

A STUDY ON REALITY OF HUMAN RESOURCE PRACTICES IN M/S SRITEX HI-TECH MACHINES AT COIMBATORE

Dr. M.ROBINSON

ASSISTANT PROFESSOR

DEPARTMENT OF MANAGEMENT STUDIES

UNIVERSITY COLLEGE OF ENGINEERING

ANNA UNIVERSITY (BIT CAMPUS),

TIRUCHIRAPPALLI

JENILA J

II YEAR

DEPARTMENT OF MANAGEMENT STUDIES

UNIVERSITY COLLEGE OF ENGINEERING

ANNA UNIVERSITY (BIT CAMPUS),

TIRUCHIRAPPALLI

Abstract

The article aims to discover about the reality of human resource practices in the manufacturing industry. This study examines the extent to which employee's perception at individual and unit level is determined by driving HR practices. For this various factors determined are Compensation and Benefits, Recruitment and Staffing, Training and development, Employee relations and Satisfaction, Labour laws and Legal compliance. The primary data has been collected through questionnaires through employee at different levels and secondary data through company records, websites. The sample size of 75 has been chosen from the total population of 150 employees. The statistical tools like percentage analysis and chi square test were used to analyze the data. This study focuses on all the factors of HR practices in manufacturing industries in different perspectives.

Keywords-Reality, Human Resource practices, Employees perception.

A) INTRODUCTION

HUMAN RESOURCE PRACTICE

Definition

It is basically a method of developing potentialities of employees so that they feel maximum satisfaction of their work and give their best efforts to the organization¹.

HR practices are mainly determined by

- ✓ Compensation and Benefits
- ✓ Recruitment and Staffing
- ✓ Training and development
- ✓ Employee relations and Satisfaction
- ✓ Labour laws and Legal compliance.

Human Resource practice can be defined as a set of systematic and planned activities designed by an organisation to provide its members with the opportunities to learn necessary skills to meet current and future job demands. Human Resource Development activities should begin when an employee joins an organisation and continue throughout his or her career, regardless of whether that employee is an executive or a worker on an assembly line. Human Resource Development programs must respond to job changes and integrate the long-term plans and strategies of the organisation to ensure the efficient and effective use of resources. The term Human Resource practices more commonly and widely used context in the management. Yet it has ambiguous connotations, since it may refer to activities aimed at increasing human capacities, rights and entitlements from a business or an economic perspective, or as an instrument of human development which enables personal and societal advancement towards economic progress and democratic self-determination in developing countries.

It is the framework for helping employees develops their personal and organizational skills, knowledge and abilities. Human Resource includes such opportunities as employee training, employee career development, performance management and development, coaching, succession planning, key employee

¹ According to *Pigors and Myers*

identification, tuition assistance and organization development. Human labour had peculiar features. By virtue, labour is human and living. Labour is inseparable from labourer. Labour is highly perishable, so that it needs continuous training and learning. It had very less bargaining power in the market. It is considered as a basic factor of production. By all means, it is able to produce more output than as an input. Further, it is the most complex and unpredictable sort of things, which adjust to environment. The focus of all aspects of Human Resource is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers. Human Resource term can be formal such as in classroom training, a college course, or an organizational planned change effort. Or, Human Resource Development can be informal as in employee coaching by a manager. Healthy organizations believe in Human Resource Development and cover all of these bases.

Human resources is a term with which many organizations describe the combination of traditionally administrative personnel functions with performance management, employee relations and resource planning. The field draws upon concepts developed in Industrial / Organizational Psychology.

STUDY VARIABLES: The study variables consist of factor of demographic such as Age of Employees, Gender of applicant, Marital Status, Education, Experience, Monthly income of the staff in the organization.

Monthly Income, Year of Experience, and the independent factors such as openness, confrontation, trust, Authenticity, Proactive, Autonomy, collaboration and Experimentation are used which lead to the outcome variables to measure the employee perception towards the organization culture.

Company profile

“Sritex Hi Tech Machines” established in the year 2004,, are one of the prominent manufacturers and traders of a wide range of Air Blower, Hydraulic Press Machine, Baling Press, Belt Conveyor, Bucket Elevator Belt and Conveyor Belt. They are a partnership based venture. Their range is easy to operate and consume less amount of power. These products are offered to the clients in different sizes and specifications. Moreover, they have the required expertise to customize our range as per clients’ requirements. It also test our range using latest techniques, so that flawless range can be delivered to the clients. Owing to the superior quality of our range and customized solutions, and have attained immense market appreciation. In addition to this, they

have a huge distribution network across India, which enable us to timely deliver our consignments. Their ethical business practice and transparency in dealings helped us in attaining maximum client satisfaction.

Infrastructure

It have a state-of-the-art manufacturing unit, which is spread in a vast area. Production unit is equipped with all kinds of facilities required to undertake large scale production. Being aware about the increasing competition, and have installed latest machines in our unit, so that any kind of target can be fulfilled. Moreover, the research & development activities of our organization are undertaken add new dimensions to the existing range of Machinery, Elevators and Conveyors. It have team of R&D experts, which conduct different types of research activities enabling us to enhance the quality of our existing range.

Product Portfolio

They are one of the prominent manufactures, suppliers and exporters of a wide range of Ginning Automation System. These products are manufactured using L steel, stainless steel, mild steel and cast iron, which ensures maximum durability. We also offer these products in different specifications as per the specific requirements of the clients.

The immense progress of organization is due to the consistent effort of our team members. Organization has a team of expert professionals, which helps us in carrying out the different activities of the organization in a smooth manner. These professionals are well versed with various techniques required in the manufacturing of Machinery, Elevators and Conveyors.

Moreover, frequent training sessions are also conducted to keep our professionals abreast with the latest market developments. It have progressed immensely under the able guidance of our passionate professionals who holds years of experience in this domain. They helped us in taking tough challenges and in attaining desired results. Owing to their constant motivation and support, have acquired a respectable position. Key strength of this company are

- Trouble-free payment modes
- Competent and efficient workforce
- Transparency in dealings

OBJECTIVES OF THE STUDY

1. To study about reality of Human Resource practices followed by M/s Sri Tex Hi-tech Machines at Coimbatore.
2. To study about the compensation and benefits provided by the company.
3. To study about recruitment and selection program in company.
4. To study about training and development provided by company.
5. To study on employee relations and satisfaction in company.
6. To study on labour laws and legal compliance in company.

SCOPE OF THE STUDY

1. The main aim of the study is to know about reality of Human Resource practice.
2. This study helps in human resource planning.
3. This study helps to improve employee work performance.
4. This study helps in motivation of work space.

NEED OF THE STUDY

1. This study helps to know about reality of HR Practice
2. To have proper understanding about the employee and management relation

Research methodology

Research methodology is the systematic way to reversed problem. It may be understand as a science of studying how much is done scientifically.

Research design

The research design used in this study is descriptive analysis. Descriptive research, also known as statistical research, describes data and characteristics about the population or phenomenon being studied. It constitutes the blueprint for the collection, measurement and analysis of data.

The research design is the conceptual structure within which research is conducted; it constitutes the blueprint for collection, measurement and analysis of data.

It is a plan that specifies the sources and types of information relevant to the research problem.

Data collection method

Primary Data

Primary data are those which are collected a fresh and for the first time, and thus happen to be original in character. Under primary method of data collection, several methods are available. For this study questionnaire method is used.

Secondary Data

The secondary data are those which have already been collected by someone else and which have already been passed through statistical process. Secondary data may be published or unpublished data.

Sample design

The following criteria is adopted to collect response from employees. At the first instance, the total numbers of employee have been taken into considerations to decide about the sample size.

Sample size

- Total number of employees = 150
- Sample taken = 50% of 150 of total population.

I.E. 75 sample size

Research instrument

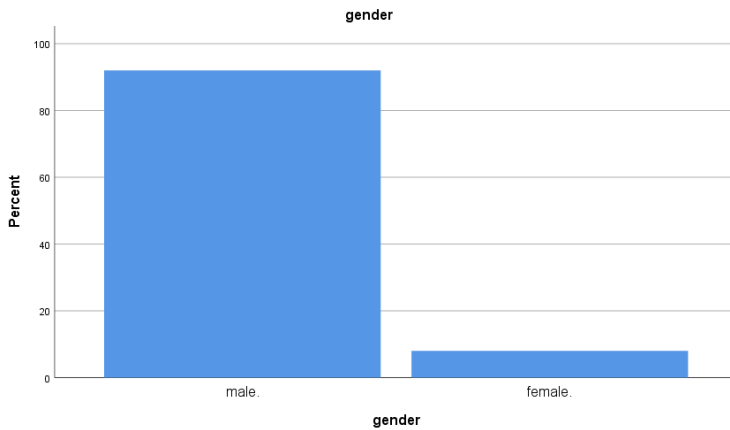
Questionnaire: the research instrument used in the study was a closed end questionnaire with five point Likert Scale.

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

1) EMPLOYEE GENDER

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male.	69	92.0	92.0	92.0
	female.	6	8.0	8.0	100.0
	Total	75	100.0	100.0	

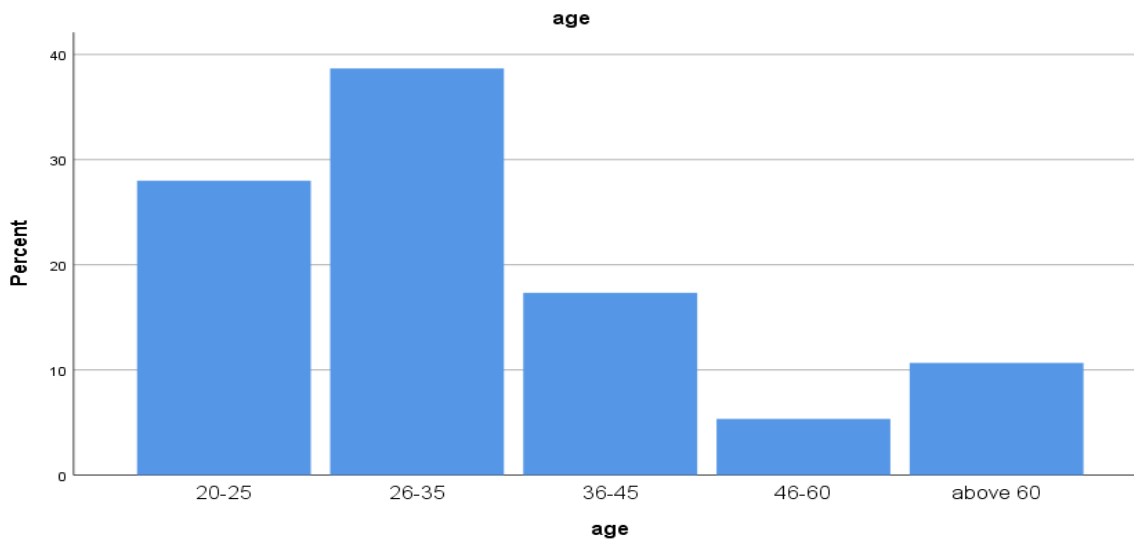


Interpretation: The above table shows that , 92 % of the respondents are male, and 8 % of respondents are female.

Inference: From the table ,it is inferred that majority 92% of the respondents are males.

2) EMPLOYEE AGE

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-25	21	28.0	28.0	28.0
	26-35	29	38.7	38.7	66.7
	36-45	13	17.3	17.3	84.0
	46-60	4	5.3	5.3	89.3
	above 60	8	10.7	10.7	100.0
	Total	75	100.0	100.0	

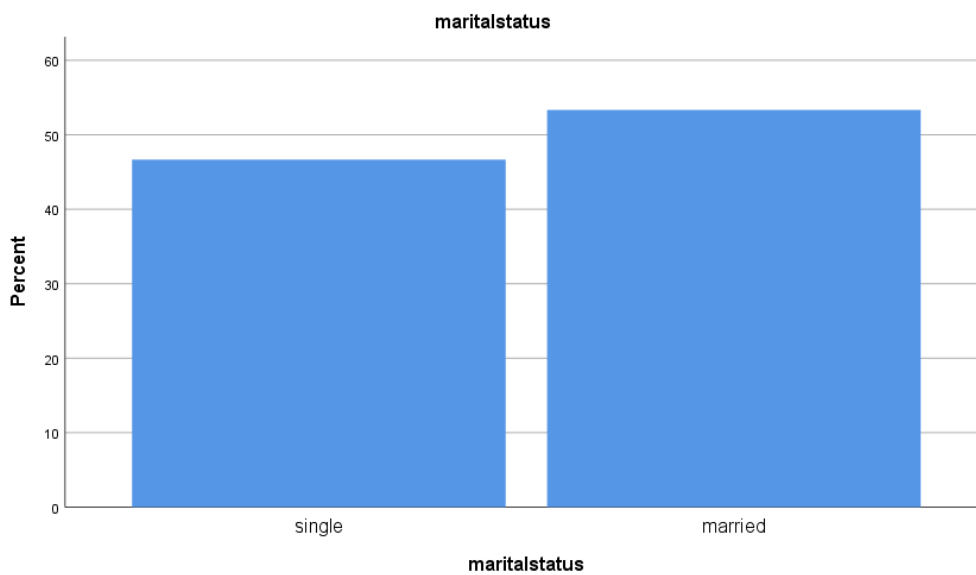


Interpretation: The above table shows that , 28% of the respondents belong to the age group of 20-25 years, 38.7% of the respondents belong to the age group of 26-35 years, 17.3% of the respondents belong to the age group of 36-45 years, 5.3% of the respondents belong to the age group of 46-60 years, 10.7% of the respondents belong to the age group of above 60 years.

Inference: From the table ,it is inferred that majority 38.7% of the respondents belong to age group of 26-35 years.

3) EMPLOYEE MARITAL STATUS

Marital status					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	35	46.7	46.7	46.7
	married	40	53.3	53.3	100.0
	Total	75	100.0	100.0	

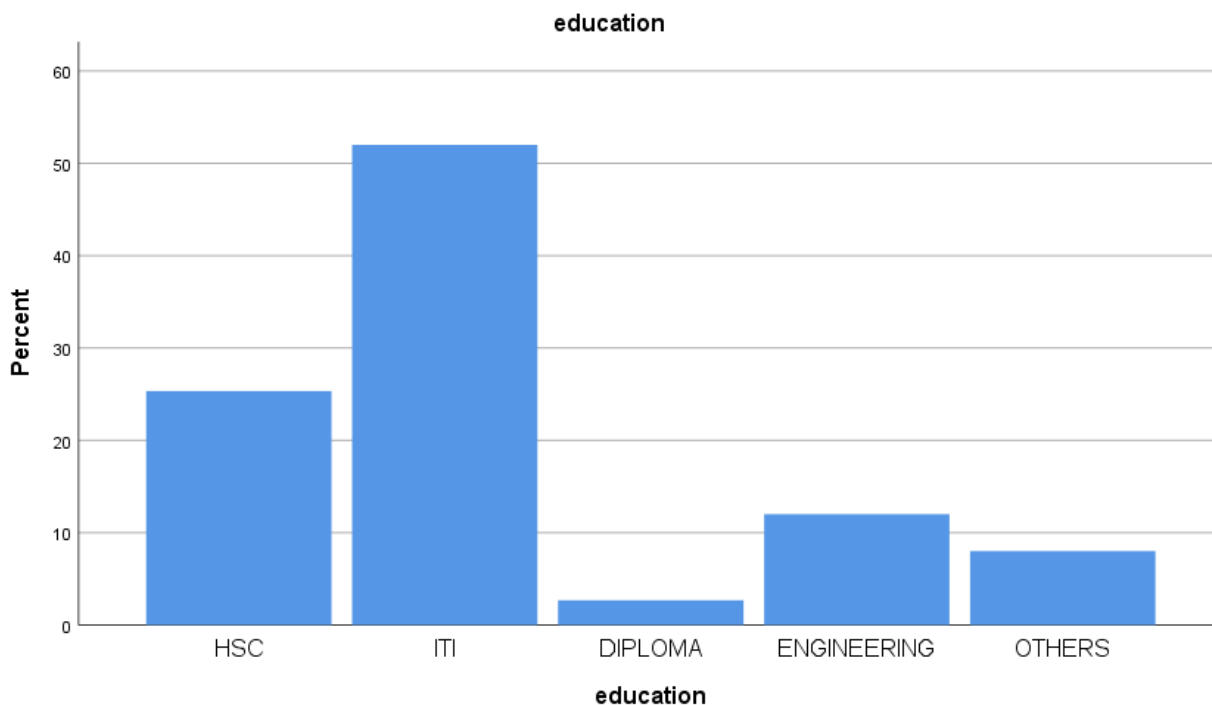


Interpretation: The above table shows that , 46.7% of the respondents are single, and 53.3% of respondents are married.

Inference: from the table ,it is inferred that majority 53.3% of the respondents are married.

4) EMPLOYEE EDUCATIONAL QUALIFICATION

Educational Qualification					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	HSC	19	25.3	25.3	25.3
	ITI	39	52.0	52.0	77.3
	DIPLOMA	2	2.7	2.7	80.0
	ENGINEERING	9	12.0	12.0	92.0
	OTHERS	6	8.0	8.0	100.0
	Total	75	100.0	100.0	

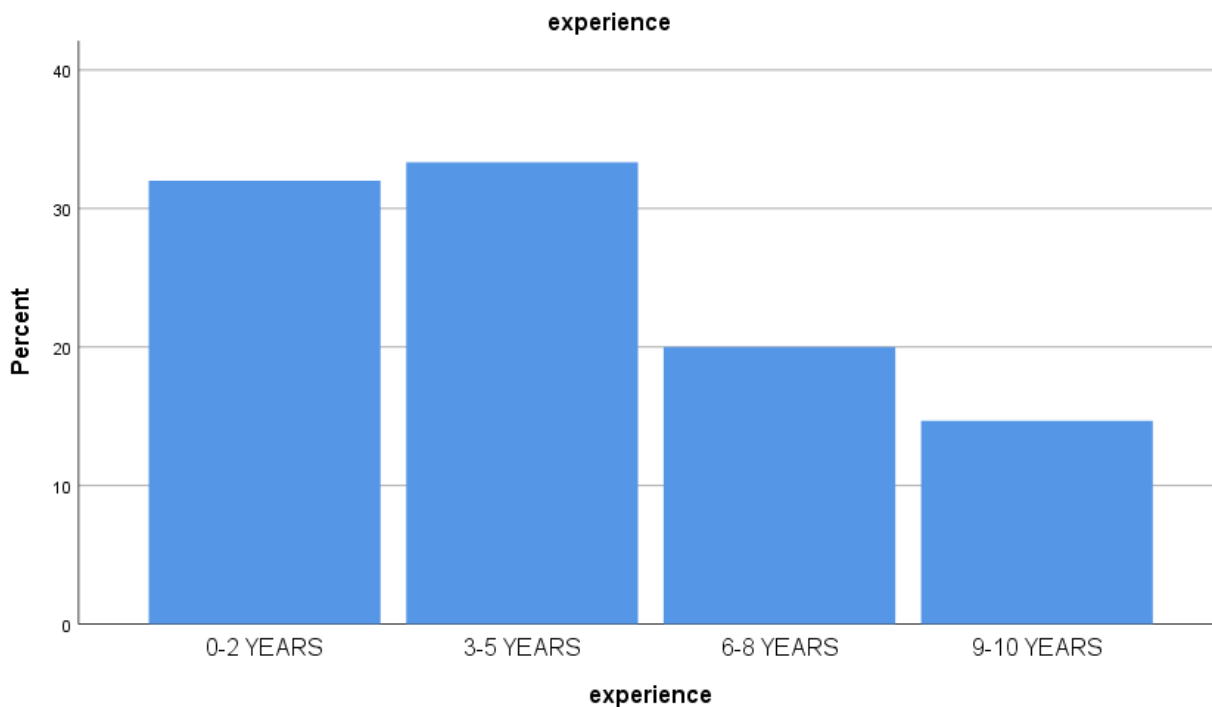


Interpretation: The above table shows that , 25.3% of the respondents completed HSC, 52% of the respondents completed ITI, 2.7% of the respondents completed Diploma, 12% of the respondents completed Engineering, 6% of the respondents completed other educational qualification.

Inference: from the table ,it is inferred that majority 52% of the respondents completed ITI.

5) EMPLOYEE EXPERIENCE

Experience					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 YEARS	24	32.0	32.0	32.0
	3-5 YEARS	25	33.3	33.3	65.3
	6-8 YEARS	15	20.0	20.0	85.3
	9-10 YEARS	11	14.7	14.7	100.0
	Total	75	100.0	100.0	

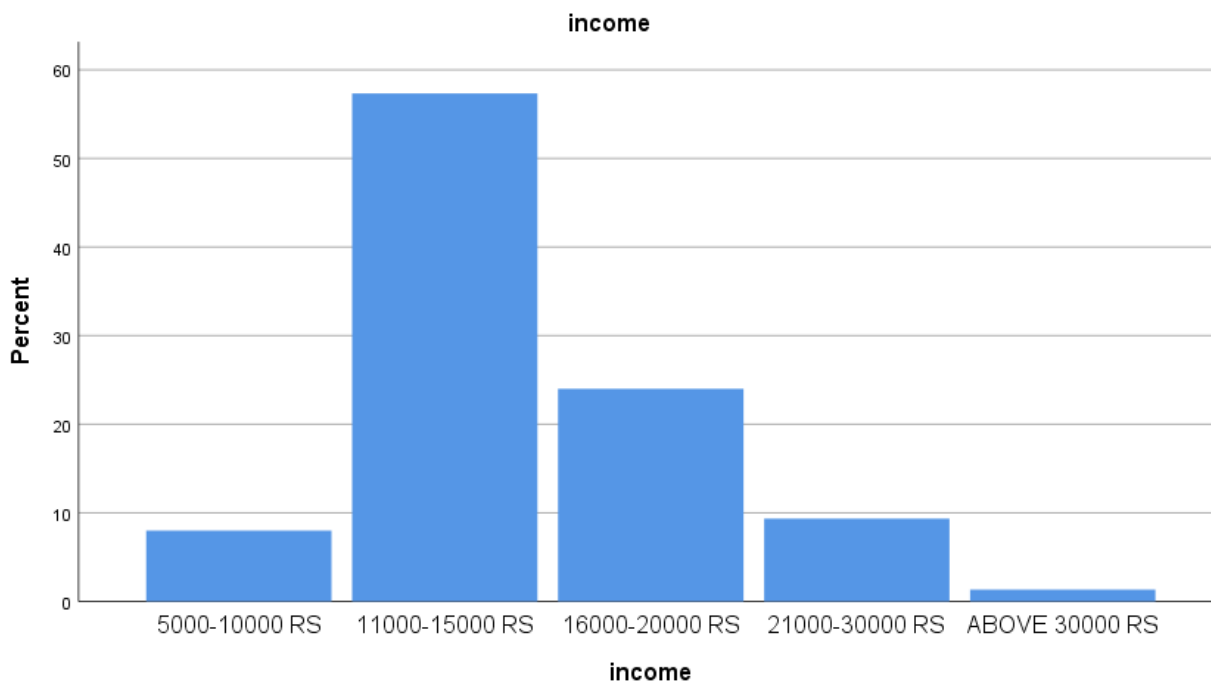


Interpretation: The above table shows that , 32% of the respondents have experience between 0-2 years, 33.3% of the respondents have experience between 3-5 years, 20% of the respondents have experience between 6-8 years, 14.7% of the respondents have experience between 9-10years.

Inference: from the table ,it is inferred that majority 33.3% of the respondents have experience between 3-5 years.

6) EMPLOYEE INCOME

Income		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	5000-10000 RS	6	8.0	8.0	8.0
	11000-15000 RS	43	57.3	57.3	65.3
	16000-20000 RS	18	24.0	24.0	89.3
	21000-30000 RS	7	9.3	9.3	98.7
	ABOVE 30000 RS	1	1.3	1.3	100.0
	Total	75	100.0	100.0	



Interpretation: The above table shows that , 8% of the respondents get salary between 5000-10000 rupees, 57.3% of the respondents get salary between 11000-15000 rupees, 24% of the respondents get salary between 16000-20000 rupees, 9.3% of the respondents get salary between 21000-30000 rupees, 1.3% of the respondents get salary above 30000 rupees.

Inference: from the table ,it is inferred that majority 57.3% of the respondents get salary between 11000-15000 rupees.

CHI SQUARE TEST ANALYSIS

HYPOTHESIS TEST 1

Checking relationship between employee age and relation.

Null hypothesis (H0) - there is no significant association between employee age and relation.

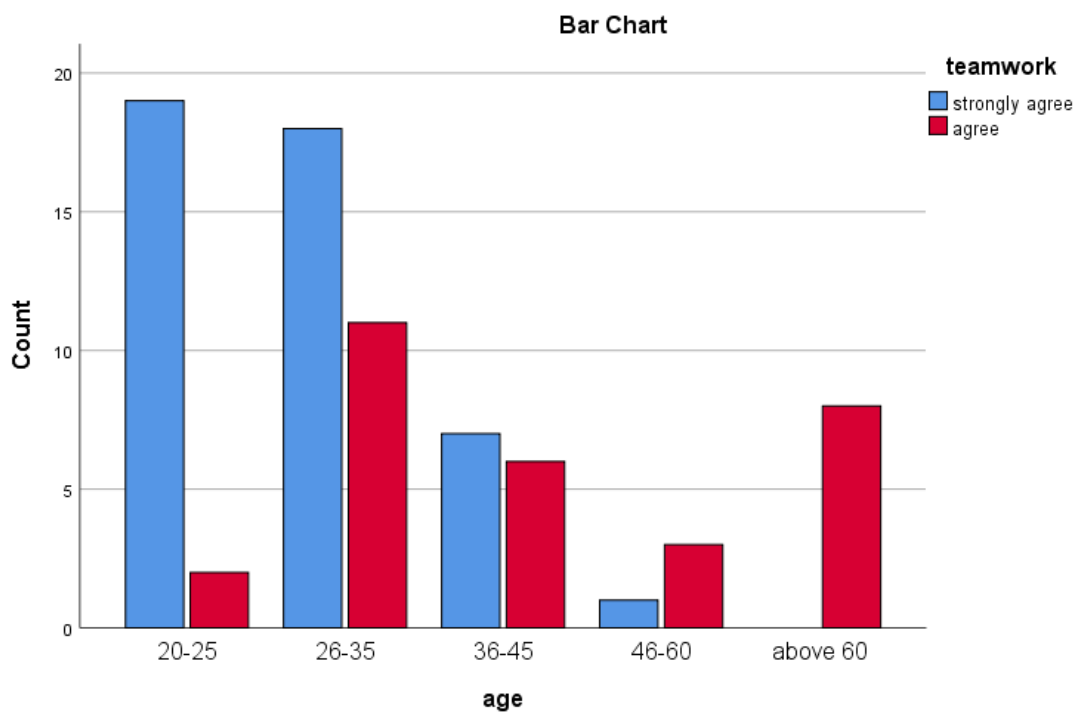
Alternative hypothesis (H1)-there is a significant association between employee age and relation.

Age * relation				
Count				
		teamwork		Total
		strongly agree	agree	
Age	20-25	19	2	21
	26-35	18	11	29
	36-45	7	6	13
	46-60	1	3	4
	above 60	0	8	8
Total		45	30	75

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	22.426 ^a	4	.000
Likelihood Ratio	26.803	4	.000
Linear-by-Linear Association	21.410	1	.000
N of Valid Cases	75		
a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.60.			

Chi square test result

- Calculated value: 22.426
- Degree of freedom: 4
- Table value: 9.488
- Significant level: 5%
- Comparison: $22.426 > 9.488$



Interpretation:

Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between age and relation.

HYPOTHESIS TEST 2

Checking relationship between employee educational qualification and training & development.

Null hypothesis (H0) - there is no significant association between employee educational qualification and training & development.

Alternative hypothesis (H1)-there is a significant association between employee educational qualification and development.

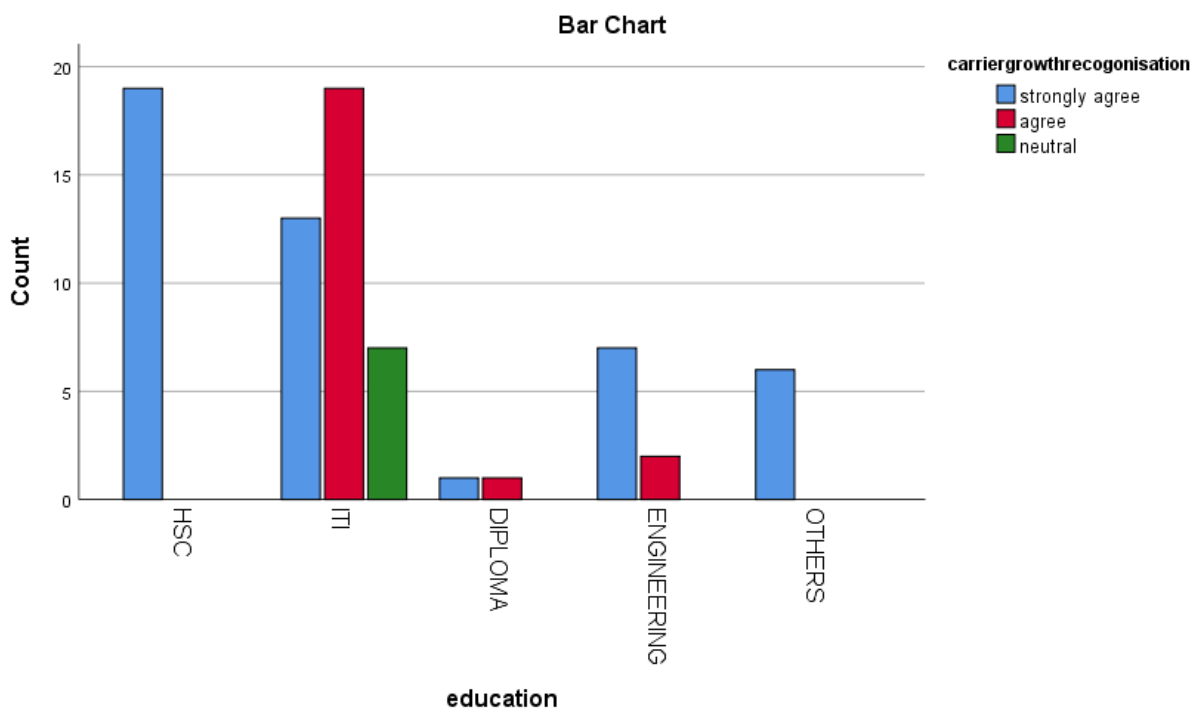
Educational qualification * training& development					
Count					
		Carrier growth recognition			Total
		strongly agree	agree	neutral	
education	HSC	19	0	0	19
	ITI	13	19	7	39
	DIPLOMA	1	1	0	2
	ENGINEERING	7	2	0	9
	OTHERS	6	0	0	6
Total		46	22	7	75

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	30.755 ^a	8	.000
Likelihood Ratio	39.895	8	.000
Linear-by-Linear Association	.362	1	.548
N of Valid Cases	75		

a. 10 cells (66.7%) have expected count less than 5. The minimum expected count is .19.

Chi square test result

- Calculated value: 30.755
- Degree of freedom: 8
- Table value: 15.507
- Significant level: 5%
- Comparison: $30.755 > 15.507$



Interpretation:

Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between employee educational qualification and training & development.

HYPOTHESIS TEST 3

Checking relationship between employee income and human resource satisfaction.

Null hypothesis (H0) - there is no significant association between employee income and human resource satisfaction

Alternative hypothesis (H1)-there is a significant association between employee income and human resource satisfaction.

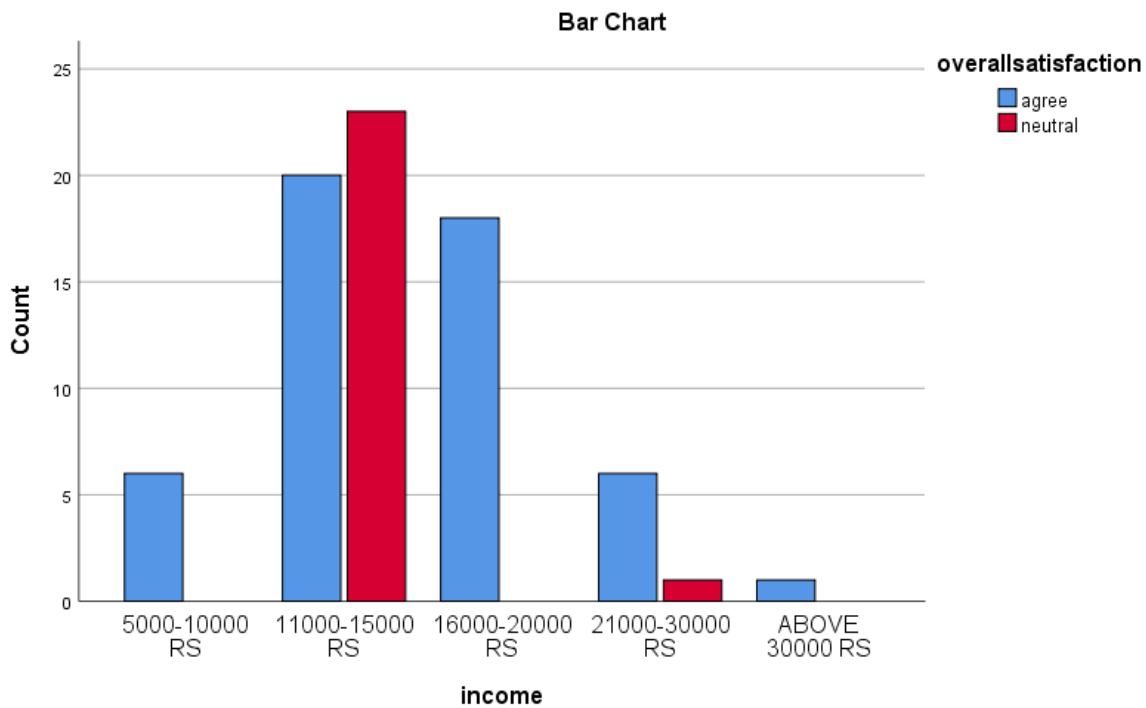
Income * human resource satisfaction				
Count				
		Overall satisfaction		Total
		Agree	neutral	
income	5000-10000 RS	6	0	6
	11000-15000 RS	20	23	43
	16000-20000 RS	18	0	18
	21000-30000 RS	6	1	7
	ABOVE 30000 RS	1	0	1
Total		51	24	75

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	21.899 ^a	4	.000
Likelihood Ratio	28.888	4	.000
Linear-by-Linear Association	4.827	1	.028
N of Valid Cases	75		

a. 6 cells (60.0%) have expected count less than 5. The minimum expected count is .32.

Chi square test result

- Calculated value: 21.899
- Degree of freedom: 4
- Table value: 9.488
- Significant level: 5%
- Comparison: $21.899 > 9.488$



Interpretation:

Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between employee income and human resource satisfaction.

HYPOTHESIS TEST 4

Checking relationship between employee experience and compensation & benefit.

Null hypothesis (H0) - there is no significant association between employee experience and compensation & benefit.

Alternative hypothesis (H1)-there is a significant association between employee experience and compensation & benefit..

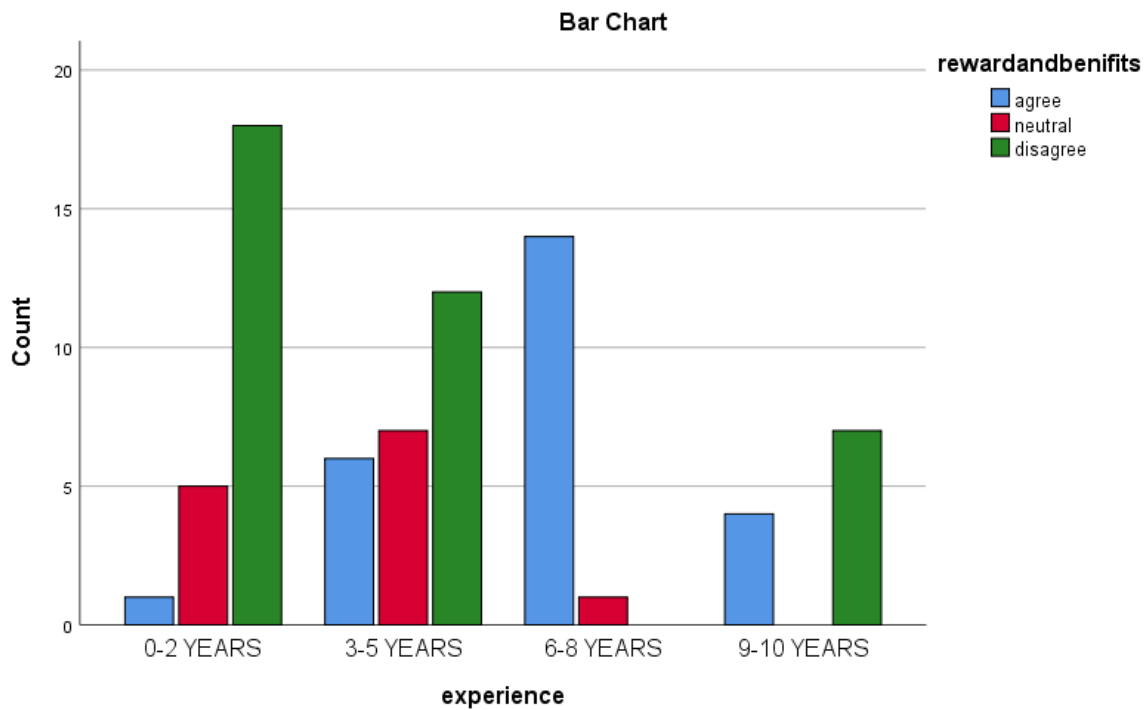
Experience * compensation & benefit					
Count					
		Reward and benefits			Total
		agree	neutral	disagree	
experience	0-2 YEARS	1	5	18	24
	3-5 YEARS	6	7	12	25
	6-8 YEARS	14	1	0	15
	9-10 YEARS	4	0	7	11
Total		25	13	37	75

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	38.781 ^a	6	.000
Likelihood Ratio	46.053	6	.000
Linear-by-Linear Association	11.186	1	.001
N of Valid Cases	75		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is 1.91.

Chi square test result

- Calculated value: 38.781
- Degree of freedom: 6
- Table value: 12.592
- Significant level: 5%
- Comparison: $38.781 > 12.592$



Interpretation:

Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted . This shows that there is relationship between experience and compensation & benefit

Summary of findings

Percentage analysis

- ✓ It is inferred that majority 92% of the respondents are males.
- ✓ It is inferred that majority 38.7% of the respondents belong to age group of 26-35 years.
- ✓ It is inferred that majority 53.3% of the respondents are married.
- ✓ It is inferred that majority 52% of the respondents completed ITI.
- ✓ It is inferred that majority 33.3% of the respondents have experience between 3-5 years.
- ✓ It is inferred that majority 57.3% of the respondents get salary between 11000-15000 rupees.

Chi square analysis

- ✓ Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between age and relation.
- ✓ Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between employee educational qualification and training & development.
- ✓ Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between employee income and human resource satisfaction.
- ✓ Calculated chi square value is greater than the table value. Therefore, alternative hypothesis (H1) is accepted. This shows that there is relationship between experience and compensation & benefit.

CONCLUSION

This study is based on the HR practice towards the organization, i.e. what the employee felt or think about the organization. From the study it is identified that most of the employee act according to the different types of Human Resource practices existing in the organization. The organization encourages the employee for their organizational goals, mission and productivity through better organizational HR practices.

REFERENCES

Anu Singh Lather, Janos Puskas, Ajay Kumar Singh, Nisha gupta (2010): Organizational culture: A study of selected organizations in the manufacturing sector in the NCR,56:349-358.

P. VijayShankar, Dr. C. Vijayabanu, S.D.VinothKumar, S.AnjaliDaisy (2018): A study on employee perception towards the organizational culture and commitment in public sector, 16:2547-2552.

M.Shanthi and Dr.N.R.Vembu (2017): A study on employee perception towards the organization culture in Bharath Sanchar Nigam Limited (BSNL), Trichy: 73-76.

Ekpenyong Nkereuwem Stephen, Ekpenyong Alfred Stephen(2016): Organizational Culture and Its Impact on Employee Performance and Job Satisfaction: A Case Study of Niger Delta University, Amassoma:36-45.

Osibanjo Omotayo Adewale, Adeniji Adenike Anthonia (2013): Impact of Organizational Culture on Human Resource Practices: A Study of Selected Nigerian Private Universities: 115-133.