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# RESEARCH PAPER

## A STUDY ON HR POLICIES AND PRACTICES IN KNITTING & WOVEN INDUSTRY

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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. The HR policies and practices are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR policies is to increase efficiency by increasing motivation and thus fulfil organizational goals and objectives.

A qualitative research approach was used and the primary data were collected using structured questionnaire with closed-end and the open-ended questions. Snowball sampling technique has been used. Tools like Likert scale, chi-square, Mean, Median and Standard deviation have been used to identify the factors which affect the human resource policies and practices in the organization.

**Keywords:** HR Policy, HR practice,

## **INTRODUCTION**

The importance of personnel management is being increasingly realized in industrial and non-industrial organization both in India and abroad. The realization has come because of increasing complexity of the task of managers and administrators. In most organizations the problems of getting the competent and relevant people, retaining them, keeping up their motivation and morale, and helping them to both continuously grow and contribute their best to the organizations, are now viewed as the most critical problems.

**“A Study on HR policies and practices in knitting & woven industry”** has been prepared to get a better insight into the management practices adopted with reference to HR policies prepared by the HR department in organization. It emphasizes on the importance of a clear cut organization structure and culture to avoid any confusion in order to achieve maximum result with minimum resources.

The study is aimed to cover maximum knowledge of the HR policies and practices followed in the organization and how the performance is evaluated of employees, what primary factors are considered, how data is maintained and finally the evaluation done. Here the practices in the industry have been explained to understand how the companies follow these HR policies and practices. The practical knowledge has been gained mainly by observing all the activities taking place in the human resources department. This is a brief study done to understand the importance of human resources, how it is practically implemented, why is it necessary, its implications and benefits. With reference to the HR practices, brief knowledge has been gained on how the recruitment cycle functions, selection done, training calendar prepared, what does compensation and cost to company means and the steps of performance appraisal.

## **HUMAN RESOURCE POLICIES AND PRACTICES**

Human resource policies are systems of codified decisions, established by an organization, to support administrative and personnel functions, performance management, employee relations and enterprise resource planning. Each company has a different set of circumstances, and so develops an individual set of human resource policies. HR policies provide an organization with a mechanism to manage risk by staying up to date with current trends in employment standards and legislation. The policies must be framed in line with the vision of the company.

The establishment of policies can help an organization demonstrate, both internally and externally, that it meets requirements for diversity, ethics and training as well as its commitments in relation to regulation and corporate governance. For example, in order to dismiss an employee in accordance with employment law requirements, amongst other considerations, it will normally be necessary to meet provisions within employment contracts and collective bargaining agreements. The establishment of an HR Policy which sets out obligations, standards of behavior and document disciplinary procedures, is now the standard approach to meeting these obligations.

The success of any business depends much on appropriate, effective, well-communicated, HR and business practices as it depends on meeting the requirements of mandated laws and regulations. In fact, good planning and the development of effective practices make regulatory compliance much easier. HR practices helps in increasing the productivity and quality; to gain the competitive advantage of a workforce strategically aligned with the organization's goals and objectives.

The best practices in the management of human resources are the ones which optimize a workforce so that it can not only get work done, but also ensure a greater level of efficiency, timeliness and quality as it accomplishes and increases overall productivity.

### **OBJECTIVE OF THE STUDY**

To study about the employees opinion regarding overall HR policies and practices for improvement of organization.

### **SAMPLING FRAME AND SAMPLING DESIGN**

The population considered for the study is the employees of knitting and woven units of Tirupur. The sample size is 150 using snowball sampling method. The statistical tools used for analysis include mean, standard deviation, likert scale and chi-square analysis to study the influence of HR practices in the organization.

## ANALYSIS AND INTERPRETATION

**TABLE 1**

**TABLE SHOWING THE MEAN, MEDIAN AND SD OF HR PRACTICES**

Parameters	N	Minimum	Maximum	Mean	SD
Quality improvement	150	1.00	5.00	2.9583	1.0800
Infrastructure facilities	150	1.00	5.00	2.3250	1.0221
Implementation of software	150	1.00	5.00	2.0583	1.0083
Training requirements	150	1.00	5.00	2.4083	1.1544
Security systems	150	1.00	5.00	3.1417	1.0232

N represents the total number of respondents

### Interpretation

The table represents that the employees are mostly satisfied with training requirement and quality improvement policies and the rest of the policies are less in satisfaction by the employees.

### Hypothesis 1:

$H_0$ : There is no significant relation between HR policies and practices and the improvement of organization.

**TABLE 1: Satisfaction level of HR practices and policies and the improvement of organisation**

Parameters	HS		S		N		DS		HDS		T	%
	T	%	T	%	T	%	T	%	T	%		
Quality improvement	34	25	59	39	29	19	18	12	10	6	150	100
Infrastructure facilities	52	35	54	36	20	13	16	11	08	5	150	100

<b>Implementation of software</b>	33	22	35	23	40	27	25	17	17	11	150	100
<b>Training requirements</b>	43	29	54	36	25	17	18	12	10	6	150	100
<b>Security systems</b>	31	21	43	29	30	20	26	17	20	13	150	100

### Chi-Square Test

	Value	Df	significance
<b>Chi-square</b>	<b>35.7203</b>	<b>16</b>	<b>5%</b>

### Interpretation

Chi-square test is applied to find whether there is significant relation between HR policies and practice and improvement of organization. The calculated value of chi-square is **35.7203** which is greater than the table value of **26.3** at **5%** level of significance. Since the calculated value is greater than the table value it is inferred that there is significant relation between HR policies and practices and improvement of organization.

### Hypothesis 2:

H<sub>0</sub>: There is no significant relationship between age group of employees and satisfaction towards HR policies and practices

**TABLE 2: Relationship between age group of employees and employee satisfaction with policies and practices**

S.No	Age group of employees	The rules and regulations of HR policies and practices										Total	
		HS		S		N		DS		HDS		T	%
		T	%	T	%	T	%	T	%	T	%		
<b>1.</b>	<b>Below 20</b>	21	42	10	2	9	18	6	12	4	8	50	100

<b>2.</b>	<b>21-30</b>	13	41	9	29	4	13	3	9	2	6	31	100
<b>3.</b>	<b>31-40</b>	15	39	12	31	7	18	2	5	2	5	38	100
<b>4.</b>	<b>Above 40</b>	14	45	11	35	5	16	1	3	0	0	31	100
<b>Total</b>		63	42	42	28	25	17	12	8	8	5	150	100

### Chi-Square Test

	<b>Value</b>	<b>df</b>	<b>significance</b>
<b>Chi-square</b>	<b>30.705</b>	<b>12</b>	<b>5%</b>

### Interpretation

Chi-square test is applied to find whether there is significant relationship between age group of employee and employee satisfaction with the rules and regulations. The calculated value of chi-square is **30.705** which are greater than the table value of **21.0** at **5%** level of significance. Since the calculated value is greater than the table value it is inferred that there is significant relation between age group of employees and employee satisfaction with the rules and regulations.

### CONCLUSION

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.

The policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale. The employees agree on the part of their performance that they know what is expected from them. The employees understand how their work goals relate to organizational goals. Organization inspires the employees to do their best work every day.

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