

## IMPACT FACTOR OF HUMAN RESOURCE MANAGEMENT AT PRIVATE SECTOR IN TAMILNADU

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### **Abstract**

*The study is based on a study on Human Resource Management in impact of factor human resource management at private sector in Tamilnadu. The objective is to find Human Resource Management in at private sector in Tamilnadu. The method of data collection is primary sources. The data was collected though questionnaire method. The questionnaire was prepared with the combinations of various types of questions which have been below. The questions used each type are yes/no questions, closed ended questions, open ended questions and scaling questions. After collecting the data analysis and interpretation has been done by using tow way table methods with percentage method. Based on the findings the data analysis made the study focuses on Human Resource Management in at private sector in Tamilnadu. At the end of the study there are some suggestions given for improving these industries. The study is leading to the conclusion that the industry must improve their effectiveness of Human Resource Management.*

### **1.1. About the Study**

Human Resources are the life blood of organization. They are not inanimate resources like land and capital. Human resource management deals with the utilization and management of manpower in an organization. When they are properly managed and combined with other resources, this resources produce nation's valued product and services. Since the management of the human factor involves dealing with psychological aspect of workers, it is rather a sensitive area of management. Human Resource or manpower may be thought of as the total knowledge, skill creative, ability, talents and attitude of an organizations workforce, as well as the values attitudes and benefits of individual involved.

The importance of human factor is being increasingly recognized by those responsible for the management of industrial concerns. Special emphasis is being laid on the subject especially in third world countries faced with problems of large population and resultant unemployment and under productivity. Thus human resource development is gaining more and more importance today. Manpower planning should begin at lower level and should more upward for approval and finalization. A systematic programme of man power planning should include certain elements which are determining man power requirement of entire organization and making adjustment in the estimate of man power requirement for receiver factor like expression, construction plan organization, raise in the productivity of various factor ,separation absenteeism etc. Therefore human resources should be managed with at most care to inspire, encourage and impel them to contribute their maximum for the achievement of organizational objectives. Apart from the traditional function of staffing, training directing has to fulfill the aspect of employee.

### **1.2. Importance of Human Resource Management**

Human resource plays a crucial role in the development process of modern economics. A nation with abundance of physical resource will not benefit by itself unless there is effective management and

utilization of human resources through which the managements gets thing a done. Human resource along with financial and material resources contributes to the production of goods and services in an organization. The different nations are indeed the difference in the quality of their human resources. Thus the economic growth of nation depends largely on its human resources.

In service oriented industries like Banks, Railways, Insurance Companies etc...the quality and utilization of human resources tends to become more important. Human resource management is a dynamic function which aims at the optimum exploitation of human resources in the most effect and proper manner in an organization. While doing so it lies as much emphasis on the individual as it lays on the organization as a whole. Thus it aims at integrating the individual with the organizational goals seeking to build up a healthy atmosphere.

Good human resource practice can help in attracting and retaining the best people in the organization. Planning Alerts Company to the people it will need in the short medium and long run. Appropriate recruitment and selecting activities identify the best people for available jobs and make sure they are placed in suitable positions. Performance appraisal and training development individuals who need skills knowledge and attitudes different from those they currently possess. Good human resource practice can also motivate organizational members to do outstanding work.

### **1.3. Objectives of the Study**

1. To examine the practice followed by man power planning, recruitment, selection, training and Development in Tamilnadu.
2. To analyses the labour remuneration techniques and welfare facilities in Tamilnadu
3. To review the industrial relations in Tamilnadu
4. To make suggestions for betterment, based on findings of the study

### **1.4. Scope of Study**

The present study on human resource management helps to get clear picture about the factors. This in turn helps the management to formulate suitable policy to motivate the employees. Hence, the motivational level of the employees may also change. The factors that motivate the employees may change with change in time because the needs of employees too change with change in time. So continuous monitoring and close observation of factors that motivate the employees is necessary to maintain a competent work force. Only with a competent work force an organization can achieve its objective. Moreover, human resource is the most valuable asset to any organization. A further study with in dept. analysis to know to what extent these factors motivate the employees is required.

### **1.5. Need for Study**

Need of the study is one of the basic aim of this project. Need of human resource management in the organization helps to identify how the employees can be motivated and simultaneously the level of satisfaction can be increased. Many organizations follow innovative motivation techniques to bring out new changes and thereby increasing productivity. The motivation techniques in this organization allow not only identifying the needs of employees but also helping them to reducing employee absenteeism and increase loyalty towards the organization.

### **1.6. Limitations of the Study**

There are certain limitations for the study they are follows

- 1) The busy schedule of executives and staffs restricted collections of detailed information.
- 2) Due to lack of experience and no formal training in data collection is certain failure in the research.
- 3) The opinion of the respondent was biased.
- 4) Some of the respondents refused to answer when they were interviewed.
- 5) Many respondents were reluctant and weary of answering certain question due to fear, that it would affect their existence in the organization.

### 2.1. Review of Literature

Several studies have been under taken by eminent persons in the area of human resource management. Some of the studies in this regard may be listed as follows:- According to **F.B.FLIPPO** “ the Personnel function is concerned with the procurement , development, compensation, integration and maintenance of the personnel of an organization for the purpose of contributing towards the accomplishment of the major goals or objectives of that organizing directing and controlling of performance of those operative functions.”

In the words of **DALE YODER** “ Personnel Management is that phase of management which deals with the effective control and use of man power as distinguished from other sources of power. “**Column** has defined Human Resource or Man Power Planning as “The process of determining Man Power requirements and the means for meeting those requirements in order to carry out the intergraded plan of the organization.

**Stainer defines** man power planning as strategy for the acquisition, utilization, improvement and preservation of our enterprise human resources. It relates to establishing job specification or the quantitative requirements of job determining the number of personnel require and developing sources of man power.

According to **M.R. carrel and Glueck** Human Resource Management is the function performed in organization that facilitates the most effective use of people to achieve organizational and individual goals.

According to **Byars and Rue**, Human Resource Management encompasses those activities designed to provide for and coordinate the human resource of an organization Human resource function refer to those tasks and duties performed in organization to provide for and co-ordinate human resource.

Having gone through the above observations by eminent authorities on the subject, it is apparent that an effective utilization of human resource is indispensable for the healthy functioning of an industry.

### 2.2. Human Resource Development and Personnel Management-A Comparative Study

A new wind is blowing through management Literature now a days which is fast driving out, the traditional term ‘Personnel Management’ and substituting, a new term ‘ The Human Resource Development.’ This new term seems to emphasize two things:-

1. The human being is the most important resource of an organization. They are unlike other resources in that they have the unlimited potential for investment. The more an organization invests in them, the more it can increase its return on investment.
2. Personal Management should be viewed as a closed-loop system.

## 2.3. Research Methodology

### Research Design

The study is analytical research design. The research has used the historical data for the analysis and made the critical evaluation of the human resources value.

### Sampling Techniques

1. Sampling unit: The research was conducted **on** private sector in Chennai
2. Sample size: The sample size chosen for the study was 100 employees.

### Tools for Analysis

1. Percentage Analysis
2. Chi-Square Method

### Percentage Analysis

Percentage is used in making comparison between two or more service of data.

### Chi-Square Analysis

Chi-square is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. As a non-parametric test it can be used to determine if categorical data shows dependency or the two classifications are independent. The formula for this is

$$\text{Chi-square ( } ^2 \text{ )} = \frac{(O-E)^2}{E}$$

### Sample Size

Number of the sampling units selected from the population is called the size of the sample. Sample of 100 respondents were obtained from the population.

### Source of Data

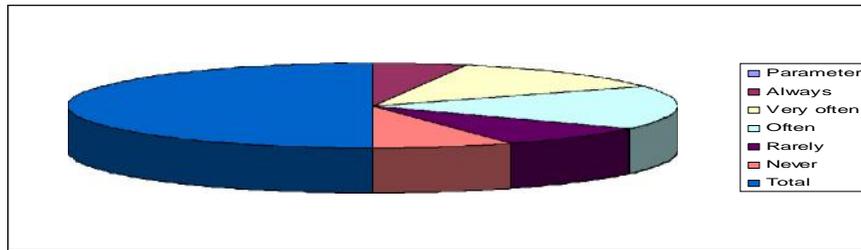
The data were collected through Primary and Secondary sources.

- a. Primary Data
- b. Secondary Data

**Table 3.1. Employee Able to Communicate their Feelings for Others**

Parameters	No of respondents	Percentage
Always	10	10
Very often	25	25
Often	33	33
Rarely	17	17
Never	15	15
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.1.**

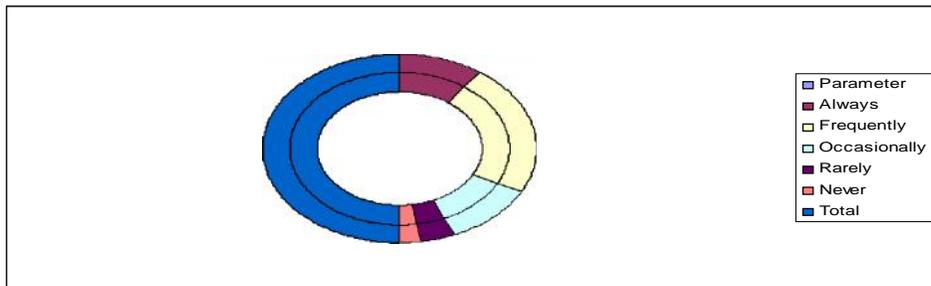


**Inference:** It has been inferred that 33% of employees have an opinion that they can communicate their feelings to others often, 25% feels it very often.

**Table 3.2. Employees - Fortright, Frank and Willingness to Stand up for his Rights.**

Parameters	No of respondents	Percentage
Always	20	20
Frequently	45	45
Occasionally	22	22
Rarely	8	8
Never	5	5
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.2.**



**Inference:** It has been inferred that 45% of respondents frequently stand up for their rights, 22% stands for it occasionally. Also we can infer that 20% of the employees always stand up for their rights and 8% of them are rare, but 5% of them ignore such

**Table 3.3. Employee Satisfaction at Work**

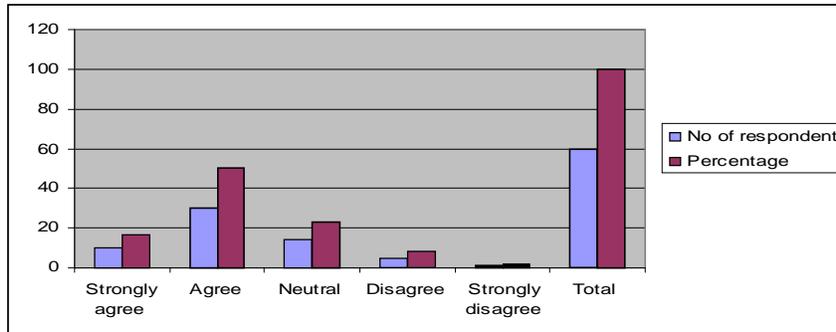
Parameters	No of respondents	Percentage
Highly satisfied	7	7
Satisfied	20	20
Neutral	38	38
Dissatisfied	30	30
Highly dissatisfied	5	5
<b>Total</b>	<b>100</b>	<b>100</b>

**Inference:**It has been inferred that 38% of employees have neutral opinion on job satisfaction, 30% are dissatisfied. Also we can infer that 20% of the employees are satisfied and 7% of them are highly satisfied, but 5% of them experience high level of dissatisfaction.

**Table 3.4. Stress Part of Work Life for Employees.**

Parameters	No of respondents	Percentage
Strongly agree	16	16
Agree	50	50
Neutral	24	24
Disagree	8	8
Strongly disagree	2	2
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.4.**

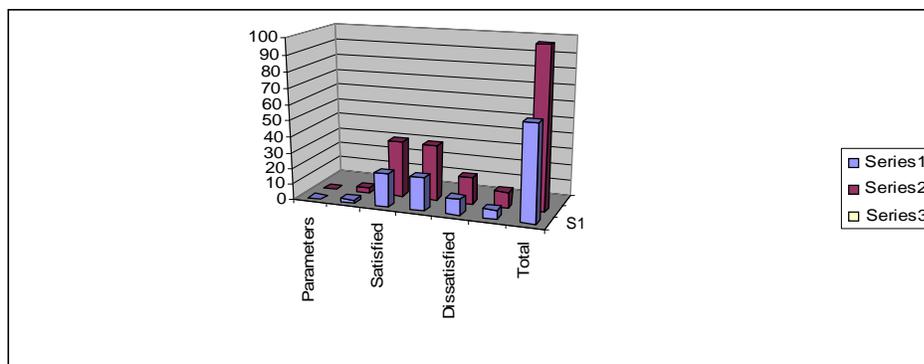


**Inference:** It has been inferred that 50% of respondents agree that stress is part of their work life, 24% of them view it to be neutral. Also we can infer that, 16% of the employees strongly agree and 8% of them disagree but 2% of them strongly disagree.

**Table 3.5, Satisfaction with the Existing Working Conditions**

Parameters	No of respondents	Percentage
Highly satisfied	3	3
Satisfied	35	35
Neutral	35	35
Dissatisfied	17	17
Highly dissatisfied	10	10
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.5.**

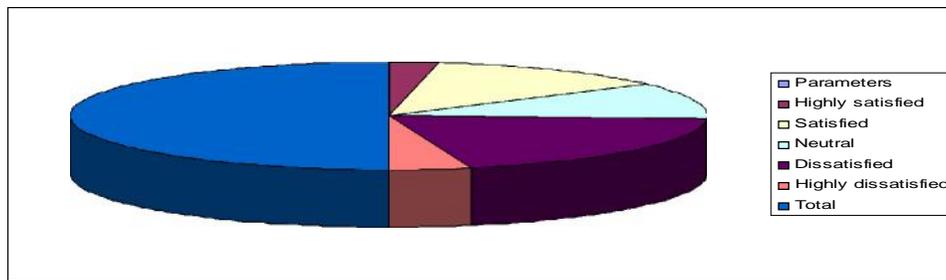


**Inference:** It has been inferred that 35% of respondents are satisfied with the existing working condition, 35% seems to be neutral. Also we can infer that 17% are dissatisfied and 10% are highly dissatisfied. Only 3% are highly satisfied employees

**Table 3.6.Satisfied with the Welfare Measures**

Parameters	No. of.Respondents	Percentage
Highly satisfied	5	5
Satisfied	25	25
Neutral	22	22
Dissatisfied	40	40
Highly dissatisfied	8	8
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.6**

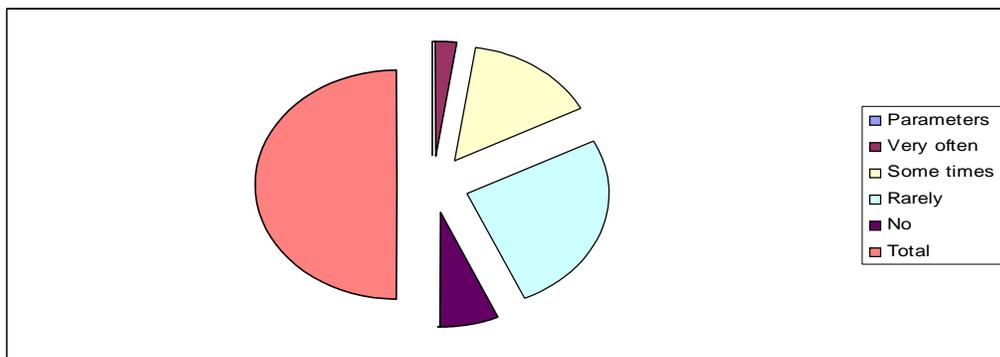


**Inference:** It has been inferred that 40% of respondents are dissatisfied with the welfare measures adopted by the company, 25% are satisfied and also we can infer that 22% seems to be neutral, 8% are highly dissatisfied and 5% are highly satisfied.

**Table 3.7 Health Problems**

Parameters	No. of.Respondents	Percentage
Very often	5	5
Some times	30	30
Rarely	52	52
No	13	13
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.7**

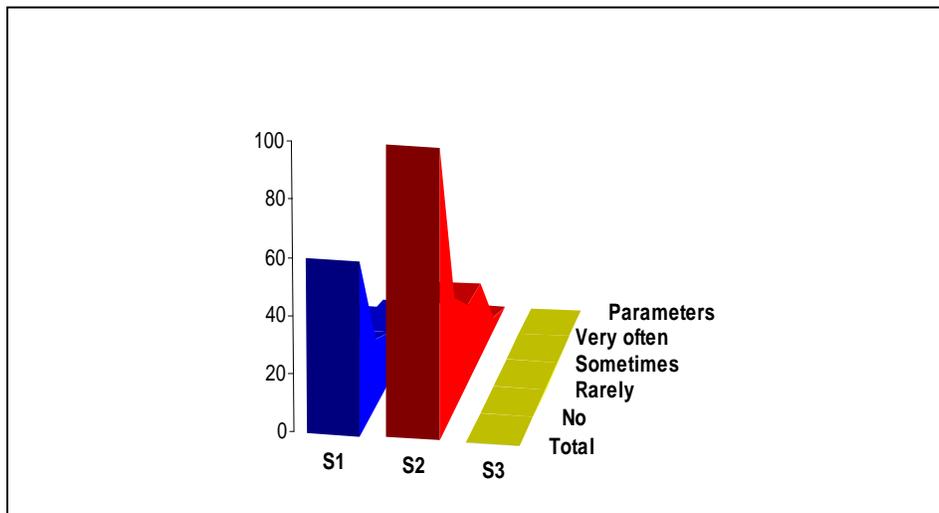


**Inference:** It has been inferred that 52% of respondent have the opinion that sickness makes them absent from work rarely, 30% says from time to time and also we can infer that 13% says sickness alone does not make them absent from work. 5% very often are absent due to health problems.

**Table 3.8, Impact of Political or Social Engagement force them to be absent from Work**

Parameters	No of Respondents	Percentage
Very often	5	5
Sometimes	27	27
Rarely	28	28
No	40	40
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.8**

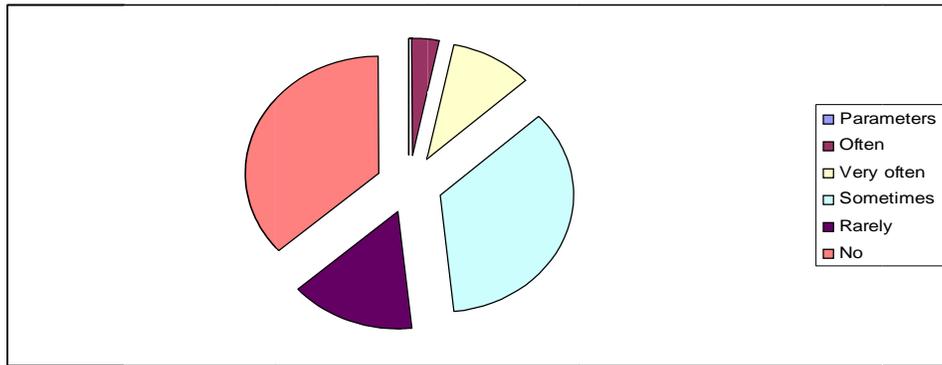


**Inference:** It has been inferred that 40% of respondents have an opinion that the political or social engagement force did not make them absent from work, 28% feel it to be rare and also we can infer that 27% are satisfied and 5% very often keep themselves absent due to political or social engagements.

**Table 3.9, Habit of Alcohol Consumption**

Parameters	No of. Respondents	Percentage
Often	3	3
Very often	10	10
Sometimes	35	35
Rarely	15	15
No	37	37
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.9**

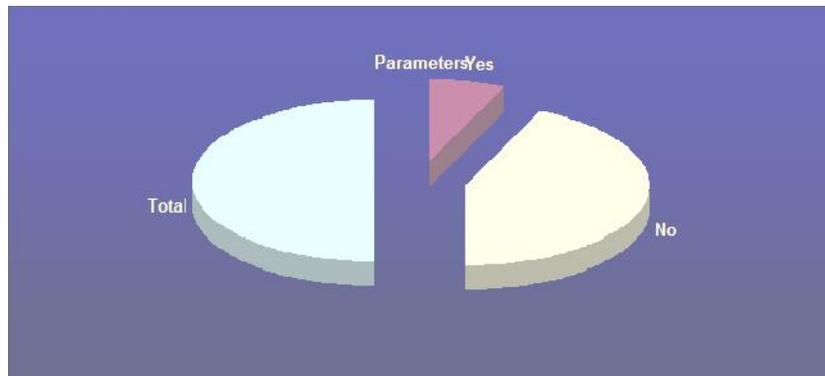


**Inference:** It has been inferred that 37% of respondents have an opinion that the habit of alcoholism did not make them absent from work. 35% says sometimes they are absent for work and also we can infer that 15 % come under rare cases, 10% are very often and 3% are often absent from work due to this bad habit.

**Table 3.10, Occupational Hazards which Prompt the Employees to take Leave**

Parameters	No of respondents	Percentage
Yes	13	13
No	87	87
<b>Total</b>	<b>100</b>	<b>100</b>

**CHART 3.10**



**Inference:** It has been inferred that 87% of respondents have an opinion that they are not afraid of any occupational hazards which prompts them to take leave, 13% show some kind of fear towards occupational hazards which prompt them to take leave.

**Chi Square Test**

To test relationship between age and stress in work life

**Null Hypothesis Ho :** Ho = there is no relationship between age and stress in work life.

**Alternative Hypothesis H1:**H1 = There is significant relation between age and stress in work life.

OI	EI	OI- EI	(OI - EI) <sup>2</sup>	(OI - EI) <sup>2</sup> /EI
1	2.4	-1.4	1.96	0.816667
10	7.5	2.5	6.25	0.833333
2	3.6	-1.6	2.56	0.711111
1	1.2	-0.2	0.04	0.033333
1	0.3	0.7	0.49	1.633333
4	4.8	-0.8	0.64	0.133333
18	15	3	9	0.6
4	7.2	-3.2	10.24	1.422222
3	2.4	0.6	0.36	0.15
1	0.6	0.4	0.16	0.266667
6	4.8	1.2	1.44	0.3
16	15	1	1	0.066667
6	7.2	-1.2	1.44	0.2
2	2.4	-0.4	0.16	0.066667
0	0.6	-0.6	0.36	0.6
5	4	1	1	0.25
6	12.5	-6.5	42.25	3.38
12	6	6	36	6
2	2	0	0	0
0	0.5	-0.5	0.25	0.5
Total				17.96333

Calculated value = 17.96

Degree of freedom =  $(7-1)(6-1)=30$

Significance level at 5% = 26.3

$17.96 < 26.3$

**Inference:** Calculation value less than tabulated value therefore the null hypothesis (Ho) is accepted. Hence there is no significant relationship between the age and stress in work life

#### 4.1. Findings

1. The company has a sound organisational structure.
2. The recruitment of workers made through employment exchange and office staff through written test and interview test and interview conducted.
3. All agreement between employees and the management are based on Long Term Agreement (LTA) prepaid for a period of 5 years
4. The company pays wages according to the long term agreement.
5. Medical check-up of employees in plating shop and painting shop will be arranged once in a year.
6. The employees are entitled to get fringe benefits like canteen facilities and monetary allowance like shift allowance, washing allowance , milk allowance, house rent allowance,
7. The method of wage payment in the company is Time Rate Method.
8. Welfare fund is constituted by subscription, donation, gifts etc... from members, management and other sources.

**4.2. Suggestions**

Based on the above findings the following suggestions are put forward for the effective control of labour cost and for the optimum utilizations of labour force.

1. To this regard first of all the company can control labour cost by production planning, setting up of standards, labour performance report and by studying the effectiveness of wage policy.
2. The company provides overtime facility to workers and pays high amount in terms of overtime wages. The rate of overtime is double the normal rate. So the company should try to reduce overtime work.
3. The company may take effective steps to avoid raw-material shortage.
4. The company may try to reduce the number of trade unions.
5. The management should require the possible modification in labour welfare schemes.
6. The company offers incentive schemes of wages to workers. Therefore the workers are in a hurry to produce more with in the standard time for earning more.
7. This will result in low quality product and unnecessary wastages.
8. As a suggestive measure while paying incentive the quality of goods produced also should be considered along with the quantum of production.
9. There are no training facilities in UEI Ltd, to workers. Because they are directed to perform jobs without any training which results in low quality products, breakage of machineries and unnecessary wastages.
10. In order to get over this trap, it is essential to start a training department under the supervision of personnel manager.
11. Since, the products of UEI Ltd have to face, cut-throat competition in the market, it is advisable to conduct a market research for analyzing the factors reasoned for the above competition.

**4.3. Conclusion**

The United Electrical Industries Limited is one of the profiteering Public sectors Unit in the country, the company will have good future and exciting things happening today in the field of automation of power electronics and like any other adventure. The current phase of innovation and business solutions has thrown up a number of challenges and opportunities for a challenged approach to business itself, especially in the electronic sector. UEI LTD Company has earned profit from the initial stage of its operations and its confident of meeting all the challenges that ahead and aims at achieving the highest turnover. Since the company is the market Leader in kerala. They can survive a long period in the state market. They are producing good quality products. The main product of the company is the electronic meter. The company has launched some new products and some are in the development stages. The study brought put many features and functions of the organization.

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