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# **1 A STUDY ON EMPLOYEES TOWARDS HR POLICY AND PRACTICE**

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## **ABSTRACT:**

**2 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 **1 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 and practices in the organization**. The **HR Policies and practices are** a tool to achieve **employee satisfaction and** thus highly motivated employees. **The main objective of** various **HR Policies and practices** is to increase efficiency by increasing motivation and thus fulfil organizational goals and objectives. The quantitative survey using statistical tools like regression analysis, correlation analysis, weighted average and frequency tabulation, all facilitated by SPSS software.

Keywords: HR policies, Employee Relationship, Organization.

## **INTRODUCTION:**

**1 Human Resource (HR) policies and practices** play a pivotal role in shaping organizational culture, **employee satisfaction, and** overall effectiveness. Understanding how employees perceive and interact with **2 HR policies and practices** is essential for organizations to foster a positive work environment and maximize employee productivity. Factors such as organizational culture, leadership style, communication channels, and individual differences can significantly influence how employees interpret and respond to HR initiatives.

Organization is a place where the entire employees are going to work together. Commonly in any organization perception towards the work and organizational **2 Human resource practices** play a very important role. **3 The best HR practices in** an organization are going to create a good working culture **of the organization.**

## **REVIEW OF LITERATURE:**

Hemant Rao (2021) In this research study he explained the changes in the role Human Resources. There was an extraordinary change in **2 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**.

Ying Wang, Sanghoon Kim (2020), “The study has been undertaken to know Employee Perceptions **of HR Practices: A** Critical Review and Future Directions”. The data has been collected among 105 employees in an organization. Descriptive statistics Research has been used. The study explained Empirical studies confirm that HR perceptions vary across the organizational hierarchy.

Subramanian, V. (2019) He expresses that the recruitment and selection process **2 in the organization** **and** selecting the right candidate for the correct position helps employees to work **in the organization** in a very positive mode. ` 15 The interview process should be relevant to the job profile so that the candidates will be interested **7 in the job** profile.

#### METHODOLOGY:

The primary **2 objective of this study is** employees towards HR policy and practices and the secondary objective is the To identifying areas of improvement in **HR policies and practices** based on employee feedback and **To understand the** impact of HR policies on employee morale, productivity and retention and To Examining the levels of awareness and understanding of **HR policies and practices**. Descriptive research methods can be used in multiple ways and for various reasons. This design can be identified by characteristics, data trends, conduct comparisons, validate existing conditions and conduct research at different time periods. The **7 limitations of the study is** respondents are reluctant to response in all cases and since small size of 106 respondents are taken so it is difficult of draw inference about the population from this small size. Primary data is collected by providing questionnaire to **3 employees of the organization**. The secondary data has been collected from journals, magazines, websites and annual reports.

#### ANALYSIS:

##### 1. PERCENTAGE ANALYSIS OF AGE VARIABLE

TABLE 1

CHART 1

particular
Frequency
Percent
Below 25 years
55
51.9%
26-35 years
27
25.5%
36-45 years
15
14.2%
46-55 years
5
4.7%
Above 56 years
4
3.8%
Total
106
100.0%

#### INTERPRETATION:

Out of respondents 51.9% are below 25 years, 25.55 are 26-35 years, 14.2% are 36-45 years, 4.7% are 46-55 years and 3.8% are above 56 years.

## 2. PERCENTAGE ANALYSIS OF GENDER VARIABLE:

TABLE 2

CHART 2

particular

Frequency

Percent

Male

54

50.9%

Female

52

49.1%

Total

106

100.0%

### INTERPRETATION:

Out of 106 respondents 50.9% are male and 49.1% are female.

## 3. PERCENTAGE ANALYSIS OF INCOME VARIABLE:

TABLE 3

CHART 3

particular

Frequency

Percent

Below 20000

23

21.7%

21000-25000

27

25.5%

26000-30000

20

18.9%

31000-35000

8

7.5%

Above 36000

28

26.4%

Total

106

100.0%

#### INTERPRETATION:

Out of respondents 21.7% are below20000, 25.5% are 21000-25000, 18.9% are 26000-30000, 7.5% are 31000-35000 and 26.4% are above36000.

#### 4. CORRELATION ANALYSIS:

Correlation **8** is a statistical tool that helps to measure and analyse the degree of relationship between

two variables. To find the significance relationship between changes or improvement in HR policy & practice and NOT include in common HR policy.

NULL HYPOTHESIS:

5 There is no significance relationship between changes or improvement in HR policy & practice and NOT include in common HR policy.

ALTERNATE HYPOTHESIS:

There is significance relationship between changes or improvement in HR policy & practice and NOT include in common HR policy.

Correlations

specific changes or improvements to our current HR policies or practices

NOT include in common HR policies

specific changes or improvements to our current HR policies or practices

Pearson Correlation

1

-.053

Sig. (2-tailed)

.587

N

106

106

NOT include in common HR policies

Pearson Correlation

-.053

1

Sig. (2-tailed)

.587

N

106

106

#### INTERPRETATION:

From the test it is found that the significance value is -.053 which is lesser than the table value

0.1 **5 the null hypothesis** was accepted. **That there is a** significance relationship between changes or improvement in HR policy & practice and NOT include in common HR policy.

#### 5. REGRESSION ANALYSIS:

**4** 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.

To find impact between satisfied with current HR policy & practice and HR policy supporting your work.

#### **5** NULL HYPOTHESIS:

**H0:** **There is no** impact between satisfied with current HR policy & practice and HR policy supporting your work.

#### ALTERNATE HYPOTHESIS:

**H1:** There is impact between satisfied with current HR policy & practice and HR policy supporting your work.

ANOVAa

Model

**4** Sum of Squares



df
Mean Square
F
Sig.
1
Regression
32.946
1
32.946
35.126
.000b
Residual
97.545
104
.938

Total
130.491
105

- Dependent Variable: How are you with the current **1** HR policies and practices in the organization
- Predictors: (Constant), Which of the following HR policies **5** do you find most effective in supporting your work

INTERPRETATION:

From the regression analysis it is found that the association value of .000 is lesser than table value of 0.5, the null hypothesis is rejected. Therefore, there is impact between satisfied with current HR policy & practice and HR policy supporting your work.

#### 6. WEIGHTED AVERAGE:

Weighted average is an average in which each quantity to be averaged is assigned a weight. These weightings determine the relative importance of each quantity an average.

To find the HR policies is likely **9** to have a positive **impact on employee** morale.

Factors

Strict dress code enforcement

$X_1 * W$

Flexible work hours

$X_2 * W$

Micromanagement of tasks

$X_3 * W$

Limited opportunities for career advancement

$X_4 * W$

Weights

W

X1

X2

X3

X4

Strongly Agree

1

43

43

23

23

36

36

34

34

Agree

2

18

36

52

104

24

48

25

50

Neutral

3

23

69

10

30

29

87

25

75

Disagree

4

10

40

10

40

11

44

10

40

Strongly Disagree

5

12

60

11

55

6

30

12

60

Total

15

106

248

106

252

106

245

106

259

$$Y = \text{Sum}(X*W)/\text{Sum } W$$

16.5

16.8

16.4

17.3

Rank

3

2

4

1

## INTERPRETATION:

Limited opportunities for career advancement got more weightage among other factors as 17.3 So it is ranked as highest challenge at the time of selection process. Among the HR policies is likely **1** to **have a** positive **impact on employee** morale, Strict dress code enforcement, flexible work hours, micromanagement of tasks are having been ranked as the 2nd, 3rd & 4th respectively.

## FINDINGS:

- ☐ **3** According to the study, out of respondents 51.9% are below 25 years, 25.55 are 26-35 years, 14.2% are 36-45 years, 4.7% are 46-55 years and 3.8% are above 56 years.
- ☐ According to the study, out of 106 respondents 50.9% are male and 49.1% are female.
- ☐ According to the study, out of respondents 21.7% are below 20000, 25.5% are 21000-25000, 18.9% are 26000-30000, 7.5% are 31000-35000 and 26.4% are above 36000.
- ☐ According to the study, correlation analysis show there is a significant relationship between changes or improvement in HR policy & practice and NOT include in common HR policy.
- ☐ According to the study, regression analysis show there is impact between satisfied with current HR policy & practice and HR policy supporting your work.
- ☐ According to the study, Limited **10** opportunities for career advancement got more weightage among other factors as 17.3 So it is ranked as highest challenge at the time of selection process.

## SUGGESTION:

- ☐ Since correlation analysis indicates a significant relationship between changes or improvements in HR policy and practices and their inclusion in common HR policy, it's essential for organizations **7** to **focus on** updating their HR policies to address current challenges and meet **2** the needs of diverse employee demographics
- ☐ Given **that the study** found an almost equal distribution of male and female respondents,

organizations should prioritize gender equality initiatives in their HR policies and practices

□ Addressing Income Disparities With a significant proportion of respondents earning below 25,000, organizations should consider implementing measures to address income disparities and ensure fair compensation practices.

□ The regression analysis indicating an impact between satisfaction with current **2 HR policies and practices** and HR policies supporting employees' work underscores **the importance of** aligning HR policies with employee needs and expectations

## CONCLUSION:

The conclusion **of this study** shows the employees towards organizational HR policy & practices.

By addressing key areas highlighted in the study, **1 such as HR** policy improvements, gender equality initiatives, income disparities, **job satisfaction, and** career advancement challenges, organizations can foster a more inclusive, equitable, and supportive work environment. Through targeted HR policy improvements informed by correlation analysis, organizations can ensure that their policies are responsive to the evolving needs of their workforce.

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