

HUMAN RESOURCE PRACTICES IN ORGANISATION AND EMPLOYEES' PERFORMANCE: A STUDY OF FM PBW BEARINGS PVT. LTD

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Abstract: Human resource practices are crucial to any organization in order to have the best pool of talent as well as to retain them. The employees can be used in the best interest of the organization with positive human resource practices. This article is an attempt to study the nature of Human Resource Practices in the organization, as well as its impact on employees' performance. The study conducted reveals that the organization needs to spend after education, medication, and other Welfare measures for its employees. Besides, HR practices need to be framed keeping in mind employees' suggestions. Flexible working hours, career growth of employees, effective communication to employees etc needs to be kept in mind while framing HR practices. This practice is necessary in order to maintain a knowledgeable workforce and nurture quality culture.

Keywords: Human Resource practices, Communication, Career Growth

1. INTRODUCTION

Human resources practices are strategic in nature. They represent a vital guidance system that coordinates with your executive business plan. HR practices form the foundation supporting the way your company's human capital will operate on your behalf. For example, HR practices include formulating a method for measuring and analyzing the effects of a particular employee rewards program. Other examples include the creation of a program to reduce work-related injuries, and building a framework to ensure employment laws are adhered to.

The term 'Employee Performance' refers to the attitudes and feelings people have about their work. The performance of employees needs to be improved and upgraded on continual basis. This can be done by effective HR practices of the organization. By adherence to the quality management system and effective human resource practices, the organizations tend to maintain a knowledgeable workforce and nurture quality culture.

Now, talking of employees' performance in the organizations, 'performance' can be ascribed as behaviour. Upon consideration of performance in its purest form, it can be described as something that people can actually do and can be observed. Naturally, in most jobs, the 'behaviour' is thinking, planning, problem solving and the like. When considering performance from a working environment perspective it can only include the specific actions and behaviours which are relevant and applicable to the organisation's goals and which can be measured in terms of the individual employee's proficiency. This performance is what the organisation hires the employee to do, and to do well – it is, in fact, not the consequence or result of action; it is the action itself.

One of the most effective ways to monitor an employee's performance is with your own eyes. Watching an employee interact with a customer for a few minutes will tell you more about that employee's customer feedback surveys. Employee performance involves factors such as quality, quantity and effectiveness of work as well as the behaviors your employees show in the workplace.

2. REVIEW OF LITRATURE

Saira Hassan (2016), in his study "Impact of human resource management practices on employee's performance" revealed that employee's performance can be increased by giving employees an opportunity to conclude that HRM practices can enhance the employee's level of performance which influence that perception of employees about performance. To determine the sampling technique human resource management practices in textile sector and relationship between HRM practices and employee's performance.

The study by Dr Ernest Jebolise Chukwuka, Nkiru peace Nwakoby (2018), on the topic "Effect of human resource management practices on employee retention and performance in Nigerian insurance industry" has brought to the fore the nature of effects or relationship between human resource management practices, employees retention and performance as well as the responses of employees to HRM practices in Nigerian insurance industry thereby contributing to the existing body of knowledge. Most other literature reviewed is suggestive with their findings bust this paper is assertive based on empirical evidence.

The study by Ong choon Hee et al.,(2019), on the topic "The relationship between human resource management practices and job performance in the courier service industry" examined the relationship between human resource management practices and job performance in the courier service industry, to the employment security is the most important factor that positively influences job performance followed training and development. This research indicates that employment.

Mercy Gacheri Munjuri (2011), in his work "The effect of human resource management practices in enhancing employee performance in catholic institutions of higher learning in Kenya" revealed that there is a very strong positive relationship between job security and bonuses and incentives on achievement of targets. Job design and job security have got the least impact on performance and they have an inverse relationship with performance.

Alima Aktar, Dr. Faizuniah Pangil (2017) conducted a study on "The relationship between employee engagement, HRM practices and organizational support: Evidence from banking employee". They identified the predictors of employee engagement and investigated whether POS can act as a moderator variable on the relationship between HRM practices and employee engagement of banking employee. This finding can be interpreted under the social exchange perspective. The presence of higher level of organizational support can compensate relatively low level of job-related resources that results in employees' positive attitudes as employees exert higher energy in investing extra effort in the workplace.

3. RESEARCH METHODOLOGY

The most common method for the primary data generation was used, which is survey through questionnaire.

PROBLEM STATEMENT

Human resource practices ins organization and employee's performance: A study of FM PBW BEARINGS pvt. Ltd.

OBJECTIVE OF THE STUDY

- To study the human resource practices being performed by the organization.
- To find whether human resource practices have any influence on employees' performance.
- To study whether employees are satisfied with HR practices being implemented in the organization.

INSTRUMENTS APPLIED

The questionnaire was developed for measuring impact of HR practices on employees' performance. Though secondary data was applied as reference for the study, more emphasize was laid on primary data.

SAMPLING

The sample of 100 employees have been selected with the help of convenient sampling. Further, special care has been taken to ensure that the respondents of different of different Age, Gender Education qualification, Income, Designation, Work experience and departments are represented.

RESEARCH DESIGN

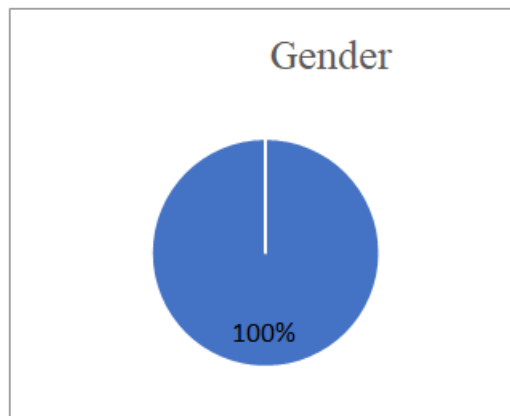
The researcher has researched with the objective of studying the impact of HR practices on employees’ performance. For fulfilling the objective research has collected data primary source. For that structured questionnaire was used. For collecting the data population size was 100. After collecting the data, it was coded with the help of excel and SPSS16

4. ANALYSIS OF DEMOGRAPHIC DATA

1.1 Gender

Table: 1

	Frequency	Percent	Valid percent	Cumulative percent
Male	100	100	100	100

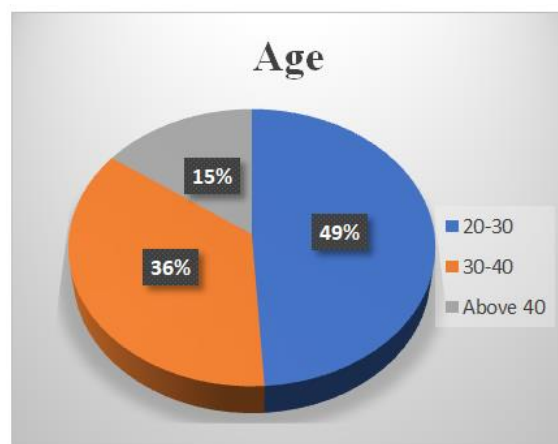


As shown in the chart there are 100% males in the company. This means that women employees do not have any job opportunity in the organization.

1.2 Age

Table: 2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20-30	49	49.0	49.0	49.0
30-40	36	36.0	36.0	85.0
Above 40	15	15.0	15.0	100
Total	100	100.0	100.0	

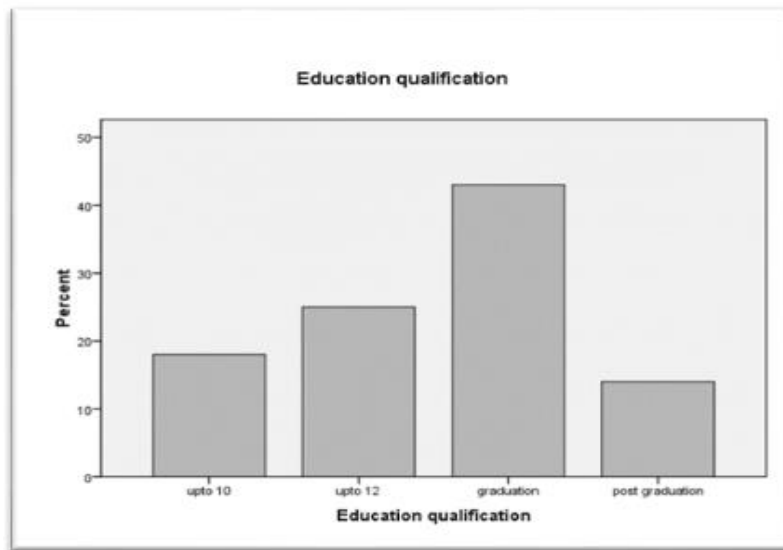


In the figure it is seen that 49% of the respondents fall in the age group of 20-30 years, 36% are in the age-group of 30-40 years, 15% fall in the age-group of above 40 years. Thus, majority of respondents i.e. 49% of the employee are in the age-group of 20-30.

1.3 Education qualification

Table: 3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Up to 10	18	18.0	18.0	18.0
Up to 12	25	25.0	25.0	43.0
Graduation	43	43.0	43.0	86.0
Post-graduation	14	14.0	14.0	100.0
Total	100	100.0	100.0	

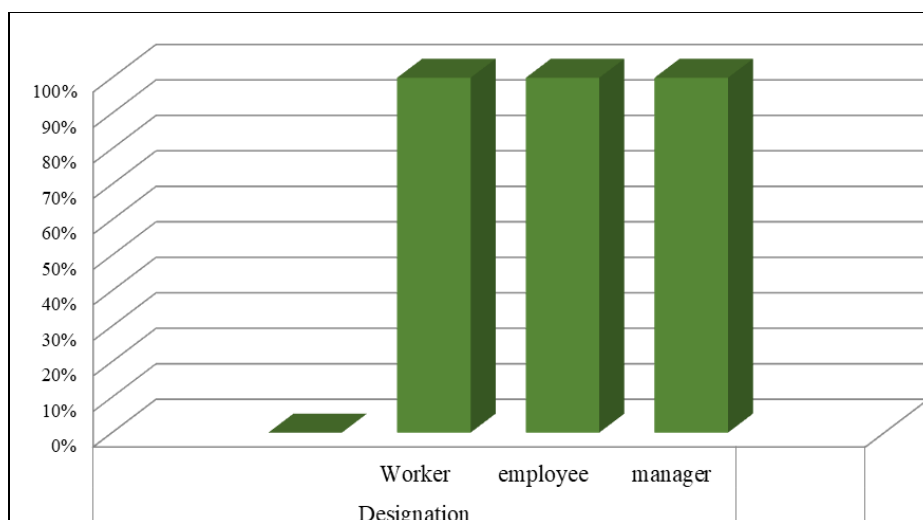


This fig. we can see that most of the respondents (43%) are graduates. 25% employees have done schooling up to standard 12th. 14% of respondents have post-graduation degree.

1.4 Designation

Table: 4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Worker	30	30.0	30.0	30.0
Employee	45	45.0	45.0	75.0
Manager	25	25.0	25.0	100.0
Total	100	100.0	100.0	



This fig. clearly reveals that 45% of the respondents are employees, 30% are workers and 25% are managers. The HR staff consists of middle level officers, supervisors, clerks etc. the figure makes it clear that the number of employees is maximum in the organization it is more even as compared to workers.

1.5 Work Experience

Table: 5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 0-5 years	35	35.0	35.0	35.0
5-10 years	47	47.0	47.0	82.0
10-15 years	9	9.0	9.0	91.0
More than 15 years	9	9.0	9.0	100.0
Total	100	100.0	100.0	

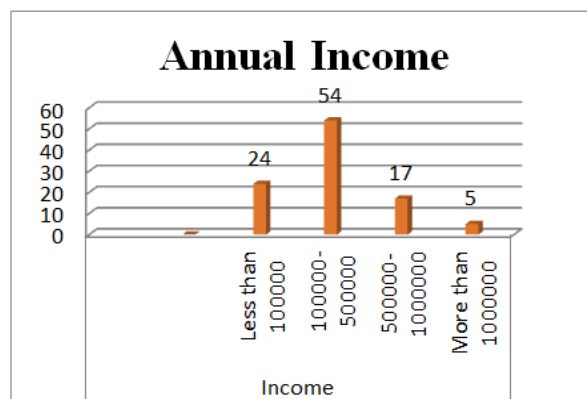


The above chart clearly reveals the fact that 47% of the respondents have the work experience of 5-10 years. 35% of the respondents have the work experience of 0-5 years. 9% of them have the work experience of 5-10 years. Similarly, 9% of them have the work experience of more than 5-10 years.

1.6 Annual Incomes

Table: 6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Less than 100000	24	24.0	24.0	24.0
100000-500000	54	54.0	54.0	78.0
500000-1000000	17	17.0	17.0	95.0
More than 1000000	5	5.0	5.0	100.0
Total	100	100.0	100.0	



Here, the above chart shows that 5% respondents' annual income is between 1,00,000-5,00,000, 24% people's annual income is between less than 1,00,000, 17% of people's annual income is less than 5,00,000-10,00,000 and 5% of people annual income more than 10,00,000.

1.7 STATEMENTS INDICATING HR PRACTICES IN THE ORGANISATION

Table: 7

	N		Mean	Std. Deviation	Skewness	Std. Error of skewness	Kurtosis	Std. Error of Kurtosis
	Valid	Missing						
Employees are satisfied with organization's polices	100	0	4.85	.359	-1.99	.241	2.00	.478
Managers communicate HR policies	100	0	4.47	.502	.122	.241	2.02	.478
HR policies are consistent	100	0	4.33	.753	-.776	.241	-.301	.478
Suggestions of employees are welcomed	100	0	4.35	.672	-.552	.241	-.709	.478
HR policies are flexible and necessary change are made	100	0	4.29	.715	-.831	.241	.644	.478
Does not include unwanted rules and tasks	100	0	4.29	.743	-.678	.241	-.340	.478
HR policies do not cause unwanted tensions	100	0	4.38	.663	-.817	.241	.530	.478
Organization is supportive	100	0	4.63	.525	-.969	.241	-.197	.478
Organization treats all employees equally	100	0	4.47	.594	-.620	.241	-.543	.478
HR practices help improves your performance	100	0	4.41	.637	-.611	.241	-.568	.478
Efforts are recognized	100	0	4.35	.592	-.286	.241	-.650	.478
Positive career growth is facilitated	100	0	4.57	.555	-.825	.241	-.360	.478
Employee evaluation process is fair	100	0	4.40	.636	-.819	.241	.830	.478

The above table reveals the company's policies pertaining to HR practices. The overall responses are very positive. They are depicted by mean figures of 4.85, 4.47, 4.33, 4.35, 4.29, 4.38, 4.63, 4.47, 4.41, 4.35, 4.57, 4.40, for the statements 'Employees are satisfied with organization's polices', 'managers communicate HR policies to employees', 'HR policies are consistent' 'suggestions of employee are welcomed', 'HR policies are flexible and necessary changes are made', 'HR policies do not include unwanted ruler and tasks', 'Organization treats all employee equally', 'HR practices help employees improve their performance', 'efforts are recognized', 'positive career growth is facilitated', 'employee evaluation process is fair' respectively. The standard deviations are also 0.359, 0.502, 0.753, 0.672, 0.715, 0.743, 0.663, 0.525, 0.594, 0.637, 0.592, 0.555, 0.636 respectively for the above mentioned variables. The figures of kurtosis also give us that responses are more inclined towards positive side of Likert scale.

1.8 CHI-SQUARE

Table: 8

	Chi-Square	df	Asymp. Sig.
Satisfied organization policies	0.250	2	0.882
Manager communicate HR policies	6.063	2	0.048
HR policies are consistent	0.874	2	0.646
Suggestions of employee	0.684	2	0.710
HR policies flexible and necessary change are made	0.740	2	0.691
HR policies does not unwanted rules and tasks	2.364	2	0.307
HR policies does not cause unwanted tensions	0.794	2	0.672
Organization is supportive	0.112	2	0.946
HR policy organization treats all employee equally	0.499	2	0.779
HR practices help improved your performance	1.990	2	0.370
Efforts are recognized	1.303	2	0.521
Positive career growth	0.505	2	0.777
Employee evaluation process is fair	0.458	2	0.795

a. Kruskal Wallis Test

b. Grouping Variable: Designation

The X^2 of 0.250, 6.063, 0.874, 0.684, 0.740, 2.364, 0.794, 0.112, 0.499, 1.990, 1.303, 0.505, 0.458 for the statements ‘Satisfied organization policies’, ‘Manager communicate HR policies’, ‘HR policies are consistent’, ‘suggestions of employee’, ‘HR policies flexible and necessary change are made’, ‘HR policies does not unwanted rules and tasks’, ‘HR policies does not cause unwanted tensions’, ‘organization is supportive’, ‘HR policy organization treats all employee equally’, ‘HR practices help improves your performance’, ‘Efforts are recognized’, ‘Positive career growth’, ‘Employee evaluation process is fair’, 0.882, 0.048, 0.646, 0.710, 0.691, 0.307, 0.672, 0.946, 0.779, 0.370, 0.521, 0.777, 0.795 are not significant for all the variables measuring HR practices in the organization at 5% level of significance indicating that the difference in opinion of respondent is not significant, but it is by chance.

5. RECOMMENDATIONS

- Keeping in mind the need of the hour, company should take more effective measures to increase training.
- Many employees have suggested that company imparts good learning experience but growth and hike aspects are not good which management should take in to consideration on serious note.
- Ensure that workers' motives and values are appropriate for the jobs on which they resource that facilitate their effectiveness; create supportive social environments; reinforce are placed; make jobs attractive to and consistent with workers' motives and values.
- Define work goals that are clear, challenging, attractive, and attainable; provide workers with the personal and material performance; and harmonize all of these elements into a consistent socio-technical system.
- The organization should encourage family-friendly practices.
- Human resource planning needs to be updated at regular intervals. Care should be taken to see that there is consistency in theory and practice regarding HRP in the organization. Where ever possible take suggestions of employees ask for their feedback and assure them of corrective actions.

6. COCLUSION

This research has been successfully conducted and able to provide greater understanding towards the relationship between human resource management practices and job performance. This research indicates that employment security and training and development are among the best practices that shows concern and provide sufficient training for employee to gain broader goals. The present organization understands that in order to increase job performance, employment security should be emphasized as it makes employs believe that they could work as long as they are being responsible for their job. The company shows much concern for improving, upgrading and enhancing is HR practices on continues basis.

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