A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS IMPLEMENTATION

At SRI VENKATA SAI MARUTHI PLASTIC PIPES (PVC)

P. SUPRIYA Mrs. Tahseen Fatima**

EMAIL: Priyapeddaputta@gmail.com, tahseenfathimashaik@gmail.com

Mobile number:9491838301, 9398520655

Corresponding Author: Mrs. Tahseen Fatima

1. Student, Department of MBA, Chaitanya Bharathi institute of technology, proddatur.

2. Assistant professor, Department of MBA, Chaitanya Bharathi institute of technology, Proddatur.

ABSTRACT:

Human resource (HR) policies provide a structured approach to managing employees, ensuring legal compliance, and cultivating a productive workplace environment. This paper examines the formulation and execution of hr policies, focusing on their impact on recruitment , employee motivation performance evaluation , ethical workplace conduct . Well-structured HR policies align with business objectives, encouraging inclusivity, and support employees well-being. Effective implementation require clear communication, staff training and periodic policy update to keep pace with work force changes . This study outlines key strategies to ensure HR policies remain equitable, transparent, instrumental in driving organizational success.

Keywords:

HR policies, Employee Relationship, Organization.

INTRODUCTION:

The goal of this study is to determine whether there is a positive and significant relationship between organizational performance and human resource policies as well as the extent to which these policies can be applied. The policies in question include planning, recruitment and selection training and development , job analysis and design , motivation , performance appraisal, and employee participation in decision -making. These policies spellout the organizations intention about hiring, choosing, promoting,developing,payingleading and guiding staff members inside the workplace . HR policies function as a guide for managers.

Meaning of HRpolicy:

HR policies are guidelines that out line expectation and responsibilities of employees and the organization **.**

TYPES OF HR POLICIES :

1. Health and safety policy
2. Discrimination and harassment policy
3. Recruitment policy
4. Compensation policy
5. Dress code policy
6. Leave policies
7. Attendance policy
8. Health and safety policy
9. Benefits policy

REVIEW OF LITERATURE:

- Prince Vishwakarma (2023) reviewed HR policies related to recruitment, training, performance evaluation, and employee retention. His study emphasized the challenges organizations face in implementing these policies effectively.

- Sorin M.S. Krammer (2022) investigated the relationship between HR policies and corporate innovation. The study found that organizations promoting work autonomy and performance-based remuneration tend to have higher R&D spending, indicating a positive link between strategic HR policies and innovation (Journal of Engineering Sciences, 2024).

- Research on Dhanhind Utility Private Limited analyzed HR policy amendments over time, assessing their consistency across departments. A survey-based study found that while HR policies were moderately applied, there were gaps in adaptation to changing business dynamics and employee satisfaction. The research used percentage analysis and Likert scale evaluations to gauge employee perceptions (IJIRT, 2024).

-

OBJECTIVES:

- ❖ To find out the employee satisfaction with the implementation of policy in the organization.
- ❖ To identify the welfare practices in organization.
- ❖ To study the framed policy in the recruitment and selection process.
- ❖ To under stand HR policies for maintaining relation among employee and employers.

3.6 NEED OF THE STUDY

.   1. Policies are essential for workers to be employed by a company .

2. Policies are help to organization navigate complex legal land scape.

3. They support the retention of motivated and cooperative work force.

4. HR policies offer rules on the interaction between employees and employers.

 5. HR policies provides structured procedure for the handling disputes.

6. HR policies promotes a positive , ethical , productive environment.

7. HR policies defines goals, evaluation method disciplinary actions.

 8. HR policies support heath, safety, work life balance initiatives

IMPORTANCE OF HR POLICIES IN AN ORGANIZATION:

❖ Assists in conveying expectations

Employers can provide employees with clear expectations by implementing human resource policies .All of the rules on acceptable behavior ,conduct ,and performance for employees at work are contained in these HR manuals. Employees will be aware of expectations and any red flags in this way. Consequently , making certain that every employee acts morally.

❖ Boosts manager's accountability

Managers are aware of the consequences of breaking the established rules and regulations, they are more accountable as a result of these guidelines . As a result , they start urging workers to behave themselves and adhere to HR policies and procedures more quickly.

❖ Offers a safety net against employee claims

Workers with people with different mindsets isn'teasy .There might be instances with employees will feel they are treated unfairly and they can decide to take legal actions. Such instances, employers can take advantage of up-to-date human resource policies themselves against legal claims .They can claim that they have equal rules for all the employees. The written policy statement before the jury or concerned authorities.

Influence factors:

1. Employee performance &productivity: Clear policies on performance management , training and incentives help employees stay motivated and efficient.

2. Work place culture &morals:HR policies shaped the company culture, impacting, and team work.

3. Legal compliances and Risk management: Proper implementation ensures adherences to labor laws, reducing risk related to discrimination, harassment, and wrongful terminations .

4. Talent Acquisition &Retention: Strong policies on recruitment, on boarding, and career development help attract and retain top talent.

5. Diversity,Equity&Inclusion (DEI):HR strategies influence work place diversity &create an inclusive environment where all employe valued.

6.Compensation and benefits: Policies related to salaries , bonuses, health benefits ,and retirement plans impact employee motivation &financial well being

7. Employee relation &conflict resolution:HR policies provide guidelines for resolving work place conflict &fostering positive employer-employee relationship

8. Work place safety and well being: Policies on health, safety and wellness contribute to a secure and productive work environment.

Key steps to enhance HR policies

1.Conduct a policy audit
- Review existing policies to identify gaps ,redundancies, or out dated rules.
- Ensure compliance with labor laws and industry standards.

2. Gather employee feedback
- Conduct survey or focus groups to understand employee concerns.
- Encourage open dialogue to identify policy improvements

3. Benchmark against industry best practices
- Research competitor policies to ensure competitiveness
- Adopt trends like flexible work arrangements or enhanced DEI initiatives.

4. Leverage technology
- Use HR software for efficient policy management and communication
- Implement digital solution for tracking employee engagement and performance.

5. Improving onboarding &training

- Develop a structured on boarding process to integrate   on boarding process to integrate new hire smoothly.
- Offer continuous learning and professional development opportunities

RESEARCH METHODOLOGY

3.1 NATURE OF RESEARCH:

INTRODUCTION:

The research to a careful investigation or enquiries specially for new facts in this branch of knowledge. The purpose of researcher is to discover answer to the questions through the application of scientific procedure.

Research methodology:

Research methodology defines methods to collect data and the concepts and theories which underline the methods. A scientific systematic way to solve a research problem by using various legal steps .It help define and clarify the process and the product of the research.

Research design: The frame work of Research methodologies and techniques selected by a researcher to carry out a study is known as research design. The design enables researcher to focus on the most effective research techniques for the topic at hand and organize their investigation for success.There are three main types of design for research :

*DATA COLLECTION

*MEASUREMENT

*DATA ANALYSIS

RESEARCH DESIGN TYPES:

QUALITATIVE RESEARCH:

Qualitative research is a type of research that aims to gather and analyse non- numerical data in order to gain an understanding of individual social reality , including understanding their attitudes , beliefs, motivation.

QUANTITATIVE RESEARCH:

Quantitative research is a structured method of inquiry that emphasize numerical data and statistical analysis. It involves the use of tools such as survey, experiments, mathematical technics to gather and interpret information .

The primary objective is to recognize patterns relationships , trends that can be applied to a broader population .

Descriptive

Descriptive research is a research approach that systematically and accurately details the characteristics of a population, phenomenon, or situation . it primarily seeks to answer questions related to "what" , "where", "when" and "how", without focusing on causation or explaining "why". This method is widely applied in field such as social science, marketing ,psychology, and education.

EXPERIMENTAL:

Experimental research is a systematic approach to investigation where researcher deliberately alter one or more independent variable to examine their impact on a dependent variable while managing other influencing factor.

3.2 SOURCES OF DATA:

1)PRIMARY DATA: Primary data refers to original information gather directly from sources for a specific research objective . it collected through various methods , including surveys interviews etc.

2)SECONDERY DATA: Secondary data is a information that has available by other for purposes different from the current research .

3.3 SAMPLE SIZE , METHOD AND STATISTICAL TOOL:

Sampling may be defined as the selection of an aggregate on the basis of which a judgement of reference about the aggregate of totally is made. The importance of sampling is that its allowed in concentrating our attention upon a relatively smaller number of people and hence to devote more energy to ensure that that information collect from them is accurate, less time consuming less cost and more information. The process of sampling involve three steps .

- ❖ Selecting the sample
- ❖ Collecting the information
- ❖ Making the inferences of the population

SAMPLING METHOD :

I prefer to use convenience sampling metho for this project because of population size is very large . I used questionnaire to collect the view and valuable suggestions from employees of pvc pipes limited .

SAMPLING SIZE:

The sampling size of the research is 67 employees of various departments .

SAMPLING UNIT :

The sampling unit is 67 employees in various departments .

RESEARCH INSTRUMENTS :

The instruments use for the research is a well instruments questionnaire . questionnaire is administrated on the sample respondents .

STATISTICAL TOOL :

Simple percentage analysis has been used to analysis the data ; pie charts have been used to represent data in graphical form .
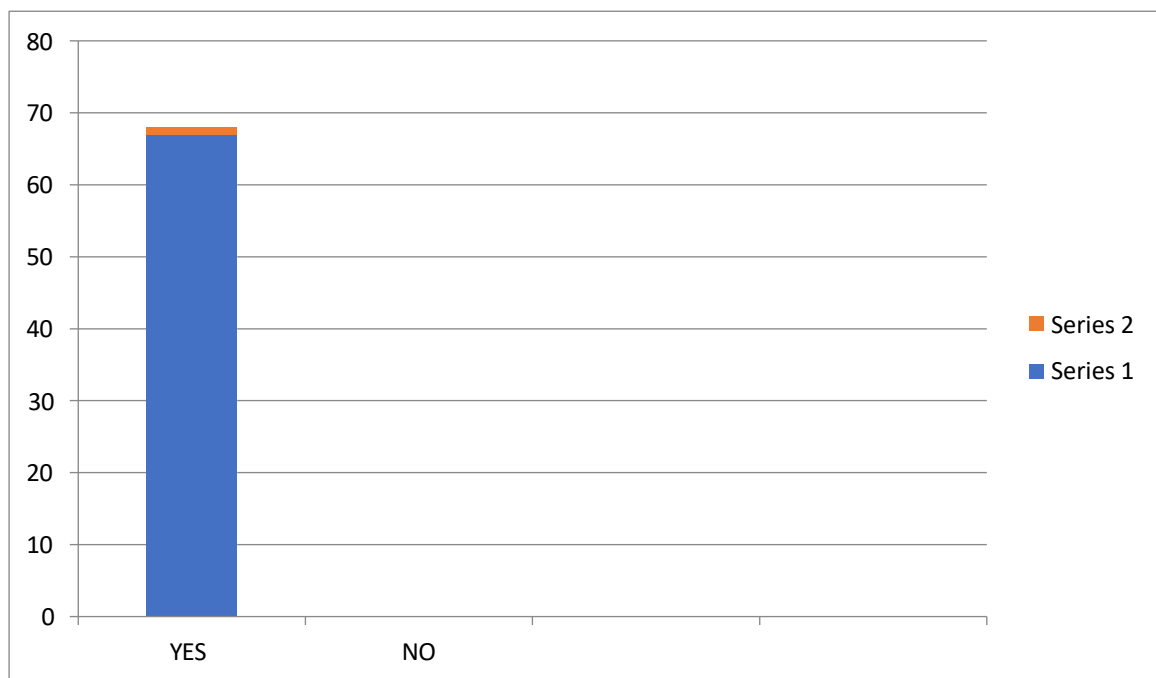
INTERPRITATIONS AND FINDINGS

Page | 101

INTERPRITATIONS

Q.1 Do employee feel that HR policies are implemented fairly and effectively ?

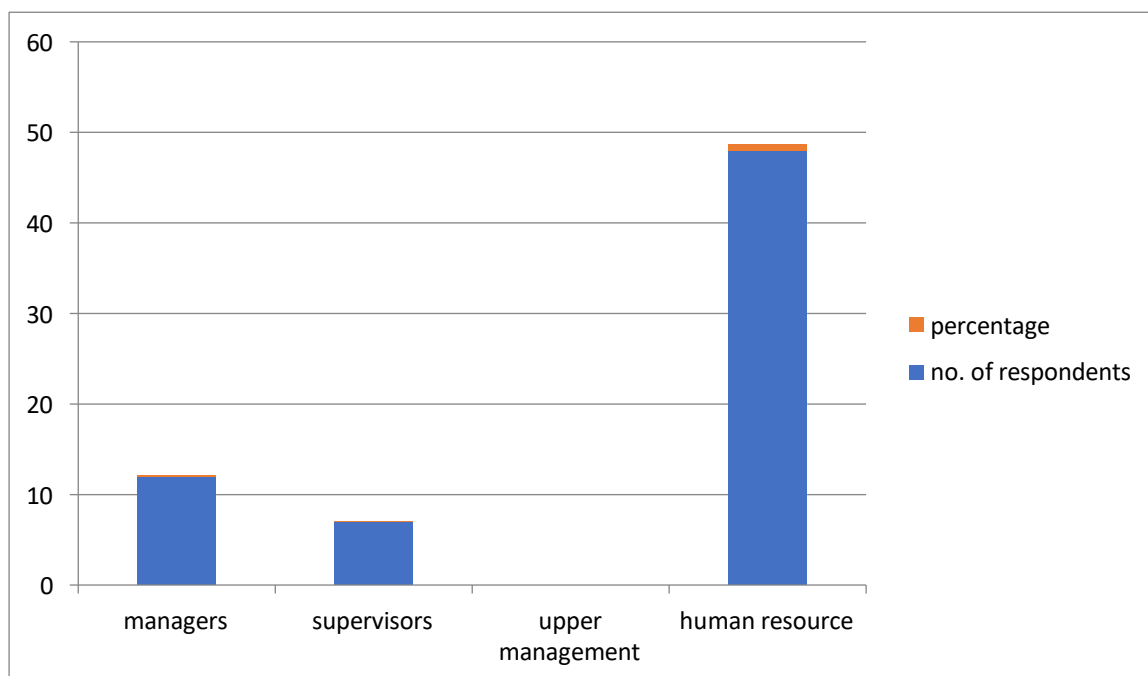| Options	No. of respondents	Percentage
YES	67	100%
NO	0	0%

Interpretation:

100% of the employees in the maruthi plastic pipes company feel that HR policies are implemented fairly and effectively.

Q.2 Who are the people enforcing these policies?

| options	No. of respondents	Percentage
Managers	12	18%
Supervisors	7	11%
Upper management	0	0%
Human resource	48	71%
total	67	100%

interpretation: : 71% of the employees says that human resource is enforcing about the HR policies ,and 18% of the employees says managers are enforcing about the HR policies,11% of the employees says that supervisors are enforcing about the HR policies

Q. 3. After Covid -19 does company made any changes in the following?

| options	No. of respondents	Percentage
Health & benefits	50	74%
Working timings	7	11%
Food providing	10	15%
TOTAL	67	100%
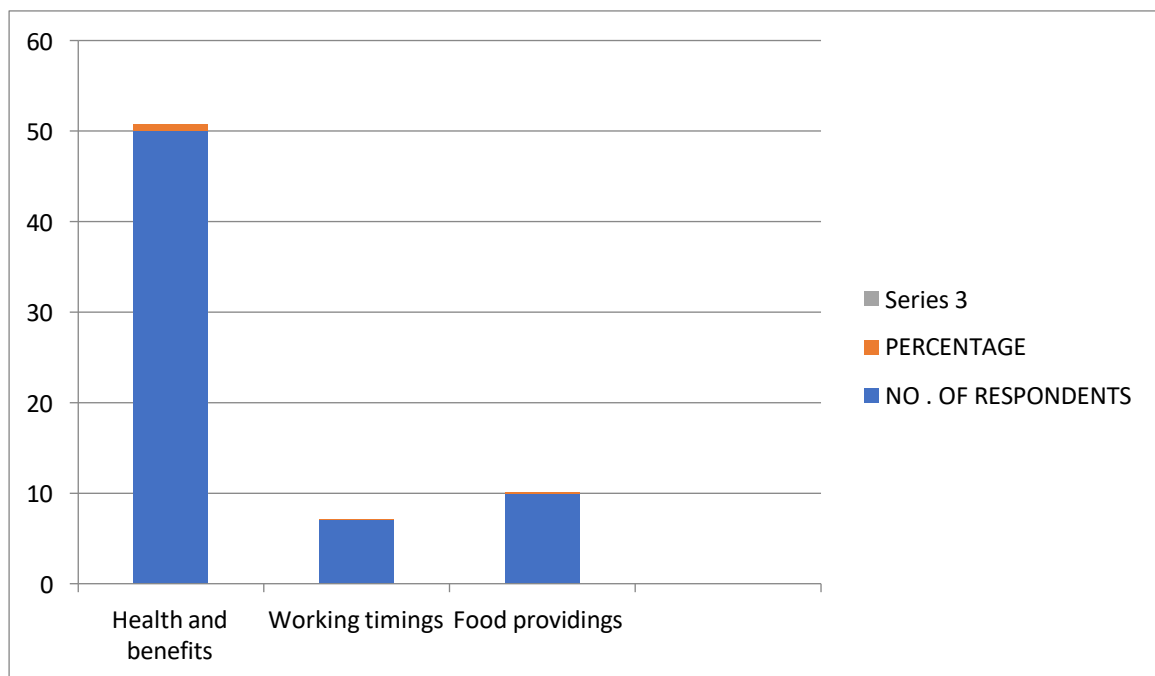
Interpretation: 74% of the employees says company made changes in health and safety.15% of the employees says company made change in Food providing and 11% of the employees says company made change in working timings after covid-19.

Q.4 How was the information about the policies disseminated?

| options	No. of respondents	Percentage
Hand book	10	15%
Face to face	10	15%
Online resource	47	70%
Others	0	0%
TOTAL	67	100%
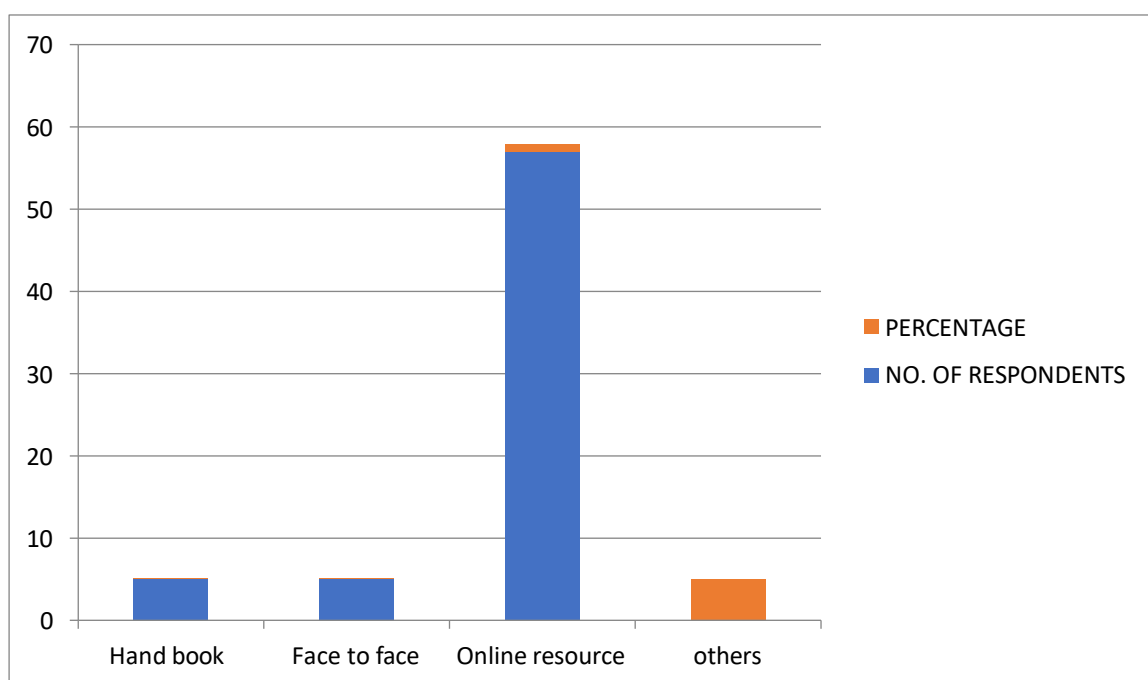
Interpretation: 70% of the employees says that through online resource and 15% of the employees says through Hand book and 15% of the employees says that through face to face the information about the policies disseminated

Q.5 How satisfied are the employees with the current HR policies ?

options	No. of respondents	Percentage
Satisfied	10	15%
Highly satisfied	57	85%
Not satisfied	0	0%
total	67	100%
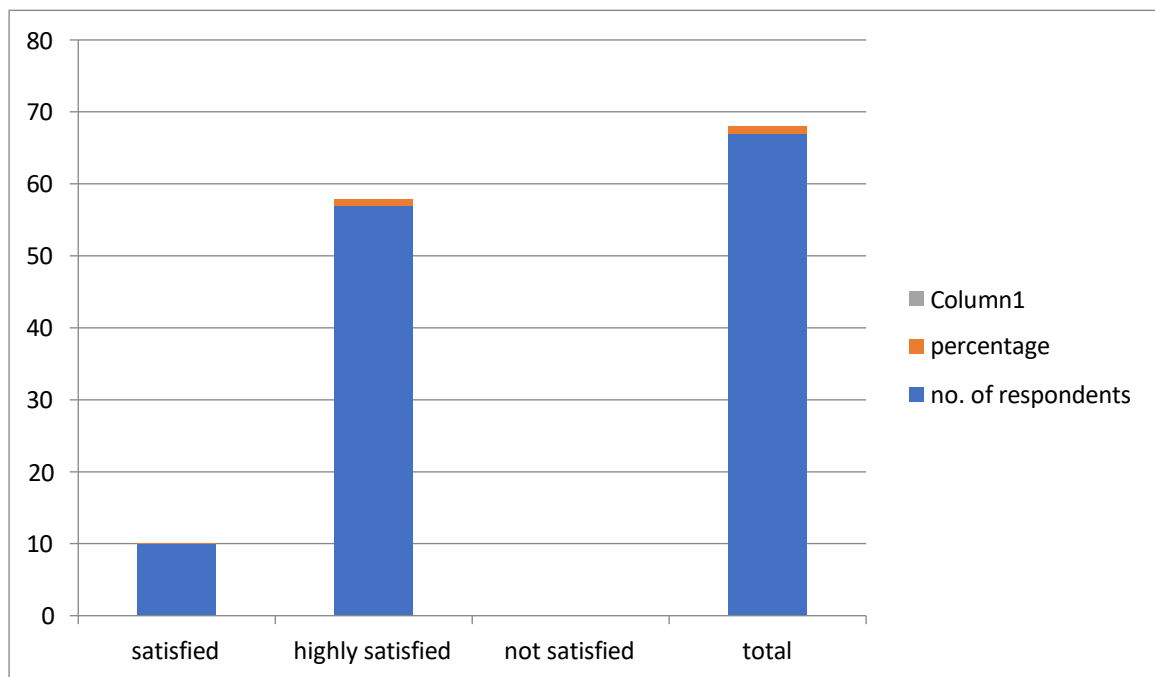
Interpritation:85% of the employees highly satisfied ,15% of the employees are satisfied with current HR policies.

FINDINGS

- ❖ 100% of the employees in the maruthi plastic pipes company feel that HR policies are implemented fairly and effectively.
- ❖ 71% of the employees says that human resource is enforcing about the HR policies ,and 18% of the employees says managers are enforcing about the HR policies,11% of the employees says that supervisors are enforcing about the HR policies
- ❖ 74% of the employees says company made changes in health and safety.15% of the employees says company made change in Food providing and 11% of the employees says company made change in working timings after covid-19.
- ❖ 70% of the employees says that through online resource and 15% of the employees says through Hand book and 15% of the employees says that through face to face the information about the policies disseminated
- ❖ 85% of the employees highly satisfied ,15% of the employees are satisfied with current HR policies.

SUGGESTIONS

1. I suggest that HR policies need to be updated timely according to the updating society

2. A more straight forward and full evidence correspondence frame work was created in the association.

3. I suggest that the pipes company better to provide transportation facility for the employeeand workers working in the company.

4. I suggest develop the comprehensive and inclusive policies in the company.

CONCLUSION

Effective HR policies and their implementations are essential for creating a structured fair and productive work environment .Well- defined policies help organization align their work force management with business objectives while ensuring compliances with labor laws and promoting employee well being. Successful implementation require clear communication ,regular training , transparency and continuous evaluation to adopt to evolving work force needs . by integrating technology , fostering inclusivity , encouraging employee engagement , organization can built a positive work place culture that enhances that productivity and retention.

REFERENCE

• Practice (15th ed.). Kogan Page. Dessler, G. (2019). Human Resource Management (16th ed.). Pearson Education.

•Storey, J. (2007). Human Resource Management: A Critical Text (3rd ed.). Thomson

• Learning. Noe, R. A., Hollenbeck, J. R., Gerhart, B.,

• Wright, P. M. (2021). Fundamentals of Human Resource Management (9th ed.). McGraw-Hill Education. Torrington, D., Hall, L., Taylor, S.

• Atkinson, C. (2017). Human Resource Management (10th ed.). Pearson. Becker, B. E.,

•Huselid, M. A. (1998). High performance work systems and firm performance: A synthesis of research and managerial implications. Research in Personnel and Human Resources Management, 16, 53-101. Guest, D. E. (1997). Human resource management and performance: A review and

• research agenda. International Journal of Human Resource Management, 8(3), 263- 276. Lepak, D. P.,

• Snell, S. A. (1999). The human resource architecture: Toward a theory of human capital allocation and development. Academy of Management Review, 24(1), 31-48. Wright, P. M.,

• McMahan, G. C. (1992). Theoretical perspectives for strategic human resource management. Journal of Management, 18(2), 295-320. Purcell, J.,

• Hutchinson, S. (2007). Front-line managers as agents in the HRMperformance causal chain: Theory, analysis, and evidence. Human Resource Management Journal, 17(1), 3-20. Boxall, P., Purcell, J.,

• Wright, P. (2007). The Oxford Handbook of Human Resource Management. Oxford University Press. Cascio, W. F. (2019). Managing Human Resources: Productivity, Quality of Work

• Life, Profits (11th ed.). McGraw-Hill Education. Bratton, J.

• Gold, J. (2017). Human Resource Management: Theory and Practice (6th ed.). Palgrave Macmillan. Schuler, R. S.,

• Jackson, S. E. (2008). Strategic Human Resource Management (2nd ed.). Wiley. Ulrich, D. (1997). Human Resource Champions: The Next Agenda for Adding Value and Delivering Results. Harvard Business Press.