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HUMAN RESOURCE PERFORMANCE AND MANAGEMENT REPORT

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LIST OF ABBREVIATIONS

- HRM – Employee Resource Management
- VS – Visual Processing Software
- FDS – Operational Blueprint
- GCC – Middle Eastern Trade Union
- ITCC – Full-Service Interior Contracting
- MNC – International Business Entity
- HRD – Workforce Skill Development

CHAPTER 1

1.1 INTRODUCTION

Human Resource (HR) performance and management play a crucial ²⁷ role in shaping an organization's success. Effective HR management ensures optimal employee productivity, engagement, and overall organizational efficiency. HR performance management encompasses planning, recruitment, training, performance appraisal, motivation, and employee engagement, all aimed at improving organizational performance. The evolution of HR practices has transformed traditional personnel management into a strategic function that drives business outcomes.

1.2 Sector Overview

This sector encompasses architects, interior designers, trade professionals, and educators, all contributing to the planning, designing, and decoration of interior spaces. The demand for interior design services is further fueled by emerging trends such as smart homes, social media influence, and evolving lifestyle preferences. As modern living standards continue to rise, the industry is poised for sustained growth and innovation.

Consumers are increasingly opting for theme-based designs in ²⁰ both residential and commercial spaces. Popular design styles such as Mediterranean, European, and Ethnic Indian are gaining widespread appeal. As the demand for personalized interiors grows, designers are incorporating innovative concepts and smart technologies to enhance modern living spaces.

Additionally, the market faces other growth constraints, such as extended project gestation

periods, which can delay execution and increase cost of the market are high gestation periods for the project.

Report Coverage

A comprehensive background analysis of the Indian Interior Design Market, including an in-depth assessment of emerging market trends across various segments, key transformations in industry dynamics, 20 and evolving consumer preferences

Segmentation by Function

Private & Corporate Sectors

By Décor Category

Renewal & Initial Setup

The research examines market behavior and overall industry framework. It also delivers segment-based market estimations and size analysis. Moreover, the report provides detailed company overviews, highlighting the strategies implemented by leading enterprises.

Business space aesthetics are evolving significantly

With the consistent rise in demand for commercial real estate, interior design solutions have emerged as a dynamic industry trend. As the need for commercial spaces intensifies, this sector is poised for significant expansion in the coming years. The shifting landscape of Indian workplace culture has led to a notable transformation in office furnishings and interior aesthetics. Businesses are increasingly exploring diverse interior design services, while long-established companies are also considering workspace renovations alongside start-ups and emerging enterprises. Additionally, the hospitality industry is embracing innovative design frameworks, setting new benchmarks by integrating artistic expression with eco-conscious practices.

Interior design is a diverse sector where creative and technical planning transforms or enhances indoor spaces according to client requirements. This field encompasses

organizations specializing in conceptualizing, structuring, and overseeing projects across various interior environments. Design firms and consultants must adhere to building regulations, safety protocols, and compliance standards for all assignments. Additionally, professionals must consider mechanical and electrical systems, spatial arrangements, furniture placement, movement flow, and structural layouts. The profitability of design firms relies on project volume, precise cost estimation, and efficient execution within set deadlines.

This section covers reports on various aspects of the market, ²¹ including but not limited to retailers of décor and embellishment products, furniture design, workspace and commercial interior styling, renovation and painting services, global industry assessments, and logistics for interior design materials.

Target Audience Grouping

Interior design-focused 3D visualization software is segmented based on Type and Application. Forecasts and revenue projections for 2016–2026 offer valuable insights for businesses to tap into specialized markets.

Divided by Type, the market incorporates

Virtual Cloud Platform.

Traditional Hosting

Surge in Interior Designers Across the Country

India is witnessing a surge in real estate investments, particularly ²⁰ in the commercial sector and co-working spaces. As the property market continues to expand, the demand for interior design services is expected to rise accordingly. Significant capital inflows are being directed toward Tier 1 and Tier 2 cities, fueling an increase in both interior design projects and professionals in these regions. Many architects are transitioning into the interior design sector, contributing to its growth. Additionally, data indicates that ²⁰ the interior design industry remains predominantly centered in urban locations.

Industry Rivalry Analysis

28 The Indian interior design industry is highly diverse and intensely competitive. The increasing traction in the sector has led to an influx of designers and studios, intensifying competition and affecting profit margins. Despite this, the market is anticipated to expand in the coming years. Small and mid-sized firms continue to hold a significant presence. Prominent players in the industry include Aamir & Hameed, Livspace, Lipika Sud Interior Pvt. Ltd., FDS, and Chaukor Studio.

1.3 COMPANY PROFILE

3 Creation Infra India Private Limited Express Started his 23 Year career, delivering multimillion dollar Infra contracts in the GCC countries Transformed Creation form an Interior Contracting Company into leading ITCC providing design & allied services to large enterprises, government institutions and private organization.

VISION & MISSION

The purpose of all human activity is to make life better. Creations believe in improving life through innovative ideas. Through innovations we constantly endeavour to bring better services and processes that bring greater value to society

CORE PURPOSE

“Improve Life through Innovative Ideas & Services”

VISION

- We are role model enterprise, respected globally for excellence in quality and innovative services
- We enhance stakeholder value while adhering to the code of responsible care and ethical values
- We are an employer of choice and preferred business partner Worldwide.

CORPORATE VALUES

- Creations believe in honouring its commitment, integrity and transparency are an integral part of our relationship with customers, Employees, Society.
- 3 Respect for life: The Company believes that life in all its forms must be respected and

values our people. Our Employees are our values creators whose efforts, Creativity and bond we cherish. Our Customers who reward us for our value creations and stakeholders, who are committed to us in our Endeavour to improve life we also recognize and respect our environment and take every effort to preserve it.

VALUE STATEMENT

- HONESTY: We adhere to transparency, ethical principles, and unwavering standards in all our activities.
- ASSERTIVENESS: We define objectives, assess insights, explore alternatives, and finalize decisions within set deadlines.
- COLLABORATION: We foster teamwork, unity, and collective efforts to achieve common aspirations efficiently.
- LOYALTY: We fulfill our obligations both within and beyond the organization, ensuring reliability and trust.
- ACCOUNTABILITY: We emphasize sustainability, social responsibility, and employee welfare, working toward continuous enhancement.
- DISTINCTION: We establish industry-leading standards, showcasing superior products, services, and streamlined operations.
- INVENTIVENESS: We encourage originality, leveraging knowledge and forward-thinking ideas to propel innovation in every business aspect.

GOVERNING PANEL

Shri T E Giridhara Raj is the visionary behind the company and has been affiliated with it since its establishment on May 2, 1987. From its very inception, he has played ³³ a pivotal role in shaping its growth. A distinguished industrialist, he brings 27 years of diverse expertise in the corporate sector. He holds the esteemed position of Chairman for both enterprises.

Shri Chandra Sekar Rao serves as the Vice Chairman & Managing Director of the

company. A postgraduate in Business Administration, he has been actively involved with the organization for over 20 years. Since 1960, he has efficiently overseen the company's daily operations, ensuring smooth business functions and strategic growth.

Shri Murali Dharan V serves as the Managing Director of the company. A postgraduate in Business Administration, he has been actively associated with the organization since 1990.

39 He has been leading the company as Managing Director since December 1, 1990, contributing significantly to its growth and operations

Shri Pavithra is a renowned industrialist and a distinguished financial expert known for upholding the highest ethical standards. With an illustrious tenure of 27 years as the Chairman, he has provided exceptional leadership to the company. He has also been actively associated with the BLS Group of Companies for several years, contributing to its financial and strategic growth

Shri Priya is a Chartered Accountant with extensive expertise in finance. She serves as the Managing Director of Motilal Finance Limited and is also a Director and Audit Committee Member of Financial Services Limited.

Shri Shanthini, a 34 Post Graduate in Business Administration, has been actively involved with the company for the past 20 years. As a Director, she has been successfully overseeing the day-to-day operations of the company since 2000.

Creations' 5 Pillars

- Responsibility – Ensuring every project is handled with accountability by assigning the right experts who are passionate and committed to delivering excellence.
- Proficiency – Bringing together a team of skilled professionals with diverse expertise, utilizing structured processes to optimize quality, cost efficiency, and timely execution.
- Adaptability – Offering flexible and scalable solutions to meet diverse requirements, supported by in-house specialists and a reliable network of industry partners.
- Integrated Solutions – Providing a seamless, multi-faceted approach to design, development, and execution, ensuring a smooth and efficient workflow.

- Personalization – Crafting unique, client-centric strategies that align with financial goals and operational requirements for maximum efficiency and impact.

1.4 NEED OF THE STUDY

- ☐ HR policies are important for employees to work for an Organization.
- ☐ 3 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 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
- ☐ To establish the consistency in the application
- ☐ Motivate Team Members
- ☐ Device and implement Best policies
- ☐ Improve Employers Branding

1.5 SCOPE OF THE STUDY

In any organization human resource is the most important asset. In today's current scenario, Creations Infra Nitrite Ltd. is a very large manufacturer and marketer of Interiors.

□ As most of the company's overall performance depends on its employee's performance which depends largely on the HR POLICIES of the organization.

□ So, the project has wide scope to help the company to perform well in today's global competition.

□ 1 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.

□ 5 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.

□ They form a context for supervisor training programs and employee orientation programs.

1.6 OBJECTIVES OF STUDY

PRIMARY OBJECTIVES

➤ 1 To study the amendments made in the HR Policies of CREATION INFRA INDIA PRIVATE LIMITED the time of incorporation.

SECONDARY OBJECTIVES

□ To Study the amendments in the base policy and prepare a final policy.

□ 18 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.

□ 13 To find out the employees' satisfaction towards satisfied with the implementation of policy in organization.

Table 1.6.1 HR policies

1.7 LIMITATIONS OF STUDY

- ☐ HR policies are an important for employees work for Organization.
- ☐ 3 It helps to maintain motivation and willing work forces.
- ☐ It is an interesting and significant area for conducting research.
- ☐ It aims to study an understanding to which the employees be satisfied under the human resources system of the organizations
- ☐ To study the human resources needs of an organization
- ☐ To study the main processes of employee resorting and development
- ☐ To know whether the employees are aware of these policies and are deriving benefits for themselves 13 as well as for the company.
- ☐ To provide a such conditions of employment that enable the personnel to develop a sincere sense of unity with the organizations and to carry out their duties in the most willing and effective manner.

CHAPTER 2

2.1 REVIEW OF LITERATURE

A literature review is a type of review article.¹⁵ 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.¹² 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.

Kundu, Subhash C., and Diva Mahan conducted a study titled "Human Resource Management Practices in Insurance Companies." The research focuses on both Indian and multinational insurance firms, highlighting how organizational success is primarily driven by human resources. The study underscores the significant role¹³ of HR practices in enhancing overall efficiency and performance within the insurance sector. 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 say that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment.

Hemant Rao ⁹ 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 He highlights that a well-structured recruitment and selection process is crucial for aligning candidates with suitable roles, enhancing employee engagement, and contributing to a motivated and efficient workforce. By carefully matching skills and qualifications to job requirements, organizations ²¹ can create a positive and thriving workplace culture

The interview process should be relevant to the job profile so that the candidates will be interested in the job profile.

Maitin, T.P. ⁹ 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.

Sudham Shetty V. Naveen, Dr.D.N. Raju Their research is based on the recruitment and selection process in ³⁵ 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 ¹⁹ 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 Her The study delves into the evolving role ⁵ of Human Resource Management in adapting to dynamic economic conditions, workforce diversity, and technological advancements. It highlights the necessity of strategic workforce planning, talent acquisition, and employee engagement to enhance organizational performance. Additionally, it examines the influence of globalization, labor market fluctuations, and policy reforms on HR practices, emphasizing the need for continuous innovation and adaptability in human resource strategie. ⁹ 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.

Singh S.K in this study He explained that for a good organizational growth employee Should maintain their involvement to yield high productivity. Employee's dedication helps him to achieve his target, and increases his quality of work. Organization should also help the employee in training him to develop his interpersonal skills. Both Employer and Employee should equally contribute each for individual's growth.

Vidya A. Salokhe In explains that the Human Resource department implements various processes to enhance employees' individual growth within the organization. These processes include structured training programs, career development initiatives, performance evaluations, and mentorship opportunities. By fostering a culture ²⁷ of continuous learning and skill enhancement, HR plays a pivotal role in ensuring employee satisfaction, motivation, and long-term career progression, ultimately contributing to the organization's overall success. ¹ It also helps the organization to achieve more in the profit with their effective smart work. Employees are the asset of any organization which they make profit out of them.

T.V. ² Rao (1999) the study in his book explains that the audit conducted describes the

methods and ideas which have to be implemented in the Human Resource Audit. His Framework helps to estimate the different criteria like core competency, culture and value of the organization. By evaluating the employee's interpersonal skills, they can improve in some of the factors which are they lacking in the system. They also have broadminded people in the top-level management which helps the low and middle level employees to know about their concerns. So, they each and every employee in the organization helps them to achieve more by increasing the productivity.

Udai Pareek & T.V. Rao (1999) In his study he explains that the limitations of Human Resource Department where they need to improve in the personal growth of employee and the organization. In his he elaborately explains about the importance of the training and Development, HR Audit, Planning and Development, Organizational Behaviours. This also gives the lots of information about the Educational Institutes and lot of professional people.

Venkateswaran (1997) He explains in his article about how Human resource Department helps the organization in their Financial growth. For that he made an empirical study by collecting data from a sample of 132 executives of a private organization. This study helps to know how the HRD works in the organization and how for employees are benefited out of them. As a result, the HRD works in better way how such that employees are more much comfortable in the rule and regulations of the organizations. This also helps the organization to maintain a good decorum.

Saini R.R. (2010) This study is based on the Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically, this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analysed their opinion about HRD rules and regulations. As a result of this study is qualification plays an important role in recruitment in top, middle and low-level management. The practice of

selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

Tripathy (2008) He has explained that the organization have the optimum usage of Human resources in the organization. They follow the 3 C concept (i.e.) Competencies, commitment and culture. By following these 3 C cultures in the work organization give the positive results in the organization. This practice is considered to be the best result earning which resulted in the increase in the financial growth.

Patil, Kallinath S. (2007) In his study he has researched about the development of facility management industry has an important place in National development. Life Insurance Corporation ¹ is one of the major service providers in which they provide the best service. The Transmission doesn't come in a day. For that employees have put in lot of efforts to bring the service in the field of service.

Sharma and Jyoti (2006) In their article they have explained about the Job Satisfaction that they finalize it the best and effective reason for ²⁵ an employee in the working situation. ¹⁷ They also explain that this emotional factor helps the employee in the organization to yield best results. Dissatisfaction is one of the main reasons for attrition of employee in the organization. So, job satisfaction is the primary reason of an employee's carrier growth and development of an organization

G.V. ¹⁴ Chalam and L. Srinivas (2005) In their carried out a workforce management assessment across 120 State Bank of India branches in Andhra Pradesh Pradesh, and defines the gender where their papers made an attempt to explore the basic gender difference. They found that the women employees have much more concern that the male employees. Female employees have higher attitude of respecting the organization and Human resource department. They also have good source of Loyalty towards Bank work.

Mishra and Hardwar (2002) In their research they have ² made an empirical study on the Private companies and their nature of work in Human Resources Department. A random sample of 107 managers with different levels like low level, middle level and top-level management are taken into consideration. A questionnaire was circulated to them to know about the Human Resource department and analysed. ²¹ As a result, the situation present in the HRD is satisfactory.

V.Siva Kumar (2015) Strong policies enhance organizational development and serve as an effective employee retention strategy. From this study it is observed that employee's relationship

NP Myilswamy, Dr.R. Gayatri ³⁶ (2014) According to their research "A study on Due to the difficulty of evaluating the integration of human resources policies and practices (LEPAK et al, 2006), this research proposes not only to evaluate PPHR as a single construct, but also the relation of each dimension – or subsystem – on organizational citizenship behaviours, seeking to identify which policy has a greater or lesser impact on the worker's behaviour. The six key aspects examined include talent acquisition, engagement, skill enhancement, workplace environment, evaluation of performance and expertise, and compensation and rewards .

¹⁰ Demo (2012) recruitment and selection policies and practices are defined as an organization proposal to seek out employees, stimulate them to apply and select them, seeking to harmonize the person's competencies with characteristics and demands of the organization.

of the organization to create an affective bond with its collaborators, contributing to their well-being, in terms of recognition, relationship, participation and communication. The learning and growth framework encompasses structured skill acquisition for employees, fostering ongoing education and the cultivation of knowledge

T. 22 Suhasini and Dr. K. Kalpana (2018) highlight the significance of HRM policies in organizational frameworks and their impact on operational efficiency.

. However, the urgency for new studies on the HRM was highlighted, since some policies, despite their strategic nature for organizations, are still little investigated. This is the case for recruitment and selection and evaluation of performance and skills, as well as studies relating HRM policies to other variables of organizational behaviour and the effort to construct and validate measurement instruments.

Cam Caldwell Ph d and Larry (2004) Floyd 30 the focus of this article is to explain the key elements of research opportunities grow as new and different practices are proposed, with no indication of saturation. Other institutions can use the opportunity to stimulate the academic production, focusing on research related to other HRM policies, such as performance and competency, working conditions and rewards, given the identified gaps. The joint production of these groups can strengthen the lines of research on HRM policies and include Brazil as a reference on the international scenario.

M. Madhyvadany, S. Panboli (2019) The performance and competency evaluation policy involve assessing the performance and skills of workers, subsidizing decisions about promotions, career planning and development. 10 The author also grouped the issues of compensation and incentives, encompassing rewards on performance and employee competencies in terms of remuneration and incentives. Considering the conceptual framework outlined and the research objectives, the PPHR scale developed by Demo (2012) serves as a suitable tool to fulfill the aims of this investigation.

Dessler (2002) 10 Human resources policies and practices must be designed to enhance the overall well-being of individuals, fostering both personal and professional fulfillment. 40 In addition to the policies and practices outlined by Dessler (2002), the concept of the "involvement" policy was introduced to the group.

23 Albrecht S.L, Bakker A.B, Gruman J.A, Macey W.H and Saks A.M(2015) These

practices are crucial for managing personnel effectively within an organization, addressing key areas like talent acquisition, skill development, performance assessment, compensation structures, and fostering a secure and conducive work environment. The author identifies five fundamental ¹ HR policies and practices that form the core of workforce management: recruitment and selection, employee training and growth, reward systems, performance evaluation, and creating favorable working conditions.

²² Bulbul Kar, Dr Biswadeep Mishra (2016) integrated A collection of well-thought-out and purposeful strategies, policies, and practices for managing individuals within an organization is termed as Human Resource Management (HRM). HRM practices, ³³ on the other hand, refer to the actions and activities that are actively carried out and experienced by employees, which can be objectively assessed. The authors highlight the importance of alignment between HR ²³ management practices and the internal and external factors that influence the organization.

²⁹ Wright et al (2003) 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. ¹¹ 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.

¹⁶ Mariyam Imna; Zubair Hassan 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. The policies will have impact on the employees who are working in the organization.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHOD DATA COLLECTION

The research ¹ 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 analysed 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
- ☐ Interview
- ☐ Observation

In this study Descriptive Research Design is used.

3.2 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.

3.2.1 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 ³² selection of item completely depends on chance or by probability and therefore this sampling techniques is also sometimes being known as a method of chances.

This process and techniques are ²⁴ known as simple random sampling, and should not be confused with systematic random sampling. A simple random sample us a fair sampling technique.

3.3 SOURCES 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 sources:

The main data was gathered from participants by distributing a well-organized questionnaire, ²⁵ as well as through direct observation, interviews, and discussions with the management team.

The researcher collected primary data through structured questionnaire and interview.

□ Secondary Sources:

Apart from Primary data collected, ³² the data collected through text books, the records of CREATIONS INFRA DEVELOPERS, Journals from Library, and Internet is used for the study.

3.4 STRUCTURE OF QUESTIONNAIRE

In this study, the primary data is collected through questionnaire from the respondents directly. A questionnaire consists ¹ 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.

3.5 SAMPLE SIZE

The same size of the study is 130 respondents and it's found by Rao soft sample calculator. The respondents are Employees of the Creations Infra India private limited.

3.6 PERIOD OF STUDY

The period of time is taken to conduct the survey and prepare the research paper is 3 months.

3.7. ANALYTICAL TOOLS

The data has been analysed using the following methods,

- ☐ Descriptive Analysis
- ☐ Chi-square Analysis
- ☐ One Way ANOVA Test

CHAPTER 4

Data Examination and Insights

4.1 DESCRIPTIVE ANALYSIS

Table 4.1.1: Table Showing the Age of the Respondents

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

20 – 30 years

79

59.4%

31 – 40 years

42

31.6%

41 – 50 years

10

7.5%

50 years and above

2

1.5%

Total

133

100

Chart 4.1.1: Chart Showing the Age of the Respondents

INTERPRETATION

From the Above table, its interpreted that 59.4% Among the respondents are 20-30 years,31.6% individuals surveyed areare 31-40 years,7.5% of 4150 years,1.5% of people who participated are 50 years and above.

INFERENCE

Majority (59.4%) of the respondents from 20 -30 Years.

Table 4.1.2: 37 Table showing the gender

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Male

78

59%

Female

55

41.4%

Total

133

100

Chart 4.1.2: Chart Showing the Gender

INTERPRETATION

From the Above table, it's interpreted that 58.6% of Male, 41.4% are Female.

INFERENCE

Majority (58.6%) of the respondents from Male.

Table 4.1.3: Table Showing the Educational Qualification

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Under Graduate

31

23.3 %

Post Graduate

67

50.4 %

Diploma

24

18 %

Others

11

8.3 %

Total

133

100

4.1.3: Chart Showing the Educational Qualification

INTERPRETATION

From the Above table, it's interpreted that 23.3% of the respondents are Under Graduate, 50.4 % of the Post Graduate, 18 % of Diploma and 8.3 % are others.

INFERENCE

Majority (50.4 %) of the respondents from Post Graduate.

Table 4.1.4: Table Showing the Department

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Finance

17

23.3 %

HR

39

50.4 %

Production

10

18 %

Sales

32

8.3 %

others

15

9%

Total

133

100

Chart 4.1.4: Chart Showing the Department

INTERPRETATION

7 From the Above table, it's interpreted that 23.3% of finance 50.4 % of the respondents are HR, 18 % 8 of the respondents are Production, and 8.3 % of the respondents are

sales,9 % of the respondents are others.

INFERENCE

Majority (50.4 %) of the respondents from HR.

Table 4.1.5: Table Showing the Designation

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Assistant Executive Finance

23

17.3 %

HR Managers

33

24.8 %

Production Head

46

34.6%

Sales Executive

16

12%

Others

15

11.3 %

Total

133

100

4.1.5: Chart Showing the Designation.

INTERPRETATION

From the Above table, it's interpreted that 17.3 %of the respondents are Assistant Executive Finance, 24.8 % are HR Managers, 34.6% Production Head,11.3 %of the respondents are Sales Executive, and 12% others.

INFERENCE

Majority (34.6%) of the respondents from Production.

Table 4.1.6: Table Showing the Income of the Respondents per Month

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

10000 to 25000

57

40%

25000 to 45000

48

33%

45000 to 60000

27

20%

60000 and above

10

7%

Total

133

100

Chart 4.1.6: Chart Showing Income of the Respondent

INTERPRETATION

7 From the Above table, it's interpreted that 42.9% of the respondents are 10000 to 25000, 36.1% respondents are 25000 to 45000, 21.1% of the respondents are 45000 to 60000, and 7.5 % of the respondents are 60000 and above.

INFERENCE

Majority (42.9%) of the respondents from 10000 to 25000.

1 A. RECRUITMENT AND SELECTION

Table 4.1.7: Table showing the Vacant positions and find employment

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Placement cells

30

23%

Through websites

60

45%

Newspaper advertisement

28

21%

Referrals

15

11 %

Total

133

100

Chart 4.1.7: Chart Showing the Income Per Month

INTERPRETATION

7 From the Above table, it's interpreted that 23.3% of the respondents are Placement cells, 45.1% respondents are through websites, 21.5% of the respondents are Newspaper advertisement and 11.3% of the respondents are referrals.

INFERENCE

Majority (45.1%) of the respondents from Through Websites.

Table 4.1.8: Table showing the Company's written communication

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Offer letter

44

33%

Acceptance letter

39

30%

Joining letter

33

25%

None

16

12. %

Total

133

100

Chart 4.1.8: Chart showing the Memos from the company

INTERPRETATION

7 From the Above table, it's interpreted that 33.1% of the respondents are Offer letter,

29.3 % respondents are Acceptance letter, 24.8%

Joining letter and 12.0% of the respondents are None.

INFERENCE

Majority (33.1%) of the respondents from Offer letter.

Table 4.1.9: Table showing the staffing team organized the employee orientation

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

About Company

37

25.8%

Product Training

50

37.6%

Legal & Statutory legislation

34

25.6%

None

13

9.8%

Total

133

100

Chart 4.1.9: Chart showing the unit hosted an introductory program

INTERPRETATION

7 From the Above table, it's interpreted that 25.8% of the respondents are About Company, 37.6% respondents are Product Training, 25.6% Legal & Statutory legislation and 9.8% of the respondents are none.

INFERENCE

Majority (37.6%) of the respondents from Product Training.

Table 4.1.10: Table showing Whether you Happy with the recruitment unit

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Satisfied

61

46%

Highly dissatisfied

4

3%

Neither satisfied or nor dissatisfied

17

13%

Highly satisfied

43

32%

Dissatisfied

8

6%

Total

133

100

Chart 4.1.10: Chart showing the Impressed with the hiring team

INTERPRETATION

From the above table it is interpreted that 45.9% of the respondent satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents Neither satisfied or nor dissatisfied, 32.3% of the respondents Highly satisfied, 6% Dissatisfied.

INFERENCE

Majority (54.9%) of the respondents from Satisfied.

B. TRAINING AND DEVELOPMENT

Table 4.1.11: Table showing the Carrying out training in various aspects

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

HR & Admins

21

15.8%

Finance	64	48.1%
Production	38	28.6%
Safety	10	7.5%
Total	133	100

Chart 4.1.11: Chart showing the skill development in several areas

INTERPRETATION

7 From the Above table, it's interpreted that 15.8%of the respondents are HR & Admins, 48.1%respondents are Finance,28.6% Production and 7.5%of the respondents are Safety.

INFERENCE

Majority (48.1%) of the respondents from Finance.

Table 4.1.12: Table showing the seasoned expert with a wealth of knowledge.

PARTICULARS

7	NO. OF RESPONDENTS
	PERCENTAGE

Excellent

21

15.8%

Fair

64

48.1%

Average

38

28.6%

Poor

10

7.5%

Total

133

100

Chart 4.1.12: Chart showing exhibits mastery in the subject and excels in delivering it.

INTERPRETATION

From the Above table, it's interpreted that 15.8% of the respondents are excellent, 48.1% respondents are Fair, 28.6% Average and 7.5% of the respondents are Poor.

INFERENCE

Majority (48.1%) of the respondents from Fair.

Table 4.1.13: Table showing 4 Based on the training conducted by the trainer on the

areas can be shown any development

PARTICULARS

NO. 7 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

Chart 4.1.13: Chart showing the focus can reveal areas of potential development.

INTERPRETATION

4 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 from Agree.

Table 4.1.14: Table showing specific training areas you wish to explore.

PARTICULARS

7 NO. OF RESPONDENTS
PERCENTAGE

welfare

18

13.5%

Fire and safety

39

29.3%

Management And skills

56

42.1%

Time management

20

15.0%

Total

133

100

Chart 4.1.14: Chart showing the subjects you find most engaging.

INTERPRETATION

From the Above table, it's interpreted that 13.5% are welfare, 29.3% respondents are Fire and safety, 42.1% are Management and skills and 15.0% 8 of the respondents are Time management.

INFERENCE

Majority (42.1%) of the respondents from Management and skills.

C. PERFORMANCE APPRAISAL

Table 4.1.15: Table showing the Assessment of employee performance

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Monthly

21

15.8%

Quarterly

40

30.1%

Half yearly

52

39.1%

Annually

18

13.5%

Total

133

100

Chart 4.1.15: Chart showing the Evaluation of staff performance.

INTERPRETATION

From the Above table, it's interpreted that 15.8% ⁸ of the respondents are Monthly, 30.1% respondents are Quarterly, 39.1% of the respondents are half yearly and 13.5% of the respondents are Annually.

INFERENCE

Majority (39.1%) of the respondents from half yearly.

Table 4.1.16: Table showing the Unit conducting staff performance evaluations.

PARTICULARS

7	NO. OF RESPONDENTS
	PERCENTAGE

Subordinates

48

36.1%

HR & Admins

49

36.9%

Finance

18

13.5%

Production

18

13.5%

Total

133

100

Chart 4.1.16: Chart showing the Team responsible for employee performance assessments.

INTERPRETATION

From the Above table, it's interpreted that 36.1% of the respondents are Subordinates, 36.9% respondents are HR & Admins, 13.5% of the respondents are Finance and 13.5% are Production.

INFERENCE

Majority (37%) of the respondents from HR & Admins.

Table 4.1.17: Table showing the covering professional development, results, and teamwork.

PARTICULARS

7	NO. OF RESPONDENTS
	PERCENTAGE

80 %

31

23.3%

160 %

41

30.8%

320 %

15

11.3%

360 %

46

34.6%

Total

133

100

Chart 4.1.17: Chart showing evaluations based on performance benchmarks and goals

INTERPRETATION

From the Above table, it's interpreted that 23.3% are 80%, 30.8% respondents are 160%, 11.3% of the 320% and 34.6% OF360%.

INFERENCE

Majority (34.6%) of the respondents from 360%.

Table 4.1.18: Table showing the End decisions reached by the executives.

PARTICULARS

7 NO. OF RESPONDENTS

PERCENTAGE

Management

30

22.6%

Manager

42	
31.6%	
Reporting Manager	
15	
11.3%	
Others	
19	
14.3%	
Total	
133	
100	

Chart 4.1.18: Chart showing the Concluding resolutions taken by the leadership.

INTERPRETATION

From the Above table, it's interpreted that 22.6% are Management, 31.6% respondents are Manager, 11.3% of the respondents are Reporting manager and 14.3% of are others.

INFERENCE

Majority (40%) of the respondents from Managers.

4. STATUTORY COMPLIANCE

Table 4.1.19: Table showing the Familiarity with social legislation.

PARTICULARS

7	NO. OF RESPONDENTS
	PERCENTAGE

Excellent

31

23.3%

Fair

35

26.3%

Unfair

47

15.0%

None

20

35.3%

Total

133

100

Chart 4.1.19: Chart showing the Grasp of legislative matters affecting society

INTERPRETATION

From the Above table, it's interpreted that 23.3% Excellent, 26.3% respondents are Fair, 15.0% are Unfair and 35.3% are None.

INFERENCE

Majority (26.3%) of the respondents from none.

Table 4.1.20: Table showing the Legal Compliance for Provident Fund and ESI.

PARTICULARS

7	NO. OF RESPONDENTS
	PERCENTAGE

PF 12% ESI 0.75%

29

21.8%

PF 8.33% ESI 3.25 %

36

27.1%

Both A & B

49

36.8%

All the above

18

13.5%

Total

133

100

Chart 4.1.20: Chart showing the Obligatory PF and ESI Deductions

INTERPRETATION

From the Above table, it's interpreted that 21.8% the PF 12% ESI 0.75%, 27.1% respondents are PF 8.33% ESI 3.25 %, 36.8% of Both A & B and 13.5% All the above.

INFERENCE

Majority (36.8%) from Both A & B.

Table 4.1.21: Table showing the profession Tax Contribution

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Complied

32

24.1%

Not complied

35

26.3%

Ignore

39

29.3%

Company not willing

12

9.0%

Total

133

100

Chart 4.1.21: Chart showing the profession Tax Contribution

INTERPRETATION

7 From the Above table, it's interpreted that 24.1% Complied, 26.3% respondents are Not complied, 29.3% Ignore and

9.0% Company not willing.

INFERENCE

Majority (29.3%) of the respondents from Ignore.

Table 4.1.22: Table showing the There is the 4 equal contribution of 12% each from Employer and Employees

PARTICULARS

NO. 7 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

Chart 4.1.22: Chart showing the contributed towards labours welfare act

INTERPRETATION

From the Above table, it's interpreted that 21.8% Employer cont. 12, 27.1% respondents are Employees cont.20, 36.8% no of employe 7 and 13.5% Employer cont. 14.

INFERENCE

Majority (36.8%) from Employer Number. 7.

5. LEAVE POLICY

Table 4.1.23: Table showing the Acquainted with the Leave Policy

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Sick Leave

21

15.8%

Privilege Leave

48

36.1%

Casual Leave

43

32.1%

All the above

21

15.8%

Total

133

100

Chart 4.1.23: Chart showing the Cognizant of the Leave Policy Guidelines.

INTERPRETATION

7 From the Above table, it's interpreted that 15.8% Sick Leave, 36.1% respondents are Privilege Leave, 32.1% Casual Leave and 15.8% All the above.

INFERENCE

Majority (36.1%) Privilege Leave.

Table 4.1.24: Table showing the Deciding on taking leave or not.

□

PARTICULARS

7 NO. OF RESPONDENTS

PERCENTAGE

Chronically

20

15.0%

Frequently

45

33.8%

Will not take leave

37

27.8%

Incase emergency

situation

31

23.3%

Total

133

100

Chart 4.1.24: Chart showing Determining if leave should be taken.

INTERPRETATION

From the Above table, it's interpreted that 15.0% Chronically, 33.8% respondents are Frequently, 27.8% Will not take leave and 23.3% Incise emergency situation.

INFERENCE

Majority (33.8%) from Will not take leave.

Table 4.1.25 Table Showing the are you **1** Are you satisfied with how the company's leave policies address your needs?

PARTICULARS

7 NO. OF RESPONDENTS

PERCENTAGE

Agree

61

45.9%

Disagree

4

3.0%

Neither agree nor disagree

17

12.8%

Strongly agree

43

32.3%

Strongly disagree

8

6.0%

Total

133

100

Chart 4.1.25: Chart showing do the company's leave policies meet your expectations

INTERPRETATION

4 From the above table it is interpreted that 45.9% agreed, 3% disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% strongly agreed, 6% strongly disagreed.

INFERENCE

Majority (54.9%) agree.

Table 4.1.26: Table showing the Which individual or team authorizes the leave requests

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Managers

35

26.3%
Deputy Managers
36
26.8%
Management
45
33.8%
On my own accord
18
13.5%
Total
133
100

Chart 4.1.26: Chart showing the designated to sanction leave applications?

INTERPRETATION

7 From the Above table, it's interpreted that 26.3% are Managers, 26.8% Deputy Managers, 33.8% are Management and 13.5% are on my own accord.

INFERENCE

Majority (33.8%) from Management.

Table 4.1.27: Table showing the What led to 21 your decision to leave the position?

PARTICULARS

7	NO. OF RESPONDENTS
---	--------------------

PERCENTAGE

You're found a new job

25

18.6%

Difficult work environment

43

32.3%

Career change

47

35.3%

Relocation

18

13.5%

Total

133

100

Chart 4.1.27: Chart showing factors influenced your choice to resign?

INTERPRETATION

From the Above table, it's interpreted that 18.6% are You're found a new job, 32.3% respondents are Difficult work environment, 35.3% are Career change and 13.5% are Relocation.

INFERENCE

Majority (35.3%) from Relocation.

Table 4.1.28: Table showing the submitting their resignation

PARTICULARS

NO. OF RESPONDENTS PERCENTAGE
Sending through mails
25
18.6%
Physical Resignation
43
32.3%
No Resignation
47
35.3%
No of the above
18
13.5%
Total
133
100

Chart 4.1.28: Chart showing the submitting their resignation

INTERPRETATION

7 From the Above table, it's interpreted that 18.6% are Sending through mails, 32.3% respondents are Physical Resignation, 35.3% are No Resignation and 13.5% are No of the above.

INFERENCE

Majority (35.3%) from No Resignation.

Table 4.1.29: Table showing the relieving order provided to the resigned employees

PARTICULARS

NO. OF RESPONDENTS

PERCENTAGE

Leaving order will be Given

41

30.8%

Leaving order will be Not given

61

45.9%

26 None of the above

31

23.3%

Total

133

100

Chart 4.1.29: Chart showing the relieving order provided to the resigned employees

INTERPRETATION

From the Above table, it's interpreted that 30.8% are Leaving order will be Given,

45.9% respondents are Leaving order will be Not given, and

23.3% None of the above.

INFERENCE

Majority (45.9%) from Leaving order will be Not given.

4.2 CHI SQUARE TEST

AGE OF THE RESPONDENTS

Vs

4 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 THE AREAS CAN BE SHOWN ANY DEVELOPMENT CROSSTABLE

AGE

AGRE

E

DISAGRE

E

NEITHER

AGREE

NOR

DISAGRE

E

STRONGL

Y

AGREE

STRONGL

Y

DISAGRE

E

TOTA

L

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

L

70.0

13.0

27.0

5.

0

18.0

133.0

CHI-SQUARE TESTS

Value

df

Asymptotic

Significance (2- sided)

Pearson Chi-

Square

10.090a

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 38 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

outcomes of the "Pearson Chi-Square" say that $\chi^2(12) = 10.090$, $P = 0.04$. This tells us 25

that there is a statistically significant association between the age of the respondents and

also high-performance work system leads to superior employee performance.

31 AGE OF THE RESPONDENTS

Vs

Whether you satisfied with the recruitment team what is the percentage

H0 (Null Hypothesis) = There is no significant relationship between age of the respondents and significance level of the company that makes the employees responsible for the spot decisions of the company.

H1 4 (Alternate Hypothesis) = There is a significant relationship between age of the respondents and significance level of the company that makes the employees responsible for the spot decisions of the company.

AGE * WHETHER you feel content with the recruitment team

CROSSTABLE

AGE

Satisfi ed

Highly dissatisfie d

Neither satisfied nor dissatisfied

Highly satisfied

Dissatisf ied

Total

20 –30 years

34.4

2.3

9.6

24.2

4.5

75.0

31 –40 years

18.3

1.2

5.1

12.9

2.4

40.0

41 –50 years

7.8

.5

2.2

5.5

1.0

17.0

50years and above

0.5

.0

0.1

0.3

0.1

1.0

TOTAL

61.0

4.0

17.0

43.0

8.0

133.0

Goodness of Fit Test

Worth

degrees of freedom

Significance level (two-tailed)

Pearson Chi-Square

17.410

a

12

.135

Likelihood Ratio

16.683

12

.162

Count of valid data points

a. 12 cells (60.0%) The lowest anticipated frequency is.03.

At 38 5% level of significance and DF (12) the table value is 17.410 calculated value = 0.03 Significance value ($p=0.005$) < Calculated value

H0 is accepted

INFERENCE

"Pearson Chi-Square" say that $\chi^2 (12) = 17.410$, $P = 0.03$. This tells us that there association between age of the respondents and the company that makes the employees responsible for the spot decisions made for 13 the improvement of the company.

4.3 ONE WAY ANOVA TEST

Hypothesis is set between the age of the respondents and 4 equal contribution of 12% each from Employer and Employees

NULL HYPOTHESIS

H0 = There is no statistically significant relationship between age the respondents and equal contribution of 12% each from Employer and Employees

ALTERNATIVE HYPOTHESIS

H1 = There is a statistically significant relationship between age of the respondents and equal contribution of 12% each from Employer and Employees

DESCRIPTIVES

AGE

N

MEA

N

STD.

DEVI

ATIO

N

STD.

ERR

OR

95%

CONFIDENCE

INTERVAL FOR

MEAN

MINI

MUM

MAXI

MUM

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

13	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 ⁷ 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 ⁴ equal contribution of 12% each from Employer and Employees

CHAPTER 5

5.1 FINDINGS

1. 59.4% **6** of the respondents are 20-30 years, 31.6% of the respondents are 31-40 years, 7.5% of the respondents are 41- 50 years, 1.5% of the respondents are 50 years and above.
2. 58.6% of the respondents are Male, 41.4% of the respondents are Female.
3. 23.3% of the respondents are Under Graduate, 50.4 % of the respondents are Post Graduate, 18 % of the respondents are Diploma and 8.3 % of the respondents are others.
4. 23.3% of the respondents are finance
5. 50.4 % of the respondents are HR, 18 % of the respondents are Production, and
6. 8.3 % of the respondents are sales, 9 % of the respondents are others.
7. 17.3 % of the respondents are Assistant Executive Finance, 24.8 % of the respondents are HR Managers, 34.6% **8** of the respondents are Production Head, 11.3 % of the respondents are Sales Executive, and 12% others.
8. 42.9% of the respondents are 10000 to 25000, 36.1% respondents are 25000 to 45000, 21.1% of the respondents are 45000 to 60000, and 7.5 % of the respondents are 60000 and above.
9. 23.3% of the respondents are Placement cells, 45.1% respondents are through websites, 21.5% of the respondents are Newspaper advertisement and 11.3% of the respondents are referrals.
10. 33.1% of the respondents are Offer letter, 29.3 % respondents are Acceptance letter, 24.8% **8** of the respondents are Joining letter and 12.0% None.

12. 25.8% of the respondents are About Company, 37.6% respondents are Product Training, 25.6% of the respondents are Legal & Statutory legislation and 9.8% of the respondents are none

13. 45.9% of the respondents satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents Neither satisfied or nor dissatisfied, 32.3% of the respondents Highly satisfied, 6% of the respondents Dissatisfied.

14. 4 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

15. 15.8% excellent, 48.1% respondents are Fair, 28.6% Average and 7.5% of the respondents are Poor.

16. 34.6% of 6 the respondents are Agree, 18.0% respondents are Disagree, 7.5% of the respondents are Neutral and 36.1% of the respondents are strongly agree, 11.3 % of the respondents are strongly disagree.

17. 13.5% of the respondents are welfare, 29.3% respondents are Fire and safety, 42.1% Management and skills and 15.0% Time management.

18. 15.8% Monthly, 30.1% respondents are Quarterly, 39.1% and 13.5% 8 of the respondents are Annually.

19. 36.1% of the respondents are Subordinates, 36.9% respondents are HR & Admins, 13.5% of the respondents are Finance and 13.5% Production.

20. 23.3% ,80 %, 30.8% respondents are 160 %, 11.3% of the respondents are 320 % and 34.6% of 360 %.

21. 22.6% Management, 31.6% respondents are Manager, 11.3% Reporting manager and 14.3% of the respondents are others.

22. 23.3% Excellent, 26.3% respondents are Fair, 15.0% of the respondents are Unfair and 35.3% of None.

23. 21.8% are PF 12% ESI 0.75%, 27.1% respondents are PF 8.33% ESI 3.25 %, 36.8% of Both A & B and 13.5% of All the above.

24. 24.1% Complied, 26.3% respondents are Not complied, 29.3% of the respondents are Ignore and 9.0% of Company not willing.

25. 6 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.

26. 15.8% Sick Leave, 36.1% respondents are Privilege Leave, 32.1% of 15.8% 8 of the respondents are All the above.

27. 15.0% Chronically, 33.8% respondents are Frequently, 27.8% of the respondents are Will not take leave and 23.3% emergency situation.

28. 45.9% 4 of the respondents agreed, 3% of the respondents disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% of the respondents strongly agreed, 6% of the respondents strongly disagreed.

29. 26.3% Managers, 26.8% respondents are Deputy Managers, 33.8% 8 of the respondents are Management and 13.5% on my own accord.

30. 18.6% are You're found a new job, 32.3% respondents are Difficult work environment, 35.3% of the respondents are Career change and 13.5% of the respondents are Relocation

31. 18.6% Sending through mails, 32.3% Physical Resignation, 35.3% are No Resignation and 13.5% No of the above.

32. 30.8% Leaving order will be Given, 45.9% Leaving order will be Not given, and 23.3% 26 None of the above

33. 36.1% of, 43.6% are Not given, and

34. 19.5% of are None of the above.

5.2 SUGGESTIONS & 1 RECOMMENDATIONS

1. The Performance Appraisal of employee is evaluated on the basis of 360-degree feedback or 180-degree feedback.

2. The Organization should focus on mentor system intend to help employees in their

career progression.

3. The Organization should conduct Psychometric tests for employees.

4. The Training should be mandatory for all level of employees.

5. The Departments should develop constructive attitude towards each other.

6. The company should give the appropriate recognition for the contributions and accomplishments made by employees.

7. A flexible reward system should be adopted by organization to improve employee motivation.

8. A more transparent and full proof communication system developed in the organization.

9. Replacing the lacuna in the current system.

10. Wages and salary administration process should have a more scientific

11. Approach laying stress on equal wages for equal work done.

5.3 CONCLUSION

This Study shows that

1. The Policy of the company provides facilities for all round growth of Individuals by training in-house and outside the organization, Reorientation, lateral mobility and self-development through self-motivation.

2. The Policy grooms every individual to realize his potential in all facets While contributing to attain higher organizational and personal goals.

3. The Policy builds teams and foster team-work as the primary instrument in all activities.

4. The Policy implements equitable, scientific and objective system of rewards, incentives and control.

5. The Policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale.

6. The employees agree on the part of their performance that they know what is expected from them?

7. The employees understand how their work goals relate to company goals.

8. Company inspires the employees to do their best work every day.
9. The employees are not satisfied with the communication and decision-making process as it leaks the information related to organization.
10. The employees do not receive the appropriate recognition and rewards for their contributions and accomplishments.
11. The employees feel that they are not paid fairly for the contributions they make to company's success.

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APPENDIX

1. Name

2. Age

a) 20 – 30 years

b) 31 – 40 years

c) 41 – 50 years

d) 50 years and above

3. 13 Gender

a) Male

b) Female

4. Educational Qualification

a) Under graduate

b) Post graduate

c) Diploma

d) Others

5. Department

a) Production

b) HR

c) Sales

d) Finance

e) Other

6. Designation

a) Assistant executive finance

b) HR managers

c) Production Head

d) Sales Executive

e) Others

7. Income

a) 10000 to 25000

b) 25000 to 45000

c) 45000 to 60000

d) 60000 and above

1. 1 RECRUITMENT AND SELECTION

1. How do you search the jobs and get placement?

a) Placement cells

b) Through websites

c) Newspaper advertisement

d) Referrals

2. Which one of the letters you received from the company after your name shortlisted?

- a) Offer letter
- b) Acceptance letter
- c) Joining letter
- d) None

3. Whether the recruitment team conducted an induction **at the time of** joining if which one of the following

- 1. About Company
- 2. Product Training
- 3. Legal & Statutory legislation
- 4. None

4. Whether **you satisfied with the** recruitment team

- a) Satisfied
- b) Highly dissatisfied
- c) Neither satisfied or nor dissatisfied
- d) Highly satisfied
- e) Dissatisfied

TRAINING AND DEVELOPMENT

1. Whether the company is conducting training on any areas such as Production, Administration, Process if attendant which department related it was

- a) HR & Admins
- b) Finance
- c) Production
- d) Safety

2. Whether the trainer is component ant and Knowledge person and what rate you will give the person

- a) Excellent

b) Fair

c) Average

d) Poor

3. 4 Based on the training conducted by the trainer on the areas can be shown any development

a) Strongly agree

b) Agree

c) Neither agree nor disagree

d) Strongly disagree

e) Disagree

4. If you want to attend further training what would be the areas you are interested

a) Welfare

b) Fire and Safety

c) Management & Skills

d) Time Management

PERFORMANCE APPRAISAL

1. Whether the company is conducting performance appraisal for the employees if so what basis

a) Monthly

b) Quarterly

c) Half yearly

d) Annually

2. Which Department is conducting Performance Appraisal in a company?

a) Subordinates

b) HR & Admins

c) Finance

d) Production

3. Whether the Performance Appraisal conducting on what degrees of appraisal

a) 80 %

b) 160 %

c) 320 %

d) 360 %

4. Who will be the final decision for the performance Appraisal made by the Superiors?

a) Management

b) Manager

c) Reporting Manager

d) Others

STATUTORY COMPLIANCE

1. Whether the company created awareness on Social legislative during the joining of a company if so, what is your feedback

a) Excellent

b) Fair

c) Unfair

d) None

2. Whether the Statutory Obligation of PF and ESI complied with the company

a) PF 12% ESI 0.75%

b) PF 8.33% ESI 3.25 %

c) Both A & B

d) All the above

3. Whether the profession tax contribution remitted the concerned authority by the company

- a) Complied
- b) Not complied
- c) Ignore
- d) Company not willing

4. There is the 4 equal contribution of 12% each from Employer and Employees

- a) Strongly agree
- b) Agree
- c) Neither agree nor disagree
- d) Strongly disagree
- e) Disagree

LEAVE POLICY

1) Do you aware about the leave policy in your company

- a) Sick Leave
- b) Privilege Leave
- c) Casual Leave
- d) All the above

2. Whether you will awhile the leave or not if so how

- a) Chronically
- b) Frequently
- c) Will not take leave
- d) Incase emergency situation

3. Are you feel your company leave policies are able to meet your needs?

- a) Strongly agree
- b) Agree
- c) Neither agree nor disagree
- d) Strongly disagree
- e) Disagree

4. Whether your leave application shall be approved by whom

- a) Managers
- b) Deputy Managers
- c) Management
- d) On my own accord

EXIT POLICY

1. What is the reason for Quitting the Job

- a) You' r found a new job
- b) Difficult work environment
- c) Career change
- d) Relocation

2. Whether the Employees submitting their resignation ¹ at the time of leaving the Employment

- a) Sending through mails
- b) Physical Resignation
- c) No Resignation
- d) No of the above

3. Whether the relieving order provided to the resigned employees at the time of the date of leaving

- a) Leaving order will be given
- b) Leaving order will be not given
- c) None of the above

4. Whether the company processing the full and final settlement during the time of Exit

- a) Given

b) Not given

c) 26 None of the above

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