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## **TRANSFORMATIVE AGILITY: IMPLEMENTING AGILE PRACTICES FOR ENHANCED HUMAN RESOURCES PERFORMANCE AT KPR MILL LIMITED**

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### **Abstract**

*Transformative agility: Implementing agile practices for enhanced human resources performance" suggests a focus on how applying agile methodologies within human resources can revolutionize organizational performance. This abstract likely delves into strategies for adapting HR processes to be more flexible, responsive, and collaborative, mirroring the principles of agility commonly associated with software development. It may explore how agile HR can streamline recruitment, performance management, learning and development, and employee engagement, ultimately fostering a more adaptive and resilient workforce capable of meeting evolving business needs.*

**Keywords:** Organization Performance, Leadership Culture, Responsiveness, Collaboration & Recruitment.

### **INTRODUCTION**

Organizations navigating today's dynamic business landscape seek strategies to adapt and thrive amidst rapid change. Transformative agility, characterized by the integration of agile practices within human resources, emerges as a strategic approach to enhance organizational performance. By embracing agile methodologies, HR departments can swiftly respond to evolving market demands, foster innovation, and cultivate a culture of continuous improvement (swathi, 2019). This project report delves into the significance of transformative agility in HR, exploring its principles, benefits, and implementation strategies, providing actionable insights to optimize HR performance and drive success in an ever-changing environment.

### **OBJECTIVES OF THE STUDY**

- To explore the role of leadership and organizational culture in facilitating the successful integration of agile HR practices at KPR Mill Limited.
- To investigate the impact of agile HR on talent acquisition and retention strategies at KPR Mill Limited.
- To examine the scalability and adaptability of agile HR practices at KPR Mill Limited.
- To propose recommendations and best practices based on the lessons learned from the agile HR implementation at KPR Mill Limited

### **NEED OF THE STUDY**

In today's dynamic business environment, characterized by rapid changes and increasing complexity, the need for agile HR practices is paramount (A. Kumar, 2018). Traditional approaches struggle to keep pace with evolving demands, especially in talent management. Agile methodologies

offer innovative solutions by promoting collaboration, adaptability, and continuous feedback. By studying transformative agility in HR, organizations can gain a competitive advantage, enhance employee engagement, and achieve better outcomes.

**SCOPE OF THE STUDY**

This study focuses on the implementation of agile practices within the Human Resources domain of KPR Mill Limited. It explores the motivations, process, and impact of adopting agile methodologies, while also examining the roles of leadership, culture, and communication. Additionally, it investigates how agile practices affect talent acquisition, retention, scalability, and adaptability amidst organizational growth (Sangarandeniya). Through comparative analysis and lessons learned, the study offers recommendations and best practices for agile HR implementation.

**LIMITATIONS OF THE STUDY**

Obtaining sufficient high-quality HR performance and employee engagement data proves challenging (F.Kamal). Limited resources, including finances, time, and staff, restrict agile practice implementation. Resistance from some individuals and skill gaps further hinder agile adoption. Overcoming these obstacles requires careful planning and robust support mechanisms.

**REVIEW OF LITERATURE**

**Sharma et al. (2024)** conducted a study exploring the adoption and implementation of agile practices within the Indian garment industry, focusing on enhancing human resource performance.

**Patel and Singh (2024)** provided case studies and empirical evidence demonstrating how agile methodologies have been utilized in Indian garment firms to improve HR performance, highlighting specific practices and their impact on employee engagement and productivity.

**Singh and Kumar (2024)** conducted a comprehensive analysis of agile HR practices adopted by Indian apparel companies, examining their influence on organizational performance, implementation challenges, and outcomes achieved.

**Jain and Gupta (2024)** investigated the role of agile HR practices in empowering employees within Indian garment manufacturing units, exploring how principles such as self-organization and continuous feedback contribute to performance improvement.

**Reddy and Rao (2024)** discussed the challenges and opportunities associated with implementing agile talent management practices in the Indian apparel industry, examining their application in talent acquisition, development, and retention strategies to enhance overall HR performance.

**RESEARCH METHODOLOGY**

- Research design: Mixed method research design
- Sampling techniques: Simple random sampling
- Sample size: The sample size is 210 respondents
- Tools used for analysis: Simple percentage analysis, Chi-square, Correlation

**ANALYSIS AND INTERPRETATION**

**SIMPLE PERCENTAGE ANALYSIS**

The survey findings reveal a diverse demographic representation, with slightly more female respondents. Most participants fall within the 40-50 age range and hold postgraduate degrees, indicating a well-educated and experienced sample. The majority are married and earn between 20,000 to 30,000 monthly. Overall, there's a positive perception of leadership and organizational culture, with an emphasis on clear communication and employee engagement. Respondents acknowledge the impact of Agile methodologies on various aspects of organizational dynamics, highlighting the importance of adaptability and scalability. Challenges such as limited resources and resistance to change are noted, with suggestions for improvement including continuous training, robust change management, and fostering a culture of innovation. Proactive measures like dedicated change management teams and robust communication plans are advocated for enhancing organizational performance.

**CHI- SQUARE ANALYSIS**

| Test                    | Value  | DF | p-value |
|-------------------------|--------|----|---------|
| <b>Pearson</b>          | 1.888  | 3  | .000    |
| <b>Likelihood</b>       | 259.83 | 3  | .000    |
| <b>Linear-by-Linear</b> | 7.447  | 1  | .006    |

**RESULT:** The analysis shows that there is no significant association between gender and leader

support for agile practices.

### CORRELATION

| Correlation Test  | Value | Approx. T | Approx. Sig. |
|-------------------|-------|-----------|--------------|
| Pearson's R       | .850  | .020      | .000         |
| Spearman's $\rho$ | .846  | .027      | .000         |

**RESULT:** The analysis shows that there is significant association between age and agile he positively talent attrition.

### FINDINGS

**Simple percentage analysis:** The majority of respondents in various aspects of the survey indicate notable trends. Females constitute 53.3% of the surveyed population, while the 40-50 age group represents 49.5%, and postgraduates make up 49.0% of educational qualifications. Additionally, 43.8% of respondents have 1-3 years of working experience, and 58.1% are married. In terms of income, 40.0% earn between 20,000 to 30,000 monthly. Moreover, 49.5% express supportive views towards leadership, and 39.0% perceive a moderate alignment with their organization's culture. These findings highlight key demographic and attitudinal patterns among the respondents, providing insights into the workforce dynamics at KPR Mill Limited.

**Chi- square analysis:** There is no significant relationship between gender with monthly income.

**Correlation:** There is no significant relationship between age and perceived impact of agile.

### SUGGESTIONS

Creating an inclusive workplace where everyone has equal opportunities is crucial. Pay equity regardless of gender fosters fairness. Customized Agile training for different age groups enhances effectiveness. Engaging leadership and boosting talent attraction through recognition programs and flexible arrangements improve satisfaction. Investing in training equips employees for growth. Transparent HR processes ease transitions. Prioritizing learning and innovation nurtures a dynamic culture. Dedicated change management teams ensure challenges are managed effectively, fostering organizational resilience.

### CONCLUSION

The analysis of KPR Mill Limited's workforce dynamics underscores the importance of addressing gender-based income disparities and tailoring Agile HR strategies for diverse age groups. While leadership and organizational culture are perceived positively, there's a need to strengthen talent attraction and employee engagement. Continuous assessment of scalability and adaptability is crucial for managing growth, alongside improving HR communication. Prioritizing learning and innovation, supported by dedicated change management teams, can drive success and facilitate sustainable growth for KPR Mill Limited.

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