

**A STUDY ON EFFECTS OF SHORTAGE OF HUMAN RESOURCE ON ORGANISATIONAL OUTPUT AT ADITYA BIRLA
FASHION AND RETAIL LIMITED IN JAKKUR BENGALURU**

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“A STUDY ON EFFECTS OF SHORTAGE OF HUMAN RESOURCE ON ORGANISATIONAL OUTPUT AT ADITYA BIRLA FASHION AND REATIL LIMITED IN JAKKUR BENGALURU.”

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I. ABSTRACT: The project aims to conduct an examinationthe impact of a shortage of personnel on the overall output of organizations across various industries. The shortage of skilled and capable forces can have far-reaching consequences for an organization's productivity, efficiency, and overall performance. This research seeks to explore the causes and consequences of insufficient human resource identify suggested mitigation strategies their negative effects, and provide insights into maintaining optimal organizational output during periods of workforce scarcity.

Keywords: organization, shortage, human resource, effects, skilled, workforce, significant, Strategies, output, human.

II. Introduction

The shortage of human resource refers to a situation where An organization has deficiencies in adequate staffs with the necessary skills, knowledge, and experience to meet demands of the industry.

Importance of shortage of human resource

1. **Reduced productivity:** When an organization doesn't have enough qualified personnel, the workload on existing employees increases, leading to reduced productivity and quality of work.
2. **Higher costs:** Companies may have to pay higher salaries and benefits to attract and retain employees, which can increase costs and impact profitability.
3. **Increased competition:** Shortage of human resources means there is stiff competition for talent in the job market, making it more challenging for employers to find and retain the right people.
4. **Quality of work decreases:** When an organization cannot find the right employees to fill open positions, it may have to hire less qualified personnel, which can lead to decreased quality of work.
5. **Poor morale:** Employees who are overworked and under stress due to a shortage of human resources may become increasingly dissatisfied, leading to higher levels

of absenteeism and employee turnover.

Limitations of shortage of human resource

1. Financial Costs: Organizations may have to pay higher salaries and benefits to attract and retain employees, which can increase costs.
2. Reduced Quality: Organizations may be forced to hire less qualified personnel due to the shortage, leading to reduced quality of work.
3. Decreased Innovation: With a shortage of personnel, organizations may have to focus on maintaining operations rather than innovating or developing new products or services.
4. Organizational Restructuring: Organizations may have to restructure their work processes or outsource certain functions to compensate for the shortage of personnel, which can be disruptive to the organization.
5. Reduce work pressure: as per the study employees said they are facing lot of pressure based on targets.

Characteristics of shortage of human resource

1. Difficulty in finding skilled candidates to fill open positions
2. Inability to retain current employees due to a competitive job market
3. Increased workload and burnout for existing employees
4. Delayed projects and decreased productivity
5. Inability to expand or take on new projects due to lack of personnel

III. Literature review:

1. **Title: impacts of labor shortage on organization performance: a case study ministry of water and Irrigation- tanzania**

Author - James Kalimanzila

Publication - International Journal of Economics, Business and Accounting Research

(IJEBAAR)

Year - (2019)

The Ministry of Water in Tanzania is facing a critical labor shortage due to lack of promotion, motivation, job mishmash, and low salary. This paper analyzes the impact of labor shortage on organizational performance and reminds organizations about the value of Human Resources. It uses qualitative and quantitative methods to collect and analyze data, and uses hypothesis and theories to describe the results.

The results show the importance of promotion and good working environment in employee retention.

2. **Title: antecedents of labor shortage in the rural hospitality industry: a comparative study of employees and** **Author -** Bilal Ahmad and Farooq Ahmad Khan

Publication – The Business Review, Vol. 23, No. 2, July-Dec 2019

Year - (2019)

The Workplace atmosphere has a significant effect on employees morale, productivity, and engagement, negatively impacting performance. Management must understand and address changing work preferences to maintain and develop appropriate conditions. Offering favorable work conditions can reduce work unhappiness, staff turnover, and absenteeism, ultimately improving employee performance and increasing revenues for the organization.

3. **Title: the effect of the working environment on employee satisfaction and productivity**

Author Johanna, Innerhofer , Anita Zehrer Publisher: Emerald Publishing Limited

Publication – Journal of Hospitality and Tourism Insights

Year - (2022)

This research paper investigates the factors influencing labor shortages in the hospitality sector by presenting the perspectives of employees and employers. Upshots show that nearly aspects are increasingly crucial for workers, although others are more significant for employers. Practical implications include improving working conditions, reducing manual operations, realistic career planning, employer branding, identification of skill deficiencies, and provision of specialized trainings.

4. **Title: factors influencing shortage of skilled labors for sustainable construction:**

Author - Adnan Alshahrani, Naif Alaboud, Mohammed Isah Leje,

Publication –Journal of Umm Al-Qura University for Engineering and Architecture

Year - (2023)

This study aimed to estimate the standing of factors influencing the shortage of skilled labours in Makah. Data was collected through a stratified random sample of construction practitioners, and The findings indicated that delay in salary payment,

low wages structure, lack of motivation system, health and safety issues, job

Objectives of the study:

1. To understand the shortage of human resource effects on organizational output.
2. To determine the causes contributing to a shortage of human resource in the organization.
3. To analyze relationship between shortage of human resource on employee morale, retention and productivity.
4. To advice possible strategies that can help organizations address the effects of a

shortage of human resource on their output.

Research design

Descriptive research: descriptive research study, researchers collect data through observation, surveys, or other methods, and then analyze the data to identify patterns, or relationships.

Primary data:

relates to actual data acquired from the source through surveys, experiments, interviews, observations, or other research methods specifically conducted for a particular study, providing firsthand information for analysis and interpretation.

Direct observation was done a dated of sixty days in the organization, along with surveys and questionnaires in a five-point Likert scale style along with ABFRL personnel.

Secondary data

Pre- existing data that someone has gathered else or for a different purpose, which can be researchers used to gain insights, support or validate their own research, without conducting their own datacollection.

Example: journals, textbooks, magazine, newspaper.

Sampling method:

Selecting a smaller group of people from a larger population to study about with aim of making conclusionsabout entire population.

Sampling design

Sampling frame	Aditya Birla fashion and retail ltd
Sampling size	115 responses
Sampling method	Simple random sample
Sampling technique	Statistical package for social science(SPSS)
Data collection method	Survey method

Types of hypothesis

- 1.null hypothesis
- 2.alternative hypothesis

H0: There is no connection between a scarcity and human resource and organizational output

H1: There is no connection between a scarcity and shortage human resource and organizational output

H0: There is no significant effect of a shortage of human resources on organizational output.

H1: There is a significant effect of a shortage of human resources on organizational output.

Data analysis

Chi- square test

Chi-Square Tests			
Pearson Chi-Square	Value 23.777 ^a	df 6	Asymptotic Significance (2 sided) .012
Likelihood Ratio	22.739		.094
Linear-by-Linear Association	3.998		.046
N of Valid Cases	115		
.19 cells (76.0%) have expected count less than 5. The minimum expected count is .03.			

Interpretation

Because all of the p-values for the Chi-Square tests (Pearson Chi-Square $p = 0.812$, Probability Rate $p = 0.809$, & Linear-by-Linear Affiliation $p = 0.405$) are higher than the conventional significance level of 0.05, there is no substantial evidence to support a link between the variables, according to the Chi-Square tests.

ANOVA

ANOVA						
Sum of Squares				Mean Square		
"1. Organization has a shortage of skilled people in senior positions.	Between Groups	3.798	df 5	Square .760	.434	Sig .824
	Within Groups	190.584	109	1.748		
	Total	194.383	114			
"2.Section has limited resources for hiring and retaining qualified employees.	Between Groups	15.236				.066
	Within Groups	155.460	109	1.426		
	Total	170.696	114			
"8.Employee	Between Groups	7.148				.96
	Within Groups					

absenteeism due to lack of human resources.	Within Groups	103.843	109	.953		
	Total	110.991	114			
"10. Association can involve employees in decision-making processes to increase engagement and job involvement.	Between Groups	3.188	5	.638	.574	.719
	Within Groups	120.986	109	1.110		
	Total	124.174	114			

Interpretation:

Permitting to the ANOVA results, here no significant variations between the four groups for any of the following: a lack of suitable applicants for senior positions; a lack for assets for finding and keeping able employees; a lack of absences from work due to human resources issues; and that involve employees in decision-making procedures to increase engagement and job involvement. According to the p-values for all covariates, which are larger than the accepted significance level (e.g., 0.05), the variations observed are not statistically significant.

Findings

1. Employees agree that insufficient human resources impact the grade of the job.
2. 35.7% of personnel strongly agree that the business is facing a shortage of skilled and qualified employees.
3. 33.9% of peoples feel that the business is exploring solutions to reduce human resources shortages and improve productivity.
4. About 55% of workers agree that the The company's working hours aren't flexible enough to fulfil obligations to family.
5. Approximately 55% of workers consider that the company culture is not appealing to qualified candidates.

Suggestions:

1. implement strategies in order to boost the organization's human resources to improve work quality and meet workload demands effectively.
2. Focus on talent acquisition and development to address the shortage of skilled employees and build a capable workforce.
3. Embrace flexible working arrangements and invest in mentoring and training programs to attract and retain talented employees, fostering a supportive and growth-oriented work culture.
4. Develop comprehensive strategies to attract, retain, and support high-performing

employees, ensuring they have the necessary resources to thrive in the organization.

5. 3Improve job clarity and organisation to create a more efficient work environment and to ensure thatstaff members are informed of their duties and obligations.

Conclusions:

I found this research study how a lack of human resources affected organizational production. It was discovered that a sizeable percentage of employees agreed or strongly agreed that a lack of Resources have an effect on a variety of their work-related elements. Because of an Insufficient personnel there was less creativity and originality inside the organization, which had a detrimental impact on staff morale, motivation, work satisfaction, and customer service. The inquiry also discovered that low of employee retention was caused by high-performing workers being more inclined to depart due to resource shortages. The study recommends investing in technology, giving flexible work schedules, offering mentoring and training, and paying qualified workers competitive salaries and benefits to address these issues. It was discovered through thorough data analysis and study that a lack of competent workers considerably reduces organizational production and efficiency.

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