

## **A Study on Employee Performance and Their Organizational Commitment Relationship HRM Practices at Macsur Pharma India Pvt Ltd**

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### **ABSTRACT**

The study is an outcome of the topic called “**A STUDY ON EMPLOYEE PERFORMANCE AND THEIR ORGANISATIONAL COMMITMENT RELATION HRM PRACTICES**”. The survey is carry out in the company **MACSUR PHARMAA INDIA PVT LIMITED LOCATED at PUDUCHERRY**”

Human Resource Management (HRM) has the capacity of influencing the organizational commitment and employee behaviour of the employees, thereby ensuring achievement of the corporate objectives. HRM positively influences firm performance which leads to Organizational Commitment.

### **INTRODUCTION**

Employee performance is defined as how well a person executes their job duties and responsibilities. Many companies assess their employees’ performance on an annual or quarterly basis to define certain areas that need improvement and to encourage further success in areas that are meeting or exceeding expectations.

Performance is a critical factor in organizational success, helping to also improve overall productivity, profitability, and employee morale. By assessing employee performance regularly, companies can identify areas that need improvement, provide support and training to employees, and ensure that everyone is working towards the same goals.

## REVIEWS

**Sushil Kumar (2018)** in their study come to the crux that appraisal process is necessary as it staffs the very important purpose of improving the future performance. The study clarifies that most of the banks uses 360 Degree Appraisal Method and almost all of the employees settled on the grounds that performance appraisal helps in improving performance, reaching organization goals, aids in increasing encourage and satisfaction. This paper analyzes the performance of large privatized companies. Our objective is to examine how and why these firms have been claimed to be successful. Drawing on the dimensions of the balanced scorecard, we examine the performance of the firms from five main perspectives—financial, customers, internal business process, learning and growth, and the community

**Butt, Khurshid and Hafeez (2019)** Organizational commitment and employee benefits is very much important for achieving organizational goals However; organizational commitment issues have not been adequately researched and given any emphasis with special reference to the industry of India. So this generates the gap which needs to be studied as it is a big industry in India. Studied organizational commitment of women working in leadership positions in Saudi Arabia and found that organizational commitment plays an important role

**Brown, et al (2020)** high employee commitment towards organization increases the job satisfaction among employees, job performance, overall productivity, sales and also high employee commitment decreases employee turnover, intention to leave and absenteeism. The study reveals that organizational factors like dependability, social processes and organizational climate enhance individual factors to employee commitment. The study identified that unemployment is one of the important antecedent of employee's organizational commitment.

## OBJECTIVES

- To study the factors the calculate the level of commitment of employees towards organisation
- To analyse the satisfaction level of employees towards performance management system
- The study is to examine and analyse the level human resource management practices and organizational commitment in the Pharma industry

## RESEARCH METHODOLOGY

The art of scientific inquiry is research. Defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing, and evaluating data, making deductions and reaching conclusions, and finally carefully testing the conclusions to determine whether they fit the formulating hypothesis are all part of the process of conducting research

## DATA ANALYSIS AND INTERPRETATION

### HRM PRACTICES IMPACT ON EMPLOYEES' JOB SATISFACTION

HRM PRACTICES	RESPONDENTS	PERCENTAGE
Very good	43	35.8
Good	35	29.2
Average	26	21.7
Poor	9	7.5
Very Poor	7	5.8
<b>TOTAL</b>	<b>120</b>	<b>100.0</b>

### HRM PRACTICES ARE AFFECTING THE RECESSION

AFFECTING THE RECESSION	RESPONDENTS	PERCENTAGE
Highly Satisfied	34	28.3
Satisfied	36	30.0
Neutral	24	20.0
Dissatisfied	14	11.7
Highly Dissatisfied	12	10.0
<b>Total</b>	<b>120</b>	<b>100.0</b>

### CHANGES MADE TO IMPROVE THE HRM PRACTICES

IMPROVE	RESPONDENTS	PERCENTAGE
Improved recruitment and selection process	37	30.8%
Improved performance evaluation process	33	27.5%
Improved training and development programs	30	25.0%
Improved career management and rewards	20	16.7%
<b>Total</b>	<b>120</b>	<b>100.0%</b>

### COMPANY IS COMMITTED TO ETHICAL HRM PRACTICES

ETHICAL HRM PRACTICES	RESPONDENTS	PERCENTAGE
Yes	88	73.3%
No	32	26.7%
<b>Total</b>	<b>120</b>	<b>100.0%</b>

### CHI-SQUARE TEST

Experience of the respondents and promotion purely based on the performance appraisal

### Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.114E2 <sup>a</sup>	16	.000
Likelihood Ratio	285.849	16	.000
Linear-by-Linear Association	109.369	1	.000
N of Valid Cases	120		

## FINDINGS

1. 35.8% of the respondents reveal very good to improvement resulted through HRM practices whereas 29.2% of the respondents reveals good nor good with that
2. 28.3% of the respondents are highly satisfied with the rewards and recognition resulted through HRM practices. Whereas 30.0% of the respondents reveal highly satisfied or satisfied with that

## SUGGESTION

- Enhanced commitment of the employees increases the productive results of the selected textile unit. So it is necessary to not to take employees commitment level for granted.
- Research showed that the affective commitment helps in promoting bond among employees and their organizations, which help in achieving the common goal of the organization.

## CONCLUSION

The commitment of any organizations and firms is to achieve the higher productivity whereby the employees as functioning organizational system. The idea that motivated and committed workers are the essential condition for accomplishing the organizational goal. The human resource management practices have to be addressed in this position, in order to examine the behaviour and performance of the employees. This literature review focusing that the certain human resource management practices create the favourable approach towards the job satisfaction and employee performance which will be explicated reversely on the organizational commitment. Strong evidence exists in literature about different HRM practices and organizational commitment.

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