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A STUDY ON BEST HUMAN RESOURCES (HR) PRACTICES IN KMB GRANITES PRIVATE LIMITED. SALEM

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Abstract

Best Human Resources (HR) Practices encompasses a range of strategies and approaches that organizations implement to effectively manage their human capital, promote employee well-being, and drive organizational success. These practices are designed to attract, retain, and develop talent while fostering a positive work culture. Key elements of best HR practices often include recruitment and selection processes that ensure a diverse and skilled workforce, comprehensive training and development programs to enhance employee skills and knowledge, performance management systems that provide feedback and recognition, robust employee benefits and compensation packages, effective communication channels for feedback and collaboration, and initiatives to promote work-life balance and employee engagement. By prioritizing these practices, organizations can create an environment where employees feel valued, motivated, and empowered to contribute to the organization's goals, ultimately leading to improved productivity, innovation, and overall organizational performance.

Keywords: *Business performance management, HR policies, Organizational development, communication.*

INTRODUCTION:

It is possible to identify three strands of argument in the literature as to the effects of the current recession on human resource management. The first suggests that the recession will have a cataclysmic effect on the HR function or even on the viability of long prevalent employment models, with one study suggesting that numbers working in HR would be cut disproportionately compared with other support functions, while 'transactional' HR processes would be increasingly relocated to low-cost countries. Another claimed that the global crisis in the context of the ongoing globalization of businesses would 'decimate HR'. The second (which represents the dominant perspective among the HR 'commentarial') suggests that the recession will both increase the stature and influence of the HR function and deepen the appeal and prevalence of HR practices consistent with the 'high-commitment model', whose features are widely understood. The third strand, often grounded in empirical reviews, is much more measured and circumspect regarding whether changes arising from the recession are fundamental or likely to be of lasting significance. In this strand of commentary, changes are often understood to be pragmatic, eclectic and incremental in nature.

COMPANY PROFILE:

Established in the year 2016, we, "KMB Marbles And Granites India Private Limited", are renowned Manufacturer and Wholesaler of an exclusive range of Granite Stone, Granite Slabs and much more. The offered products are widely used for covering walls, floors, roofs and showers. Apart

from this, our products are highly demanded in the market for their quality features like lightweight, attractive look, easy to clean, minimum water clogging, sketch resistance, durability, perfect finish and beautiful design.

RESEARCH OBJECTIVES:

- To study the effectiveness of current HR Practices in KMB Granites.
- To compare past and present HR Practices in KMB Granites.
- To analyses if any new improvement is made in the new HR Practices.
- To give proper suggestions for HR Practices in KMB Granites.

NEED OF THE STUDY:

The need of the study mainly ponders to understand that, whether the job satisfaction is dependent or independent on HR practices. The studies try to focus upon various HR practices provided by organization and to understand the satisfaction to its employees through it. The researcher spare no effort to find out whether the employees are satisfied with the existing HR practices and working condition which are the attributes of satisfaction and to find out the response of employees“ to the given HR practices. The particular study also tries its level best to list out the problems of existing HR practices system prevailing in the organization and to suggest whether any improvements are needed for the existing HR practices which will endorse management and employee relationship.

SCOPE OF THE STUDY:

The study focuses on HR practices at KMB Granites in Salem. It evaluates recruitment, training, performance evaluation, and employee development. It also analyzes the impact of non-traditional HR approaches on satisfaction, retention, and organizational performance. Industrial relations aspects such as union-management relations and grievance procedures are covered. Recommendations emphasize flexibility and adaptability in HR strategies.

LIMITATION OF THE STUDY:

Human resource practices are often avoided by industries due to their time-consuming and expensive nature. Without reliable data, effective HR practices cannot be developed. Employees and their unions may resist HR practices, perceiving an increase in workload. Additionally, HR practices rely on forecasting and supply, which can be inherently inaccurate.

RESEARCH METHODOLOGY:

- **Sample design:** Convenience sampling techniques were used for the study.
- **Sample size:** The sample size is 150 respondents.
- **Study area:** 4/59, Bharathi Street, Swarnapuri, Salem-636004 .
- **Tools used for analysis:** Simple percentage analysis, Chi-square analysis, Correlation.

LITERATURE REVIEW:

Torrington(2022)HRpractitionerstopperformtheirstrategicroleinorganizations;theymust be ready to contribute their quota to the development and growth of their organizations. In other words, they should be ready to add tangible value to organization’ effectiveness and efficiency. There is a clarion call advocating for HR Managers to become strategic contributors to the organization’ success, by managing human resources in a business-like approach. As depicted in table 1, the transformational operational roles to strategic roles of HR. HR practitioners would require being proactive in dealing with organizational policies and being futuristic regarding human resource planning, compensation strategies, and add value to the management of their organizations.

Dessler (2023) The HRM practices has vital role to play to add the employee satisfaction and it would be depend on its adaptability. By providing all facilities, the employers get stable work force and the workers take active interest in their jobs and work with a feeling of involvement and participation. An effective and efficient HRM practices increase the productivity of organization and also promote healthy industrial relations and there by the organization maintains industrial peace. Everything that managers do to recruit, select, train, communicate with, evaluate, and terminate employees is included in HR practices.

ANALYSIS & INTERPRETATION:

Simple percentage analysis:

The male representation is higher, comprising 70% of the total respondents, while females account for 30%. This gender distribution sheds light on potential gender disparities within the surveyed population. Age-wise, the majority of respondents, constituting 54%, are aged between 20

and 25 years, indicating a predominant presence of younger individuals in the sample. Meanwhile, 46% fall within the 26-30 age range, suggesting a relatively balanced distribution across these two age groups. Marital status data reveals that nearly half of the respondents, accounting for 47%, are married, while the remaining 53% are unmarried. This information could provide insights into family dynamics, responsibilities, and possibly work-life balance issues among the surveyed population. Educational qualifications display a varied landscape, with 52% of respondents having completed education up to the school level. Additionally, 39% hold undergraduate degrees, 6% have pursued postgraduate studies, and 3% possess diplomas. This breakdown highlights the educational diversity within the sample, which may influence job roles, career trajectories, and skill levels among respondents.

Chi-square analysis: The tables shows the analysis of the relationship between department and method of training provide.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	68.361 ^a	3	.000
Likelihood Ratio	83.986	3	.000
Linear-by-Linear Association	59.723	1	.000
N of Valid Cases	150		

Result: a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 8.40.

Correlation analysis:

	Value	Asymp. Error ^a	Std. Approx. T ^b	Approx. Sig.
Interval by Interval Pearson's R	.633	.042	9.950	.000 ^c
Ordinal by Ordinal Spearman Correlation	.645	.041	10.259	.000 ^c
N of Valid Cases	150			

Result:

- Not assuming the null hypothesis.
- Using the asymptotic standard error assuming the null hypothesis.
- Based on normal approximation.

This is a positive correlation. Their relationship between department and many days take leave this company.

FINDINGS:

A significant portion of respondents (34%) fall within the 26-30 age bracket, with a majority (82%) being male. Additionally, a large percentage (64%) are married, and a quarter (24%) possess either school-level or postgraduate education qualifications. In terms of workplace characteristics, a substantial portion (42%) work in the process department, while almost half (46%) have been with the company for 3-6 years. Job rotation is common among 40% of respondents, and the majority (82%) of them hold top management positions for decision making. Regarding HR practices, stress interviews are conducted with 42% of respondents, and 74% enjoy permanent job status. Performance evaluations of co-workers are carried out by 46% of respondents, and 58% agree with the permission to take leave. When it comes to satisfaction levels, 40% rate management very positively, and 88%

are satisfied with the wage scale. A considerable portion (90%) express satisfaction with provided benefits, and 32% feel the company is adequately equipped for smooth functioning. In terms of facilities, 36% are content with standard working hours, and 38% are satisfied with lighting facilities. Notably, all respondents do not work within the campus.

SUGGESTIONS:

- Enhancing Performance Appraisal Process.
- Workplace Culture and Engagement.
- Adapting to Changing Workforce Needs.
- There are employee's number of procedures and formalities, which make processes lengthy & slow; there must a proper time management regarding these formalities.
- It's only the assessment recommendations that one can easily target resource resolving minor issues before they become major problems.

CONCLUSION:

The HRM practices has vital role to play to add the employee satisfaction and it would be depend on its adaptability. By providing all facilities, the employers get stable work force and the workers take active interest in their jobs and work with a feeling of involvement and participation. An effective and efficient HRM practices increase the productivity of organization and also promote healthy industrial relations and thereby the organization maintains industrial peace.

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