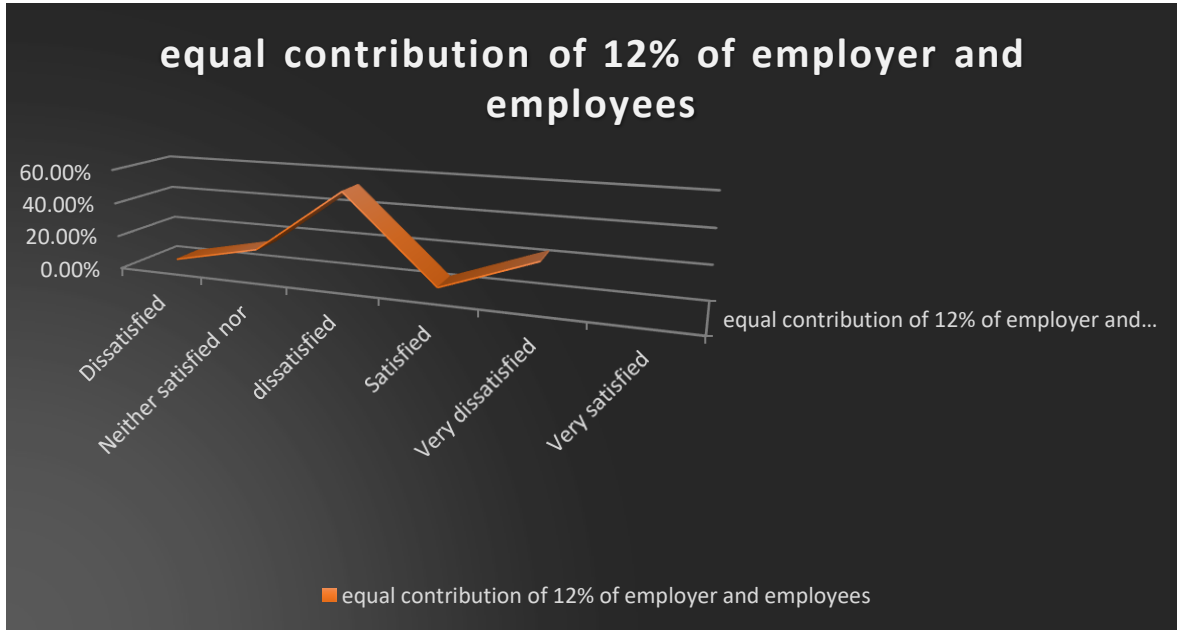
From the above table it is interpreted that 52.6% of the respondents agreed, 9.8% of the respondents disagreed, 20.3% of the respondents neither agreed nor disagreed, 3.8% of the respondents strongly agreed, 13.5% of the respondents strongly disagreed.

INFERENCE

Majority (52.6%) of the respondents agree.

2.) There is the equal contribution of 12% each from Employer and Employees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	5	3.8%
Disagree	20	15.0%
Neither agree nor disagree	71	53.4%
Strongly agree	5	3.8%
Strongly disagree	32	24.1%
Total	133	100



INTERPRETATION

From the above table it is interpreted that 3.8% of the respondents are Agree, 15% of the respondents are neither Disagree, 53.4% of the respondents are Neither agree nor disagree, 3.8% of the respondents are Strongly agree, 24.1% of the respondents are Strongly disagree.

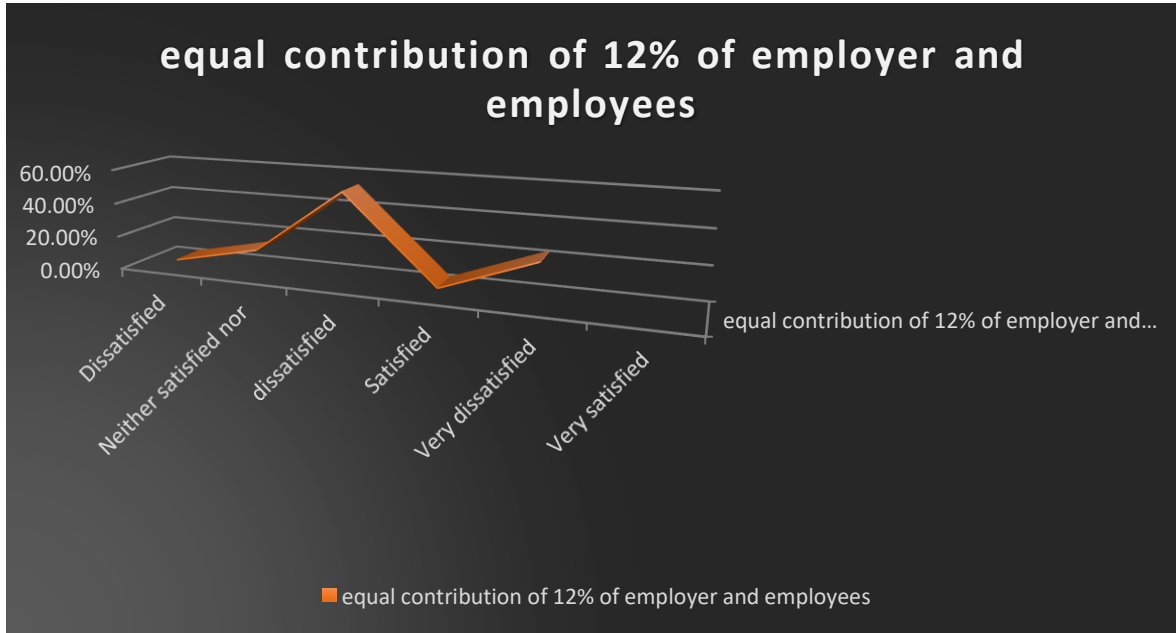
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CHI SQUARE ANALYSIS

AGE OF THE RESPONDENTS

Vs

BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS CAN BE SHOWN ANY DEVELOPMENT

H₀ (NULL HYPOTHESIS) = There is no significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

H₁ (Alternate Hypothesis) = There is a significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

AGE * BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THEAREAS CAN BE SHOWN ANY DEVELOPMENT CROSSTABLE						
AGE	AGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	STRONGLY AGREE	STRONGLY DISAGREE	TOTAL
20 –30 years	39.5	7.3	15.2	2.8	10.2	75.0
31 –40 years	21.1	3.9	8.1	1.5	5.4	40.0
41 –50 years	8.9	1.7	3.5	.6	2.3	17.0
50years and above	0.5	0.1	0.2	.0	0.1	1.0
TOTAL	70.0	13.0	27.0	5.0	18.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.090 ^a	12	.608

Likelihood Ratio	10.067	12	.610
N of Valid Cases	133		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected Count is.04.			

At 5% level of significance and df (12) the table value is 10.090

calculated value = 0.04

Significance value ($p=0.005$) < calculated value H_0 is accepted.

INFERENCE

The results of the “**Pearson Chi-Square**” say that $\chi(12) = 10.090, P = 0.04$. This tells us that there is a statistically significant association between the age of the respondents and also Based on the training conducted by the trainer on the areas can be shown any development.

ONE WAY ANOVA TEST

Hypothesis is set between the age of the respondents and equal contribution of 12% each from Employer and Employees

NULL HYPOTHESIS

H_0 = There is no statistically significant relationship between age the respondents and equal contribution of 12% each from Employer and Employees

ALTERNATIVE HYPOTHESIS

H_1 = There is a statistically significant relationship between age of the respondents and equal contribution of 12% each from Employer and Employees

DESCRIPTIVES								
AGE								
	N	M E A N	STD. DEVI ATION	STD.ERROR	95% CONFIDENCE INTERVALFOR MEAN		MINI	MAXI
					LOWER BOUND	UPPER BOUND		
Agree	73	1.63	.717	.084	1.46	1.80	1	3
Disagree	3	2.00	1.000	.577	-.48	4.48	1	3
Neither agree nor disagree	19	1.63	.831	.191	1.23	2.03	1	4
Strongly agree	35	1.34	.639	.108	1.12	1.56	1	3
Strongly disagree	3	2.33	1.155	.667	-.54	5.20	1	3
Total	133	1.58	.741	.064	1.45	1.71	1	4

ANOVA					
AGE					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.434	4	1.108	2.087	.086
Within Groups	67.987	128	.531		
Total	72.421	132			

INTERPRETATION

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.086, which is more than 0.005. Therefore, there is a statistically significant relationship between the age of the respondents and equal contribution of 12% each from Employer and Employees.

FINDINGS

The survey results depict a demographic distribution wherein 59.4% of respondents fall within the 20-30 age bracket, followed by 31.6% aged 31-40, with a minor representation for older age groups. Gender-wise, 58.6% are male and 41.4% female. In terms of education, 50.4% are postgraduates, 23.3% undergraduates, with the majority holding positions in HR (50.4%) and Finance (23.3%). Job roles range from Assistant Executive Finance (17.3%) to Production Head (34.6%). Regarding income, 42.9% earn between 10,000 to 25,000, and 36.1% earn 25,000 to 45,000. Recruitment sources vary with 45.1% through websites and 33.1% receiving offer letters. Training preferences lean towards product training (37.6%). Satisfaction levels indicate 45.9% are satisfied, while 32.3% are highly satisfied. Responses on agreements, quality, and welfare programs vary, showcasing a diverse workforce with differing perspectives and experiences.

SUGGESTIONS

The suggestions provided highlight several key areas for organizational improvement. These include implementing comprehensive performance appraisal systems such as 360-degree or 180-degree feedback, establishing mentorship programs to support employee career growth, and conducting psychometric tests to enhance understanding of employee capabilities. Mandatory training for all levels of employees and fostering constructive interdepartmental attitudes are also emphasized. Recognizing and rewarding employee contributions appropriately, adopting flexible reward systems, and enhancing communication transparency are further recommended. Addressing gaps in existing systems, particularly in wages and salary administration, with an emphasis on fairness and equality, is crucial for organizational success and employee satisfaction.

CONCLUSION

The Policy of the organization gives offices to all adjust development of People via preparing in-house and outside the association, Reorientation, sidelong portability and self-improvement through self-inspiration. The Policy grooms each person to understand his potential altogether features While adding to achieve higher hierarchical and individual objectives. The Policy constructs groups and cultivates collaboration as the essential instrument altogether exercises. The Policy executes even handed, logical and target

arrangement of prizes, motivators and control. The Policy perceives worth commitments on

degree of representative inspiration and resolve. The representatives concur on the piece of their exhibition that they know what is normal from them. The representatives see how their work objectives identify with organization objectives. Organization moves the representatives to accomplish their best work each day. The workers are not happy with the correspondence and dynamic measure as it releases the data identified with association. The workers don't get the proper acknowledgment and compensations for their commitments and achievements. The workers feel that they are not paid decently for the commitments they make to organization's prosperity.

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