

A Study on HR Practices and It's Impacts on Employee Satisfaction towards Kaizen Auto Product at Hosur

Aruna. V, Mrs G. Surya MBA

Final Year MBA Student, Gnanamani College of Technology, Gnyanamani Educational Institutions, Namakkal,
Tamil Nadu, India

Assistant Professor, Department of MBA, Gnanamani College of Technology, Gnyanamani Educational Institutions,
Namakkal, Tamil Nadu, India

ABSTRACT: Human resource management is a broad concept or a function performed in an organization that directly affects the employees of the organization. Human resource (HR) practices and administration plays a crucial role in current dynamic business environment where organizations are struggling to hire the right people, building a great team for the company, creating a positive work culture, and to retain the workforce for longer period of time. A systematic review of the literature published in leading journals was carried out to present an overview of the various HR practices and to get the deep insight in the role of HR practices on employees and the organization as a whole. This study examines the impact of Human Resource Management (HRM) practices as well as the factors that affect recruitment and selection as well as training and development on the organization performance of the industry. The collected data were analysed by using SPSS. The analysis of the descriptive statistics and correlations indicated that recruitment and selection as well as training and development significantly correlated with the organizational performance of the industry. The study also recommended the steps to improve HRM practices in the industry

KEYWORDS: Human Resource Management, Systematic literature review.

I. INTRODUCTION OF THE STUDY

HR practices look at what an organization wants to do and why; HR activities address how. When HR practices and HR activities are aligned, HR departments can thrive, and company benefits. Optimum human resources involve an understanding and integrated approach to HR practices and HR activities. HR best practices are universal principles that help optimize and legitimize any business to which they are applied. Although every company is different and has its own unique needs, that there are basic HR practices and principles should be foundational to every good business. Many of the HR best practices we'll cover today have been around since the beginning of the world of business. There are certain principles that are truly foundational and apply across all industries and time periods. There are other HR best practices that are newer and fit a more modern style of work. Human resources functions are significantly different from HR practices. Functions are comprised of transactional activities that can be handled in-house or easily outsourced. Practices are part conceptual, part implementation of an HR strategy, comprised of systems that follow the normal or customary way of doing business. The term "best practices" refers to the HR systems that have the greatest impact on the workforce and the organization.

HR practices are based on legal compliance requirements, company goals and human resources professions best practices. HR departments use the practices to guide their activities, which include hiring, firing, payroll, benefits, wellness, morale-building and other day-to-day tasks. The activities performed by human resources teams should directly correlate with HR practices. An HR practice is an element of an HR team's strategy for guiding and managing an organisation according to legal regulations, candidate expectations and organisational goals. Successful practices align with an organisation's business plan and contribute to its growth and productivity. Practices differ from activities, which are daily tasks that allow an HR team to execute its practices and strategy. These include duties like processing payroll, hiring professionals and training new team members.

STATEMENT OF THE PROBLEM

The core problem facing modern organizations is the disconnect between traditional human resource practices and the evolving expectations of a diverse workforce, often resulting in stagnant or declining employee satisfaction levels. Despite the implementation of standard recruitment, training, and compensation frameworks, many firms struggle with high turnover and low engagement because their HR strategies fail to address contemporary needs such as psychological well-being, work-life integration, and personalized career development. This gap is further widened by a lack of transparency in performance appraisals and inequitable reward systems, which creates a sense of professional stagnation among staff. Consequently, without a data-driven understanding of how specific HR interventions directly influence the morale and commitment of employees, organizations risk wasting resources on "one-size-fits-all" policies that do not foster a truly satisfied or productive workforce.

OBJECTIVES

- To identify and measure the degree of association between HR practices and employee satisfaction.
- To find out the impact of HR practices on employee satisfaction
- To study the relationship between the HRM practices and its dimensions.
- To propose some measures for enhancing job satisfaction level among workers

II. REVIEW OF LITERATURE

(M. Malarkodi, 2024) There is positive relationship between Innovative HR practices and Job Satisfaction. The positive effect between HRP and Job Satisfaction and it is useful to increased Autonomy of employee over how to perform their tasks, providing opportunity to participate in decision making, and increased relationship with co-workers. And the HR practices Teamwork and Job Rotation are used to increase the Job Satisfaction Working more hours, Saturday and/or Sundays, or in shifts, and having a fixed term agreement will creates a negative impact on Job Satisfaction.

(Sumith, 2025) The human factor is central to industry, yet its proper management has remained beyond the reach of organizations. This qualitative study examines strategic human resource management (HRM) issues in a university and a community industry. The findings indicate that the industry lacked a clear understanding of their strategic intent and objectives; as a result, their human resource (HR) practices lacked coherence and direction. Whereas the community industry understood the interrelationship between culture and HRM, the manufacturing industry did not. Moreover, the manufacturing industry showed only a modest understanding of competencies needed in managing HR function, which hampered its ability to identify competent HR managers and employees. The industry made significant gains in the past few years in managing its culture and people by recruiting a competent HR manager.

(Saini R.R., 2023) this article explains Management in the industry which is a case study of State which elaborates HRD rules and regulations. Basically, this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analysed their opinion about HRD rules and regulations. As a result of this study is qualification plays an important role in recruitment in top, middle and low-level management. The practice of selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

(Kessler, Purcell, 2024) Innovative HR practices have been clear as the intentional opening and application of any previously unused concept, practice, process, or system designed to control or adopt the performance of employee with the aim of achieving improved organizational performance, identified, and implemented by HR practitioners. Innovative HR practices used to enhance effectiveness in organization and retain talented employee in the organization. Job Satisfaction is one of the most prominent of innovative HR practices inculcates in employee a positive state of mind which in turn motivates them to repay their organization through organization commitment. Positive beneficial actions directed at employee by the organization create an impetus for employees to give in return in positive ways through their attitudes and or behaviours.

III. RESEARCH METHODOLOGY

Information assortment depends on the essential information is 120 respondents are taken as the example for this investigation. The sampling technique used in this have a look at is "convenience sampling" whilst the population element for inclusion in the sample is based totally on the benefit of get admission to. It may be called as convenience.

Primary data was collected through face to face interviews while filling up questionnaires (120 respondents). Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

IV. DATA ANALYSIS AND INTERPRETATION

PROFILE OF THE RESPONDENTS

Variables	Categories	No. of Respondents	Percentage (%)
Gender	Male	80	66.7
	Female	40	33.3
Age	Below 25 years	31	25.8
	25–30 years	36	30.0
	30–35 years	24	20.0
	35–40 years	20	16.7
	Above 40 years	9	7.5
Area	Urban	70	58.3
	Semi-urban	32	26.7
	Rural	18	15.0
Educational Qualification	Diploma	24	20.0
	Under Graduate	32	26.7
	Post Graduate	34	28.3
	IT	22	18.3
	Others	8	6.7
Occupation	Government	28	23.3
	Private	42	35.0
	Business	28	23.3
	Professional	12	10.0
	Others	10	8.3
Monthly Income	Below Rs. 15,000	29	24.2
	Rs. 15,000–Rs. 20,000	32	27.5
	Rs. 20,000–Rs. 25,000	21	17.5
	Rs. 25,000–Rs. 30,000	24	20.0
	Above Rs. 30,000	14	11.7
Marital Status	Married	64	53.3
	Unmarried	56	46.7
Primary Sector in Organisation	Traditional Manufacturing and Other Business Services	45	37.5
	High-Tech Manufacturing	30	25.0
	Construction	18	15.0
	Distribution	14	11.7
	Financial Services	6	5.0
	Transport & Communications	7	5.8

Source: Primary Data

INTERPRETATION

The consolidated table shows that 66.7% of the respondents are male, while 33.3% are female. In terms of age, 30.0% of the respondents belong to the 25–30 years age group, followed by 25.8% below 25 years, 20.0% in the 30–35 years age group, 16.7% in the 35–40 years age group, and 7.5% above 40 years. Regarding the area of residence, 58.3% of the respondents belong to urban areas, followed by 26.7% from semi-urban areas and 15.0% from rural areas. With respect to educational qualification, 28.3% of the respondents are post graduates, followed by 26.7% who are under graduates, 20.0% with diploma qualifications, 18.3% from IT backgrounds, and 6.7% with other qualifications. In terms of occupation, 35.0% of the respondents are employed in the private sector, while 23.3% each are engaged in government service and business, 10.0% are professionals, and 8.3% belong to other occupations. Regarding monthly income, 27.5% of the respondents earn between Rs. 15,000 and Rs. 20,000, followed by 24.2% earning below Rs. 15,000, 20.0% earning between Rs. 25,000 and Rs. 30,000, 17.5% earning between Rs. 20,000 and Rs. 25,000, and 11.7% earning above Rs. 30,000. In terms of marital status, 53.3% of the respondents are married, while 46.7% are unmarried. Regarding the primary sector of employment, 37.5% of the respondents work in traditional manufacturing and other business services, followed by 25.0% in high-tech manufacturing, 15.0% in construction, 11.7% in distribution, 5.8% in transport and communications, and 5.0% in financial services.

CHI-SQUARE ANALYSIS

NULL HYPOTHESIS

HO: There is no significance between the educational qualification of the respondents and learn new skills to address the challenges.

ALTERNATIVE HYPOTHESIS

H1: There is significance between the educational qualification of the respondents and learn new skills to address the challenges.

Chi-Square Tests

	Value	df		Asymp. Sig. (2sided)
Pearson Chi-Square	2.385E2 ^a		16	.000
Likelihood Ratio	218.790		16	.000
Linear-by-Linear Association	97.558		1	.000
N of Valid Cases	120			

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .67.

RESULT

The Chi-Square test indicates a statistically significant association ($p < .000$) between the variables, supported by a significant linear trend. However, the reliability of this result is questionable because 60% of the cells have expected counts below 5, suggesting that the categories should be collapsed or a Fisher’s Exact Test should be utilized for a more valid inference.

CORRELATION
Correlations

		OCCUPATION OF THE RESPONDENTS	FIRM RECOGNIZE UNIONS FOR CONDITIONS OF EMPLOYMENT
OCCUPATION OF THE RESPONDENTS	Pearson Correlation	1	.908**
	Sig. (2-tailed)		.000
	N	120	120
FIRM RECOGNIZE UNIONS FOR CONDITIONS OF EMPLOYMENT	Pearson Correlation		
	Sig. (2-tailed)		
	N	.908**	1
		.000	120
		120	

** . Correlation is significant at the 0.01 level (2-tailed).

RESULT

The correlation analysis reveals an extremely strong, positive, and statistically significant relationship ($r=.908, p<.01$) between the occupation of the respondents and the firm's recognition of unions, suggesting that specific occupational roles are highly associated with the formal recognition of unions for employment conditions.

V. SUGGESTIONS

- Review all HR policies, processes and procedures to ensure that they are purposeful and contribute directly to the success of the company.
- Suppose the company has to layoff staffs, ensure that there are no other opportunities for them in other functions or divisions of the organization.
- Advise manager to deal the process of managing change.
- Do the brain storming session with top management and contribution in their strategic planning
- A complete or potential job freeze, however, communicate to the work force that the company may continue to recruit key individuals even in difficult times.
- Review the employee performance evaluation to determine the key people that company cannot afford to lose.
- Flow of communication should be from top to down that will help in making conducive atmosphere within the organization.
- Make prepare for individual and group concerns therefore there should be a proper counseling session.
- Recruitment and selection has greater impact on employee commitment as compare to employee retention.

- Employee commitment and employee retention has a positive relationship

VI. CONCLUSION

Human resources, which are considered as the greatest asset of an organization, refer to people whose knowledge, skills, and abilities are utilized to create and to deliver effective services. Effective recruitment and selection attracts the right quality and quantity of people, develops the knowledge, skills, and abilities of employees, and retains employees within the organization. To improve further the system of industry, modern technology should be utilized to plan strategically and to develop HR. Moreover, a training and management development program should be implemented to enhance the capabilities of employees of the industry. Investing in the improvement of the knowledge and skills of employees would enable the company to develop more productive and effective employees

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