A Study on HR Practices with Reference to NLC India Ltd
V. Meena¹, S. Rathika²
MBA Student¹, Associate Professor & HOD²
Department of MBA (Master of Business Administration)
Prince Shri Venkateshwara Padmavathy Engineering College, Ponmar, Chennai, India

Abstract:
The success of any business depends as much on appropriate, effective, well-communicated, HR and business practices as it depends on meeting the requirements of mandated laws and regulations. In fact, good planning and the development of effective practices make regulatory compliance much easier. HR practices help in increasing the productivity and quality, and to gain the competitive advantage of a workforce strategically aligned with the organization’s goals and objectives. The project aimed to cover maximum knowledge of the practices followed in the organization and how the performance is evaluated of employees, what primary factors are considered, how data is maintained and finally the evaluation done. Here the HR practices of the companies have been explained to understand how the company follows these practices and the performance appraisal process adopted. The practical knowledge has been gained mainly by absorbing all the activities taking place in the HR department. This is a brief study done to have understanding of the subject HR how it is practically implemented, why it is necessary, its implication & the benefits. The literature review is about the information for each variable that are used in this study, which are the factors that contribute to the development of HR practices. The research design used for this study was descriptive research design. The sample size was 200 of this study. The statistical tools are used in this study are percentage analysis, chi-square, correlation, one way ANOVA were used to analyze and interpretation the data. Based on this data analysis found that majority of the employees are satisfied with performance appraisal, training and development, recruitment process, compensation management. Suggestions like training and development to the employees and give rewards to the employees based on their performance.

I. INTRODUCTION:

Human Resources Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge and abilities. It is essential for any organization that would like to be dynamic and growth oriented.

HR Practices:
HR Practices are the means through which your human resources personnel can develop the leadership of your staff. This occurs through the practice of developing extensive training courses and motivational programs, such as a devising systems to direct and assist management in performing ongoing performance appraisals. The success of any business depends as much on appropriate, effective, well-communicated, HR and business practices as it depends on meeting the requirements of mandated laws and regulations. In fact, good planning and the development of effective practices make regulatory compliance much easier. HR practices help in increasing the productivity and quality, and to gain the competitive advantage of a workforce strategically aligned with the organization’s goals and objectives.

Human Resource best practices:
The best practices in the management of human resources are the ones which optimize a workforce so that it can not only get work done, but also ensure a greater level of efficiency, timeliness and quality as it accomplishes increases productivity overall. Hence the job of the best practices human resources firm is to make sure that these benefits and pay scales meet the company’s budget while remaining attractive and competitive enough to pull in the very best talent possible. We should know that these figures put the company in a good light while also presenting themselves as engaging and competitive for company’s recruitment efforts.

II. COMPANY PROFILE:

NLC India Limited (formerly Neyveli Lignite Corporation Limited) (NLC) is a company in the fossil fuel mining sector in India and thermal power generation. It was incorporated in 1956 and was wholly owned by the government of India. A small portion of its stock was sold to the public to list its shares on stock exchanges where its shares are traded. It is under the administrative control of Ministry of Coal. Total assets of the organization is 27509.38 crore. Sales turnover of the NLC in the year of 2018 is 8,496.20. Not just Mining and Power Generation, NLC has contributed significantly to the Socio-Economic development for more than half a century.

III. NEED FOR THE STUDY:
The need for the study is to know about the practices done on recruitment and selection, training and development in the NLC India Ltd. HR practices plays an important role in the
organization which helps in motivating the employees and improving organizational effectiveness. It is to know the present performance appraisal system of the NLC which aims in developing employee the career. The study helps to get a complete picture of the HR practices in the company. It is also useful for the organization to view their present practices and help them to make the required changes for the future.

IV. OBJECTIVES OF THE STUDY:

PRIMARY OBJECTIVE:  
To study the HR practices with reference to Neyveli Lignite Corporation India Limited.

SECONDARY OBJECTIVE:

- To study the training and development programmes practiced by this organization.
- To study compensation salary increment policy practiced by this organization.
- To study the present performance appraisal system of the employee for career development.
- To understand the recruitment process practiced by this organization.

V. SCOPE OF THE STUDY:

This study deals with the HRM practices with reference to NLC India Ltd. The research method conducted as descriptive research design with the primary data collected through questionnaire. The findings of the research are highly important for the organization to analyze the current HR practices in the organization. This study includes recruitment and selection, training & development process and compensation management. It helps to know about the HRM issues of the organization and also this study will help the organization to improve their HRM practices and process.

VI. REVIEW OF LITERATURE:

Altinay et al. (2008) operationalised HRM practices in terms of (1) employee training, since it facilitates employee learning and leads to better service quality and customer satisfaction (Jameson, 2008; Ram et al., 2000), (2) empowerment, since delegation of responsibilities leads to greater employee commitment and efficiency, and thus to increased growth (Lashley, 2000), (3) recruitment, since different forms of recruitment namely, formal or informal, may lead to deployment of employees with different levels of knowledge, skills and behaviours.

According to Vazirani, the Seventh National Human Resource Management Conference 2007, At Universiti Utara Malaysia, volume: 1 is of the opinion that, the best HR Practices enable the company to affect radical improvements, not just increment.

According to Boselie et al., Human Resource Management journal, Commonalities and contradictions in research on human resource management, top four HRM practices were efficient recruitment and selection, training and development, contingency and reward system, and performance management that had been extensively used by different researchers.

According to Appelbaum (2001) Human resource management practices are the management of people within the internal environment of organizations, comprising of the activities, policies, and practices involved in planning, organizing, developing, utilizing, evaluating, maintaining and holding the appropriate numbers and skill mix of employees to achieve the organization’s objectives.

According to Belcourt, (2001) research has shown that HR practices can have an impact on organizational performance in measurable ways. The best studies have established that sophisticated and integrated HRM practices have a positive effect on employee performance by increasing knowledge, skills and abilities, improving motivation, reducing shirking and increasing the retention of competent employees. These best practices have a direct and economically significant effect on a firm’s financial performance.

VII. RESEARCH METHODOLOGY:

The research design used in this study is Descriptive research design. The data are collected through questionnaire which is primary data and secondary data are collected through journal, websites. The study is done in NLC. Neyveli. The sample size is 200. The information related to their demography were very much required to attain the objective. To have a meaningful analysis and interpretation of various data collected the statistical tools used are correlation, weighted average which is used to find the level of significance.

VIII. LIMITATIONS OF THE STUDY:

- Employees provide biased information.
- Due to busy schedule of the employees they were reluctant to answer questions.
- Due to time constraints data cannot be collected efficiently.
- The study is completed by considering only opinion of 200 respondents.

IX. CORRELATION ANALYSIS:

Null Hypothesis: There is a no significance difference between the income and educational level

Alternative Hypothesis: There is a significance difference between the income and educational level

Table 1. showing correlation analysis between the income and educational level

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCOME</td>
<td>3.0850</td>
<td>0.88979</td>
<td>200</td>
</tr>
<tr>
<td>EDUCATION</td>
<td>3.1050</td>
<td>0.86470</td>
<td>200</td>
</tr>
</tbody>
</table>
**Correlations**

<table>
<thead>
<tr>
<th></th>
<th>INCOME</th>
<th>EDUCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>INCOME</td>
<td>Pearson Correlation</td>
<td>.948**</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed) N</td>
<td>200</td>
</tr>
<tr>
<td>EDUCATION</td>
<td>Pearson Correlation</td>
<td>.948**</td>
</tr>
<tr>
<td></td>
<td>Sig. (2-tailed) N</td>
<td>200</td>
</tr>
</tbody>
</table>

**. Correlation is significant at the 0.01 level (2-tailed).

**Result:**
For an association the difference between the two variables, the significant value must be lesser than 0.05. Therefore H0 is rejected. Hence there is a difference between the income and educational level.

**WEIGHTED AVERAGE METHOD:**

Table 2. showing Performance appraisal system helps to identify the strength and weakness of the employees.

<table>
<thead>
<tr>
<th>S.N O</th>
<th>PARTICULARS</th>
<th>NO. OF RESPONDENTS (w)</th>
<th>WEIGHT (x)</th>
<th>TOTAL SCORE (wx)</th>
<th>MEAN SCORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Strongly Agree</td>
<td>23</td>
<td>5</td>
<td>115</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Agree</td>
<td>110</td>
<td>4</td>
<td>440</td>
<td>3.685</td>
</tr>
<tr>
<td>3</td>
<td>Neutral</td>
<td>52</td>
<td>3</td>
<td>156</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Disagree</td>
<td>11</td>
<td>2</td>
<td>22</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Strongly Disagree</td>
<td>4</td>
<td>1</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>TOTAL</td>
<td></td>
<td>200</td>
<td>15</td>
<td>737</td>
<td></td>
</tr>
</tbody>
</table>

**MEAN SCORE** = TOTAL SCORE / NO. OF RESPONDENT = 737/200

**MEAN SCORE = 3.685**

**Results:**
From the above table it is inferred that most of the respondents are agree that performance appraisal system helps to identify the strength and weakness of the employees.

**SUGGESTIONS:**
NLC India ltd have moderate level of their HR practices. Some of the way HR practices that can be improved in the organization are:

- NLC can be provides Proper training and development to the employees. The organization should monitor whether the employee are given training as for the type of training required.
- Employees had motivated with rewards and recognition.
- Recruitment and selection process can be provided in the better manner.

**X. CONCLUSION:**
The study on HR practices in NLC India ltd is at a moderate level. But, there are certain areas that need to be improved in order to make the employees satisfied about their HR practices in the organization. It is helpful for the management to identify the employee strength and weakness in the organization. The performance appraisal helps to improve the employee to better their performance. Most of the employees are satisfied with the 360 degree performance appraisal method, it helps to identify the employee potential which in turn improve the profitability of the organization. Rewards and incentives are based on the experience of the employee in the organization so NLC gives rewards and incentives based on the employee performance. The organization had provide proper training and development to the employees. From the correlation analysis, the result shows that there is a significance difference between the income and educational level. This shows that income is not depend on the educational level of the employees. Most of the employees are satisfied with the HR practices in the organization.

**XI. REFERENCES**

**BOOKS REFERRED:**


**WEBSITES REFERRED:**
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[7]. https://en.wikipedia.org/wiki/NLC_India_Limited