



A Study on Impact of Human Resource Development on Organisational Performance Bangalore

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Abstract:

The paper presentation is mainly based on impact of human resource development practices on organizational performance. The most important asset for an organization is its human resources and eventually they serve the organization to achieve its goal. Management of human resources plays a vital role as compared to the technology or capital and for its effective management; organization directed at managing requires effective Human Resource Management practices. Human resource management practices to translate organizations human resources into sustainable competitive advantage. Human resources play an integral role in achieving an innovative and high quality product or service. Managing people is concerned with deciding approaches and strategies to find alternative of how to achieve organization goals .energetic business atmosphere, there is a need for an approach to achieve better performance, to originate and implement HRM practices. Human resource management consists of managerial functions involving planning, organizing, directing and controlling. In addition proposed that the human resource management goals are accomplished through basic operative functions; staffing, training and development, motivation and maintenance. The employee is one of the most complex areas faced by today's managers when it comes to managing their employees trying to increase the organization performance as well.

I. INTRODUCTION:

In the ever changing liberalized market scenario and a highly competitive market economy, human resource development (HRD) practices and organizational culture will provide an edge to organizations. This research attempts to understand the effect of Human resource development practices on organizational effectiveness. The current financial circumstance today at the worldwide dimension as well as in the nation requests changing work environment presently to concentrate more on Human asset advancement practices to scale up their dimension of execution. HRD is a progressing procedure whereby representatives are always picking up, unlearning, changing, adjusting and reexamining themselves for authoritative destinations and set out objectives. Human asset improvement manages making the empowering condition that enables individuals to get the best out of themselves and perform ideally which builds the hierarchical execution. Individuals must form esteem included HR practices and skills that line up with and help achieve key hierarchical objectives. HRD is accepted to advance self-sufficiency and authoritative freedom. The incorporation and globalization, of the economy, yet in addition of innovation, culture and administration brings diverse countries and individuals closer and the use of powerful HRD will prompt superior and efficiency among them. The world has a tremendous populace in the working age gathering and potential working populace. Proficient utilization of HRD will encourage an ascent in the way of life and authoritative accomplishments. HRD functionaries examinations the circumstance to decide sensible manners by which the administration practices can be created or changed to accomplish the planned authoritative objectives. So as to achieve shared objectives and qualities; HRD capacity can

assist the association with functioning as a brought together and fruitful element. Nonetheless, a few people trust that associations don't have values, yet key players in associations does; that implies people has values and on occasion the most dominant of them can impact the objectives and arrangements of their associations and repair toward the path that are steady with their own qualities. To make progress they need to start, advance, gadget, and follow up HRD rehearses in the association. HRD is currently broadly observed as an arrangement of structures, techniques and procedures went for efficiently finding, creating and utilizing a people capacities minus all potential limitations degree both for individual and hierarchical development. In spite of the fact that various investigations have perceived the connection between human asset advancement (HRD), and hierarchical execution, the systems through which HRD prompts authoritative execution stay still unexplored. The reason for this examination paper is to explore the pathways driving from HRD to authoritative execution. This exploration paper results demonstrate that the effect of HRD on hierarchical execution and concentrates the parameters which goes for improvement of human asset in Interwood kitchens private restricted which incorporates , HRD atmosphere, preparing and advancement, execution evaluation, vocation arranging, worker guiding, pay and reward.

II. LITERATURE REVIEW:

Verughese (1989) studied Crompton Greaves Ltd. (CGL). He observed that task force identified role analysis, performance appraisal and counseling there priority areas were suggested by company's consultant and that was implemented by company. The study indicates a high degree of commitment

towards HRD and climate diagnostic survey was conducted and used/adopted periodically. **Sachdeva and Arora (1989)** studied relationship between improving employee relations climate and human resource development in Eicher good Earth. They explored in detail the experiences in developing HRD system in the company. The feedback intervention was carried out, including an attitude survey to assess employer satisfaction covering 19 aspects of their jobs and organizational climate, ranging from job content and compensation to opportunities for development and union management relations. SWOT analysis was also carried out to identify areas requiring improvement and then HRD was implemented. After 15 months later, a significant change was observed. **Murthy & Gregory (1989)** undertook a comparative study on Japanese HRD practices and Sunderam Clayton. He shows that a seniority based promotion system may work in Japan but in Indian context it is not very relevant as it can have de motivational effects on the aspirations of its people and he stresses that we should only emulate the principles of Japanese HRD practices rather than using their practices. These principles are equal treatment of employees, emphasis on group consultation and group performance, respect for dignity of labour & commitment to organizational goals.

Rao (1989) studied extensively HRD practices adopted by Steel Authority of India Ltd., (SAIL), which is the biggest company with assets worth Rs. 6000 Crores and employees over 2, 50,000.

The areas identified for HRD initiations were:

1. Improvement in work culture.
2. Optimum use of installed capacity,
3. Increase in productivity,
4. Generate profits through control of costs and
5. Customer satisfaction.

III. OBJECTIVES OF THE STUDY:

1. To study the human resource development practices followed by organizations to improve organizational performance
2. To understand the issues and challenges of human resource practices.
3. To study the impact of different Human Resource Development practices on organizational performance.
4. To make suggestions based on the present study so as to increase the overall performance and measures for improving Human Resource Development practices.

SCOPE OF THE STUDY

This study helps to know the facilities provided to the employees which helps to increase the organizational performance. It includes recruitment, selection, placement, transfer, promotion, training and development, remuneration, incentives, productivity. It helps to know whether the employees are provided with working conditions such as canteens, health and safety etc. the organizational performance depends on the human resources.

LIMITATION OF THE STUDY

1. An underlying assumption for the entire project is that the details and the feedback received from the population are true.
2. Sample of only 50 respondents is selected from the population.
3. Time constraint- This project had to be taken in specific time duration which does not permit extensive research report.

IV. RESEARCH METHODOLOGY

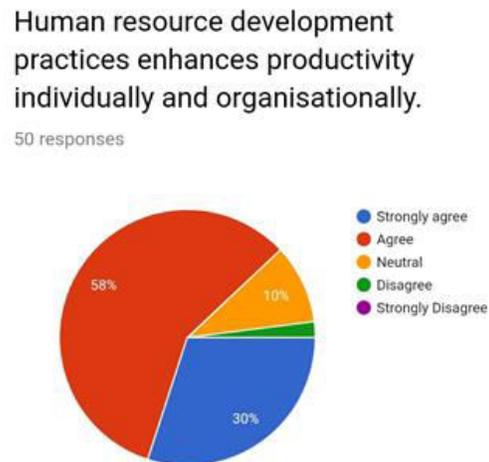
Sample: male and female respondents of employees working in Bangalore.

Sample size: 50 respondents

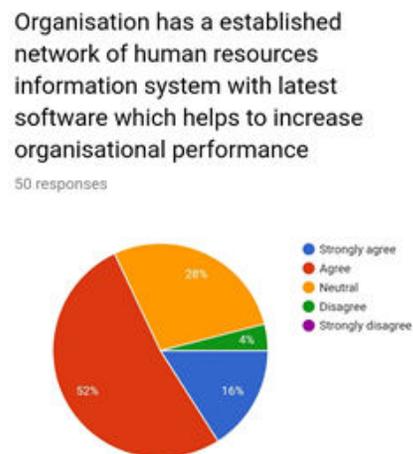
Data collection: Primary data was collected using the questionnaires and secondary data was collected from business magazines and internet Sample tools like pie charts were used for analysis and interpretation of data.

DATA ANALYSIS AND INTERPRETATION

Chart showing various opinions of employees on human resource development practices followed in the organization to increase the organizational performance.



INTERPRETATION: On the basis of the study conducted, we can observe that 30% of the Respondents Strongly Agree to the statement made. 58% of the Respondents are positive and actually agree that Human Resource Development plays an important role in the Organisational Functioning. We have 10% of the Respondents who Agree with many points but are also doubtful about certain aspects and disagree to a few. 2% of the respondents deny that Human resource development helps enhance the business. This study was done on the experienced employees therefore is accurate at many levels. From this we can now conclude that human resource development enhances productivity individually and Organisationally.



INTERPRETATION: This study shows that 16% of the respondents strongly agree that updated software is essential in

the Organisation. 52% agree that the established network is beneficial to the Organisation. 28% of the respondents are neutral about the network system. 4% of the respondents disagree that the established network of the human resources information system with the latest software helps to increase organisational performance. Therefore we can observe that the established network of human resource information system with latest software helps to increase organisational performance.

FINDINGS OF THE STUDY:

1. 51% of the respondents agree that organisation has the practice of carrying employee attitude or employee satisfaction surveys which helps to increase the performance of the employee as well as organisation.
2. 66% of the respondents agree that organisation has effective training and education programs to assist people to do their job effectively and efficiently
3. 44% of the respondents agree to the point that performance appraisal system is extended to all members of the organisation
4. 48% of the respondents agree that organisation has a provision for employee recognition programs and awards.
5. Majority of the respondents that is 48% agree that all these employees are given a chance to express their opinions and suggestions.

SUGGESTIONS OF THE STUDY:

1. More attention must be given to the employees in the organization, which directly or indirectly helps to improve the performance of the organization.
2. The organisation must try to retain their existing employees by providing health and welfare facilities, cash bonus, corporate discounts, rewards and recognition.

V. CONCLUSION:

The human resource practice has a vital role to play to add the employee satisfaction and it depends on its adaptability. By providing all facilities the employers get stable workforce and the workers take active interest in their jobs and work with the feeling of involvement and participation which helps to increase the organizational performance. Today's concepts are entirely different with the past. Then people was checking with any job they get to meet their end do they get bad work force and bad results they were compelled to continue their works without having any irritation

VI. REFERENCES

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