

---

## THE ROLE OF HR MANAGEMENT IN THE CORPORATE MATRIX SYSTEM IN RELIANCE TRENDS

Saloni Singh<sup>1</sup>, Prof. Dr. Rani Jaiswal<sup>2</sup>

<sup>1,2</sup>School Of Business, Galgotias University, India.

---

### ABSTRACT

This study delves into the effectiveness of the role of HRM in cooperate matrix system of Reliance Trends. Today's organization have analyzed that HR is the primary core of the organization management the role of HRM in the corporate matrix system is critical to the success of an organization. HRM plays a significant role in promoting collaboration, developing talent management strategies, and ensuring legal and ethical compliance.

---

### 1. INTRODUCTION

The master's thesis project, "The role of HR management in the corporate matrix system," is introduced in this section. It gives the overall context for the study, elucidates the goals and problem of the research, poses the actual research questions, and outlines the study's structure and methodology.

In the corporate matrix system, HR management plays a crucial role in aligning organizational goals with individual objectives, managing talent across different projects or departments, fostering collaboration, and ensuring effective communication. HR facilitates the integration of diverse skills and perspectives, supports career development, and promotes a culture of teamwork and accountability within the matrix structure.

### 2. METHODOLOGY

The second chapter discusses about the methodologies used in the project for identifying the role of human resource management in a corporate matrix system.

**SAMPLING:** Random sample of 5 questions as a questionnaire distributed to 10 persons, associated with some known organizations Reliance Trends.

**RESEARCH METHODOLOGY:** The objectives and research questions heavily influence the methodological selection. To accomplish the goal of the dissertation and obtain valid and trustworthy results, its crucial to use an appropriate technique. Exploratory research with a combination of analytical techniques is used to conduct the study.

**RESEARCH APPROACH:** In the dissertation, an analytical technique is utilized. First, the research design could be qualitative, quantitative, or a combination of both, depending on the research question and objectives. Second, the approach should be to the HR professionals as well as the employees regarding the attachment of Human Resource Management, like how the HRM helps the corporate world in processing and progressing.

### 3. DATA COLLECTION

The collection for data includes, the data from online blogs and articles, questionnaire, and talking to some employees of some organizations.

Primary data:

A detailed self-administered questionnaire was used.

**TYPE OF QUESTIONNAIRE:** The questionnaire has a structured and closed-end questions in it.

**STRUCTURED AND CLOSED-END QUESTIONNAIRE:** For this project, a structured questionnaire is employed, and each question includes a list of possible answers along with instructions on how to respond. There are variance in the questions as well as in the options. There are different forms of structured questions used are:

Scales & Multiple choice. Since, the respondents are aware of the survey's aims and purpose, the questionnaire utilized here is transparent.

### 4. MODELING AND ANALYSIS

ANALYSIS OF THE QUESTIONNAIRE:

The questionnaire depends upon the section of questions for the persons working in organizations. The analysis aims to provide insights into the perceptions of employees regarding the role of HRM in such systems, and identify any potential areas for improvement. The analysis shows up the main objective of HRM in the matrix of Reliance Trends. 90% analyzed the HR objective to be managing and developing employees and 10% to rest of the options given in the form. It shows up which is not the responsibilities of HR department in corporate organization. Obviously, through the chart its clarified that 60% is setting business strategy, 30% to the performance management, 10% hiring &

recruitment as well as employee training & development. Giving out proper record of the objective of the question.

The analysis shows up the potential challenge of HRM 50% being the maximum percent as inadequate training & development opportunities.

## 5. RESULTS AND DISCUSSION

The section of questions also conducted the analysis of the core role paly of HRM in the corporate system. The fifth part of the questionnaire makes the urge of the same. The question written was how much is the HRM essential for the organization to work on. And according to the research findings it was concluded with the percentage of 60% that it is the core of any big organization.

From recruitment & selection of perfect candidate according to the requirement of the vacancies in the organization. Taking it forward to the further better training, development and communication with the team leaders and the organization. Taking all responsibilities of the progressing and proceeding of the employees with the organization.

Talent management, Performance Management, Learning & development, Employee engagement, Strategic alignment everything takes under the role of HRM in the corporate system. The analysis conducted from the questionnaire states that the main objective of Human Resource is to manage and develop employees of the organization, with 90% of votes.

The potential challenge of HRM being inadequate training & development opportunities. Overall, the role of HRM in the corporate matrix system is multifaceted and requires a deep understanding of both the organization's strategic goals and its human capital. By focusing on strategic alignment, talent management, performance management, learning and development, and employee engagement, HRM can play a key role in driving organizational success in a complex and dynamic business environment.

One of the key findings regarding the role of HRM in the corporate matrix system is that it is crucial for creating and maintaining a culture of collaboration and teamwork. The matrix system is designed to break down traditional silos within organizations, and HRM plays a significant role in facilitating this process by promoting communication and collaboration across different departments and teams. HRM can also help to establish clear communication channels, develop conflict resolution strategies, and promote a culture of trust and respect among employees.

Moreover, HRM is responsible for ensuring compliance with legal and ethical standards in the corporate matrix system. HRM plays a critical role in developing and implementing

In summary, the role of HRM in the corporate matrix system is multifaceted, and it involves creating and maintaining a culture of collaboration, developing effective talent management strategies, and ensuring compliance with legal and ethical standards. Effective HRM practices can help organizations to achieve their goals and objectives, and create a more productive and engaged work.

## 6. DISCUSSION

This study makes a contribution to the field of strategic management by describing how the control system is dependent on the organizational structure of the business and how the corporate information system is used differently in human resources management. Restructuring or establishing a corporate culture matrix company and internal communication system is made possible by a thorough immersion into the internal workings of the organization and the identification of sensitive moments that disrupt employees in their work. The chosen method enables the analysis of alternative organizational structures and the research environments in which they function to accomplish their objectives, as well as the selection of an appropriate platform for the corporate information system and a suitable direction for knowledge management and human resource management. These findings could be used by corporate policy and strategy developers to highlight the shortcomings of the processes supporting innovation and employee involvement in the provision and development of ideas for enhancing internal capacity.

## 7. CONCLUSION

In conclusion, the role of HRM in the corporate matrix system is critical to the success of an organization. HRM plays a significant role in promoting collaboration, developing talent management strategies, and ensuring legal and ethical compliance. By fostering a culture of communication, trust, and respect, HRM can help organizations to break down silos and create a more engaged and productive workforce. Effective HRM practices can also ensure that the organization has the right people in the right roles, with the necessary skills and competencies to succeed in a rapidly changing business environment. Therefore, the importance of HRM in the corporate matrix system cannot be overstated, and organizations that invest in their HRM function are more likely to achieve their strategic goals and objectives.

---

## 8. REFERENCES

- [1] Brewster, C. and Mayrhofer, W. (2014). A study of French and British MNCs in the Czech Republic Vienna University of Economics and Business, Austria.
- [2] Book "Management" - Gómez-Mejía et al. (2018)
- [3] Research article titled "Performance Management Systems: A Conceptual Model" written by Farndale et al. (2016)
- [4] BOOK "The Dynamics of Employee Relations" written by Paul Blyton and Peter Turnbull. Having article reference in the project.
- [5] Research article titled "What is the right organization design?" written by Anupam Anand and Richard L. Daft

## WEBSITES

- [6] [https://www.lucidchart.com/users/login?anonId=0.06251531187d72b0fb1&return\\_url=%2Fdocuments%2FeditNew%2Fbd299386-4ae3-44a4-b0f4-7e1d12351c77&sessionId=2023-0501T11%3A56%3A21.289Z&sessionId=0.192b1323187d72b0fb6](https://www.lucidchart.com/users/login?anonId=0.06251531187d72b0fb1&return_url=%2Fdocuments%2FeditNew%2Fbd299386-4ae3-44a4-b0f4-7e1d12351c77&sessionId=2023-0501T11%3A56%3A21.289Z&sessionId=0.192b1323187d72b0fb6)
- [7] <https://www.techjockey.com/blog/what-is-core-hrms>