A Study on Employees towards HR Policy and Practice

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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 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.*

Key Word: *HR policies, Employee Relationship, Organization.*

I.INTRODUCTION

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 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 Human resource practices play a very important role. The best HR practices in an organization are going to create a good working culture of the organization.

II.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 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 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 in the job profile.

III.METHODOLOGY

The primary 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 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 employees of the organization. The secondary data has been collected from journals, magazines, websites and annual reports.
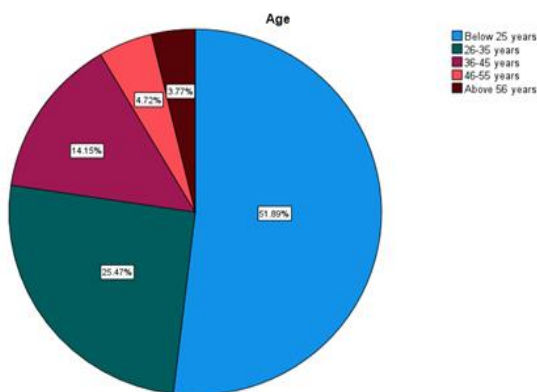
Analysis:

1.   Percentage Analysis of Age Variable

TABLE 1

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%

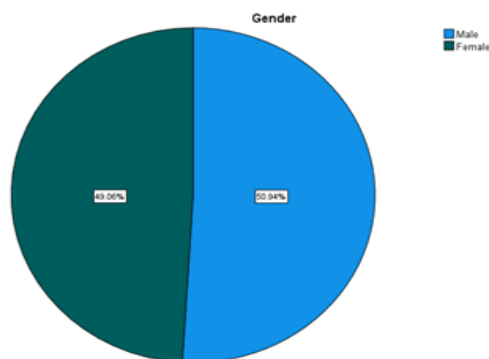CHART 1

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

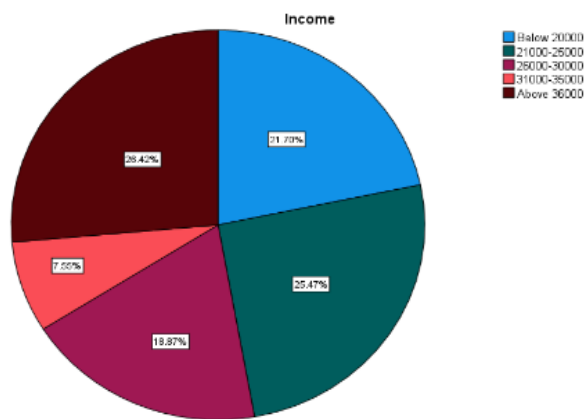| Particular	Frequency	Percent
Male	54	50.9%
Female	52	49.1%
Total	106	100.0%

CHART 2

Interpretation:

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

3. Percentage Analysis Of Income Varaible:

TABLE 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%

CHART 3

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 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:

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 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:

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.

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	Sum of Squares	df	Mean Square	F	Sig.
Regression	32.946	1	32.946	35.126	.000ᵇ
Residual	97.545	104	.938		
Total	130.491	105			
a. Dependent Variable: How are you with the current HR policies and practices in the organization					
b. Predictors: (Constant), Which of the following HR policies 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 to have a positive impact on employee morale.

Factors		Strict dress code enforcement	X1*W	Flexible work hours	X2*W	Micromanagement of tasks	X3*W	Limited opportunities for career advancement	X4*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 = Sum(X*W)/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 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.

IV.FINDINGS

➢ 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 below20000, 25.5% are 21000-25000, 18.9% are 26000-30000, 7.5% are 31000-35000 and 26.4% are above36000.
➢ According to the study, correlation analysis sshow there is an significance 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 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.

V.SUGGESSTIONS

➢ 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 to focus on updating their HR policies to address current challenges and meet 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 HR policies and practices and HR policies supporting employees' work underscores the importance of aligning HR policies with employee needs and expectations

VI.CONCLUSIONS

The conclusion of this study shows the employees towards organizational HR policy & practices. By addressing key areas highlighted in the study, 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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