"A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS IMPLIMENTATION OF CREATION INFRA INDIA PRIVATE LIMITED"

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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 in the organization.

INTRODUCTION :

This study is conducted to measure the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance, and to measure the scope of application of human resource policies. These guidelines identify the organizations intention in matters of recruitment, selection, promotion, development, compensation, motivation, and otherwise leading and directing employees in the working organization. HR policies serve as a road map for the manager. HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees. Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration. Every organization needs policies to ensure consistency in action and equity in its relation with employees. Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programs can be measured.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVES

・ 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.

・ 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.

・ To find out the employees' satisfaction towards

satisfied with the implementation of policy in organization.

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' global competition.

・ 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.

RESEARCH METHODOLOGY:

The research 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.

1.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.

2. 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.

DATA COLLECTIONS

・ Questionnaire

・ Interview

・ Observation

In this study Descriptive research Design is used.

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
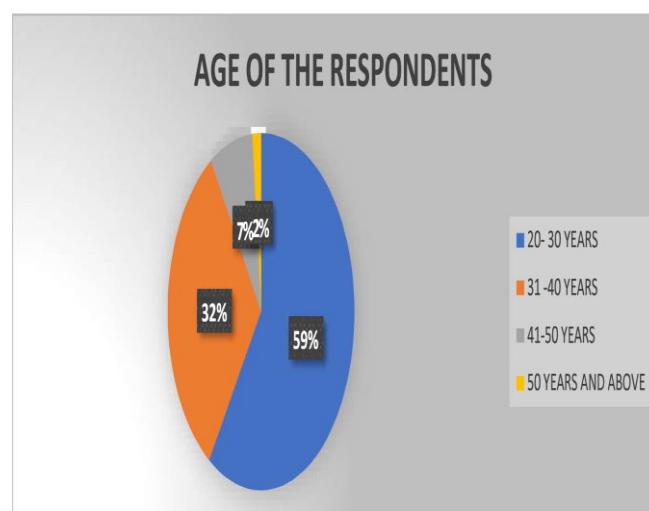
INTERPRETATION

From the Above table, its interpreted that 59.4% 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.

CONCLUSION

This Study shows that

· 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.

· The Policy grooms every individual to realize his

potential in all facets While

contributing to attain higher organizational and personal goals.

· The Policy builds teams and foster team-work as

the primary instrument in all

activities.

· The Policy implements equitable, scientific and

objective system of rewards, incentives and control.

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