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A Study on Human Resources Policies and Its Implementation in Coral Knit Wear, Tiruppur

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ABSTRACT: The HR policies and procedures are the backbone of an organization. HR policies provide the details to the employees in and make them recognize the culture of the organization. The research is about HR policies and its implementation process that promotes unity action and stop duplication. This study deals with the human resource policies of an organization is considered the valuable and competitive advantage over its competitor because of its commitment to towards organization. I have used four statistical tools for my research study and I have taken 103 samples

I. INTRODUCTION

Human resource policy is the study of activities regarding people working in an organization. It is a managerial function that attempts to be equal to an organization's needs to the skills and abilities of its employees. Human resource policies are systems to develop that human technique is used effectively and efficiently to achieve organizational goals. Therefore, the HR policies are involved in obtaining, developing, utilizing, maintaining and retaining the job to achieve the organization objectives.

II. OBJECTIVES OF THE STUDY

- To study the HR Policies and its implementation in the organization.
- To understand the opinion about the various welfare measures provided to the employees.
- To analyze the recruitment and training process offered by the organization to the employees.
- To give the suggestions needed to the organization.

III. SCOPE OF THE STUDY

- It is assumed that the information and data collected through this study suffice in order to create a generalization.
- It has been given in respect that how effective HR policy implementation yields employee development, employee relations, employee voice, employment, equal opportunity, grievances, health and safety, managing diversity, promotion, employee performance, employee welfare, and high performance in an organization.
- This research study may be helpful for the future researchers for their study purposes.

IV. REVIEW OF LITERATURE

Malathi.t 2019

This paper is aimed toward discovering how employees' motivation and satisfaction relate to their learning behaviors while doing certain tasks. The study explored employee motivation and satisfaction among unskilled and skilled employees in Automobile industries in India. With expanding and increasing technology and globalization, many, especially in developing countries, have problems keeping their employees motivated and satisfied. Hence, it's vital to explore motivation and satisfaction to hunt out good solutions for human resource management, managers, policy makers, practitioners, etc.



Anup Kumar Ghosh [2018]

This paper purpose is to aim Indian economy has been taken a replacement track after 1990 by the introduction of latest industrial policy. It had been a priority for debate whether the Indian industries can continue the HR policies and practices at par with the foreign conglomerates. But after 26 years of its implementation, now it's the time to focus the HR practices now prevailing within the country, whether it's better or worse than the pre-implementation period and what the cause behind this alteration is. Handa and Gulati (2014) studied the connection between personality traits and employee engagement amongst frontline personnel within the organized Indian retail industry. Their study found that there's substantial scope for improvement within the level of employee engagement amongst the frontline personnel within the organized retail industry. The study also found that personality may be a essential predictor of employee engagement.

Kayl [2017]

The purpose of the article is to determine perspectives of increase of effectiveness of business administration of recent enterprises by means of improvement of the method of HR management. So as to verify the offered hypothesis, the work uses the methods of co relational analysis and methods of correlations and multivariate analysis. With these methods, the authors identify the contribution of HR management into success of business administration. The authors determine the foremost important indicators of success of business administration, describe the contribution of HR management into achievement of its effectiveness, and offer the authors' recommendations for expand of effectiveness of HR management of the studied enterprise. As a result of the research, it had been found that effective HR management is that the most vital condition for successful business administration.

Shukla.S. [2017]

The study investigates that how HR policies and practices are aligned with the respective business strategy of ABC Ltd. The strategy classification of M. Porter was wont to analyze the various approaches employed by for competing within the market and therefore the way they use HR policy and practices to support their business strategy. Data collection instrument (questionnaire) has been used for collecting the info form employee also as HR manager. supported the qualitative study of varied functional managers and secondary data (annual report, handout, websites content etc), this study highlights the interior also as external synergy of HR policies and practices. Different HR models were wont to determine the strategic alignment. The study presents numerous of implications for lubricant industry and HR professional in emerging economy like India.

V. HR POLICIES

- Recruitment policy
- Wage policy
- Disciplinary policy
- Health & Safety policy
- E.S.I & P.F Policy
- Maternity policy
- Overtime policy
- Security policy
- Leave policy
- Emergency evacuation policy
- Termination policy

VI. RESEARCH METHODOLOGY

6.1 RESEARCH DESIGN

A research design is a framework or blueprint for conducting the research project.

6.1 DESCRIPTIVE RESEARCH

I have gone descriptive research to identify the measures provided and the attitude of their employees

6.2 SAMPLE DESIGN

A sample design is a definite plan for obtaining a sample from the sample frame.



6.4 SIZE OF THE SAMPLE

The sample size is 103 out of 350 populations

VII. DATA COLLECTION METHOD

PRIMARY DATA

DEMOGRAPHIC VARIABLES		FREQUENCY	PERCENTAGE
GENDER	MALE	62	60.23
	FEMALE	40	38.8
	OTHERS	1	0.97
AGE	18-25YRS	32	31.06
	26-35 YRS	37	35.94
	36-45 YRS	29	28.15
	46-60YRS	4	3.88
	60&Above	1	0.97
MARITAL STATUS	MARRIED	65	63.1
	SINGLE	38	36.9
EDUCATIONAL QUALIFICATION	10 TH	16	15.5
	12TH	27	26.2
	DIPLOMA	22	21.4
	UG	26	25.2
	PG	12	11.7
INCOME	10000 - 25000	64	62.1
	26000- 35000	28	27.2
	36000 - 45000	6	5.8
	46000- 60000	5	4.9
EXPERIENCE	0-10YRS	57.3	57.3
	11-20YRS	29.1	29.1
	21-30YRS	10.7	10.7
	31-40YRS	2.9	2.9
	41-50YRS	-	-

These are the data which are directly collected for the first time directly from the workers and staffs for the specific study by using questionnaire.

SECONDARY DATA

The data which has been collected from literature review and company profile through the internet.

VIII. STATISTICAL TOOLS USED

To analyze and interpret collected data the following

- Weighted average method



- Simple percentage
- chi-square analysis
- Anovas method

IX. DATAANALYSIS

WEIGHTED AVERAGE METHOD

Safety measures that are provided in the workers in the company

SAFETY MEASURES	S	A	N	D	S	TOTAL	WA	RANK
FIRST AID	33	35	34	1	0	409	26.47	2
FIRE ALARM	42	19	41	1	0	411	26.60	1
EMERGENCY EXIT	33	17	52	1	0	391	25.31	3
ELECTRICAL CIRCUIT	26	10	50	17	0	357	22.91	4

It is noted from the weighted average method, fire alarm ranked to be 1, first aid would be 2, emergency exit would be 3 and electrical circuit ranked 4.

SIMPLE PERCENTAGE METHOD

Frequency & percentage regarding factors of respondents

The above table shows that the majority of the respondents from the company are male category i.e. 60.23 percentage, majority of the respondents 35.94percentage are in the agegroup of 26-35 yrs. Majority of the people qualification 26.2 percentage are completed their 12th. 63.1 percentages of respondents are married. Majority of the people income is from 10000RS -25000RS. 29.1 percentage of people are respondedup to the level of 10 years of experience.

CHI SQUARE ANALYSIS

DESCRIPTION

$$\text{Chi -square test } (X^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

To find E_i

$$\text{Expected frequency} = \frac{\text{Row Total X Column Total}}{\text{Grand Total}}$$

Whereas,

- O_i = Observed Frequency
- E_i = Expected Frequency

Degree of freedom

$$\text{Degree of freedom} = (R - 1) \times (C - 1)$$

Whereas,

R = Number of rows



C = Number of columns

Null Hypothesis H0:

There is no significant relationship between income level of the workers and the satisfaction their monetary rewards or their incentives provided in the company.

Alternative Hypothesis H1:

There is a significant relationship between the income level of the workers and the satisfaction their monetary rewards or their incentives provided in the company.

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	8.296 ^a	12	.762
Likelihood Ratio	8.707	12	.728
N of Valid Cases	103		

Therefore, H0 is rejected and H1 is accepted. Hence there is a significant relationship between the income level of employees and monetary rewards or incentives of workers.

ONE WAY ANOVA

Analysis of variance is a statistical method for portioning the total variation of a set of data into components associated with Recognized sources of variation

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.814	2	.407	.481	.619
Within Groups	84.565	100	.846		
Total	85.379	102			

Therefore, H0 is rejected and the alternative hypothesis H1 is accepted. Hence there is a significant difference between the age and the medical services provided in the company.

FINDINGS

- 41.75% of the respondents said that the canteen facilities must be improved.
- 53% of workers said medical services also need to be improved.
- 43% of the respondents said to reduce the work pressure in the company
- 33% of the respondents are said to improve the ESI & PF policies
- 35% of the respondents are unsatisfied with the leave policies
- 55% of respondents are not satisfied with their training programs.
- By using the chi square analysis there is a significant relationship between the income level of employees and monetary rewards or incentives of workers.
- By using the one-way anova, there is a significant relationship between the age and the medical services provided in the company
- By using the weighted average method safety measures fire alarm ranked.

SUGGESTIONS

Try to arrange the proper canteen facilities and also needs to be improved. Medical services in the organization are also need to be improved. Try to reduce the work pressure of the employees in the company. Arrange the proper ESI & PF policies to the employees those who are working in the company. Leave policies shall be improved for the workers. Sufficient training programs need to be conducted to operate the advanced machineries for their safety purposes.



X. CONCLUSION

Workers are the pillars of the company without the workers company does not be able achieve the goal. Company must take care of the workers and fulfil their requirements and the basic amenities.

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