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“A STUDY ON HRD PRACTICES IN PL INDIA PVT. LTD.”**Mrs.D.Nandini**Assistant Professor, Department Of Master Of Business Administration, Jeppiaar Institute Of Technology,
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Technology, Kunnam, Sriperumbdur, Chennai, Tamilnadu-631604.**ABSTRACT**

The Study on Human resource development practices in PL INDIA Pvt Ltd, is to identify the employees were satisfied with the performance of the company and in getting what they need and required. HRD is a deliberately adopted kind systematic set of measures to develop the existing manpower in a particular organization. HRD is a newly adopted and very popular approach in the modern industrial world. It is a continuous learning process and not merely a set of mechanism or techniques. The techniques such as organization development, training and development, career advancement, performance appraisal, etc. are used to initiate, facilitate and promote HRD process in a continuous way.

Human Resource Development (HRD) is a process by which the employees of an organization are engaged in a continuous, planned way, to acquire or sharpen their skills required to perform various functions associated with their present or expected future roles, develop their general cap-abilities as individuals and discover and exploit their potentials for their own and/or organizational development purposes, and to develop an organizational culture in which supervisor-subordinate relationships, teamwork, and collaboration among sub-units are strong and contribute to the professional wellbeing, motivation, and pride of employees.

The study analyses the present HRD Practices adopted in the Organisation, the various types of training offered for the employees in PL INDIA Pvt Ltd, and the infrastructural facilities offered by the Organisation for their performance.



Key Words: HRD Practices, career advancement, motivation, employee turnover, job satisfaction, organizational culture, communication, teamwork, etc

INTRODUCTION

Development of human resources is essential for any of organisation that would like to be dynamic and growth oriented. Unlike other resources, human resources having rather unlimited potential capabilities. This potential can be used only by creating a climate that can continuously identify, bring to surface, nurture and use the capabilities of people. Human Resource Development (HRD) system aims at creating such a climate. A number of HRD techniques have been developed in recent years to perform the above task based on certain principles. This unit provides an understanding of the concept of HRD system, related mechanisms and the changing boundaries of HRD. Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee career development, employee training, performance management and development, mentoring, succession planning, coaching, key employee identification, tuition assistance, and organization development.

The core of the concept of HRS is that of development of human beings, or HRD. The concept of development should cover not only the individual but also other units in the organisation. In addition to developing the individual, attention needs to be given to the development of stronger dyads, i.e., two-person groups of the employee and his boss. Such dyads are the basic units of working in the organisation. Besides several groups like committees, task groups, etc. also require attention. Development of such groups should be from the point of view of increasing collaboration amongst people working in the organisation, thus making for an effective decision-making. Finally, the entire department and the entire organisation also should be covered by development. Their development would involve developing a climate conducive for their effectiveness, developing self-renewing mechanisms in the organisations so that they are able to adjust and pro-act, and developing relevant processes which contribute to their effectiveness.

OBJECTIVE OF STUDY

- To analyse the HRD practices in the organization
- To analyse the efficiency of Training and development for the employees
- To study the HR problems and developing the skills of the employees
- To study the infrastructural facilities provided to the employees

SCOPE OF STUDY

- To understand the work environment of the company.
- To provide profile data and skill data about the employees.
- Manage the employee relation and industrial relations.
- To know the dissatisfaction of the employees whether they are provided with all the facilities by the organization.

RESEARCH METHODOLOGY:

Research Design

Research Design adopted in the study is Descriptive Research Design as it describes and portrays the characteristics of the employees under study.

Sample size is 100 samples including the employees of PL INDIA Securities ltd in Bangalore.

respondents being full time workers.

Data Collection:

1. Primary data- The data collected is primary in nature i.e. data collected from the managers, employee interviews/interaction.

2. Secondary data- The information collected through the company websites, magazines, etc.

Sampling Method - Simple Random Sampling was used for the study

HYPOTHESIS:

H0: There is no significant association between Training Provided and Satisfactory level of employees

H1: There is significant association between Training Provided and Satisfactory level of employees

LIMITATIONS OF STUDY

- The information are all based on the employees view point.
- The study is restricted only to the company and the conclusions have been drawn based on information provided by the company.
- The study cannot be generalised as there are many other factors which affect the satisfactory level of employees.

DATA ANALYSIS AND INTERPRETATION

Table 1- Employee Satisfaction on the Job

SL No	Category	No of Respondent
1	Highly satisfied	15
2	Satisfied	40
3	Neutral	30
4	Dissatisfied	10
5	Highly dissatisfied	5
	Total	100

Interpretation-The table indicates the Employees in the organization are 64% satisfied with the company’s performance and work, where 30% of the employees are having a neutral opinion.

Table 2- Providing Training needs

Sl No	Category	No. of Respondents
i.	Agree	60
ii.	Neutral	20
iii.	Disagree	20
	Total	100

Interpretation: - The Employees agree to the firm in providing training for the employees in the organization to be good in what they prefer and 60% of employees support the fact that the training are being provided by the company, and 20% disagree with the company

Table 3:- The work area provided by the management

Sl No	Category	No. of Respondents
a.	Agree	70
b.	Neutral	20
c.	Disagree	10
	Total	100

Interpretation: -The work area in PL INDIA is a bit smaller accordingly the employees 70% of them agree that the work area in PL INDIA is insufficient and its being clear that the employees are not much satisfied with the workplace.

Table 4:- Relationship status between employers and employees

Sl No	Category	No. of Respondents
a.	Yes	60
b.	Neutral	25
c.	No	15
	Total	100

Interpretation:-The relationship between the employee and the HR executives are good and 60% of them supported the department in building relationships between employees in the firm. 15% of them didn't agree

Table 5:- Achievement of Goals and Aims of employees

Sl No	Category	No.of Respondents
a.	Satisfied	50
b.	Partially Satisfied	30
c.	Not Satisfied	20
	Total	100

Interpretation:-The Aims and goals of the employees in the organization are satisfied with their work whereas some employees have a problem in coping up with their goal.50% of the employees have met their goals, and still there are a remaining 20% of employees are yet to achieve their aim and goals

Table 6 – Workload in the firm

Sl No	Category	No. of Respondents
a.	High	60
b.	Medium	20
c.	Low	20
	Total	100

Interpretation:-The work load given to the employees say 40% of them have heavy work loadin the firm and 60% have less work load in the organization.

Table7- Employee Turnover in the firm

Sl No	Category	No. of Respondents
a.	High	65
b.	Average	25
c.	Low	10
	Total	100

Interpretation:- Due to the poor HR development the Employees in the organization move out frequently and for the above 65% of the employees agree that this happens in the organization. And the others do not agree.

Table 8- Vacation and leave facilities provided by the firm

Sl No	Category	No. of Respondents
a.	Yes	20
b.	Occasionally	30
c.	No	30
d.	Requested	20
	Total	100

Interpretation: - The employees in the firm do not get leave from the firm. And 20% only disagree that they get and the rest 80% agree that they do not get the leave. Well giving leave and vacation to the employees could be done.

Table9- Order and control in the firm

Sl No	Category	No. of Respondents
a.	Yes	40
b.	Sometimes	30
c.	No	20
d.	Never	10
	Total	100

Interpretation:-The Employees in PL INDIA follow the rules and regulations of the company 40% agree that they follow the rule and regulation in the firm. And 20% of them do not follow the rules and order.

Table10:- Grievance Redressal

Sl No	Category	No. of Respondents
a.	Yes	70
b.	Sometimes	20
c.	No	5
d.	Never	5
	Total	100

Interpretation:-The grievances between the workers are one of their priorities and the problems have to be solved in the firm. 70% of the workers are supported by the firm. And 35% of the employees partially supports.

Table11- Entertainment Programs

Sl No	Category	No. of Respondents
a.	Yes	40
b.	Sometimes	30
c.	No	20
d.	Never	10
	Total	100

Interpretation:-Around 70% of the employees are satisfied with the free times in the firm.

The company provides the employees with TV programs and celebration activities in the firm.

Chi-square Test

H0 : Null Hypothesis: There is no significant relationship between Employee Satisfaction and work experience

H1 : Alternative Hypothesis: There is a significant relationship between Employee Satisfaction and work experience

Calculated value = 16.0253

Degree of Freedom = $(c-1)(r-1) = (5-1)(4-1)=12$

Table chi-square value = 21.03

Interpretation

The result of the chi-square test reveals that the calculated chi-square value is less than the table chi-square value at 5% level of significance and therefore, there is no significant relationship between Employee Satisfaction and work experience in the company.

FINDINGS, SUGGESTION AND CONCLUSION

Findings:

- The employees like to accept responsibilities and more challenging tasks provided to them by the organization.
- There are 55% of the workers are happy to work in the organisation
- PL INDIA has a growing turnover and profitability.
- The income of the employees working in the company shows that more than 50% of the employees get a monthly of 50000 at the exact time without delay. And 2% getting lesser than 15000 which includes maintained and other staff members
- Due to the poor HR development the Employees in the organization move out frequently and for the above 65% of the employees agree that this happens in the organization. And the others do not agree.
- The employees in the firm do not get leave from the firm. And 20% only disagree that they get and the rest 80% agree that they do not get the leave. Well giving leave and vacation to the employees could be done. The company has a strong balance sheet,

- PL INDIA has a lack of usage and insufficient telephone devices to communicate with the customer and clients.
- Since PL INDIA has a high employee Turnover ratio the recruitment of the employees in PL INDIA will be high. The following table shows that 60% of the employees says that the process is carried out in the firm.
- The grievances between the workers are one of their priorities and the problems have to be solved in the firm. 70% of the workers are supported by the firm. And 35% of the employees partially supports.
- Management reserves the right to make the decision, which shall be final and binding.
- There is a significant relationship between satisfaction and training with the significant value of 0.005 which is less than 0.05

Suggestions:

- Response to customer has to be improved as the work procedure, were not so satisfied to the customers.
- Timely service needs an improvement, as the customers are not happy with these criteria.
- Development and implementation of new technologies is required.
- Customer complaints should be sorted within a definite period.
- PL INDIA should provide to its employees with good training so that they can be satisfied by their work and workload.
- Maintain safe and hygienic working conditions.
- Provide adequate infrastructure and working tools.
- Ensure that there are adequate telephones provided since most of the communication with the clients is telephonic.
- Manage the punching systems effectively for recording the employee attendance correctly without any errors.
- Control the employees in their order and control in the firm.

The management has to look after the employees for making some changes about the working process or the system in the company so as to the customers get satisfied

Conclusion:

The study helped to find out how the major HRD practices in the organisation. Understanding the various procedure done by the organisation to safeguard the fame of the company resulted in better practise of the human resource development program Dealing with the company atmosphere

The company is having more mindfulness about shared assets ought to be set up so that a speculator can understand his monetary objectives with a fitting trade off in the middle of danger and return.

Accordingly, this undertaking has been engaged towards decreasing venture chances and upgrading returns. Moreover focusing on the client relation and the employees. To have a proper channel to communicate with the client to develop a proper venture has always been a special task of the company. Understanding the various aspects of developing a deliberate platform for the smooth handling of employees is the basic task of the human resource.

From the research it shows that the workers in the association have issues, furthermore are cheerful in their work place. The strength of the work can make the representatives wake far from the firm and purpose to inquiry need

work. The absence of preparing in the firm causes low enthusiasm for the representatives in the association. There must be a control in the employee duties as each and every performance should be monitored and be rewarded so as to encourage the employee with stand in the organisation. To look after the employees needs and wants to have a proper payment scheme, to provide a good working environment and maintaining the track of employee performance could develop a better standard for the organisation.

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