A STUDY ON HUMAN RESOURCE MANAGEMENT

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ABSTRACT

Human resources is backbone for any organization or we can say it is contemporary, umbrella term which describes both management and development of workforce in any organization. Human resource management is basically managing human capital of an organization which involves the employees satisfaction and goal achievement. HRM plays very significant role in personality development, work motivation, employees retention in the organization by following different practices which include compensation, performance appraisal. reward and recognition, training and development and career management. The prime objective of the study is to identify the impact of HRM practices on job performance of employees. The study revealed that there is a direct impact of HR policies and practices on the level of performance of employees. Implementation proper HR policies needs to be done for accomplishment of objectives.

Keywords: Human resource management, work motivation, performance appraisal, reward and recognition, training and development and career management

1. INTRODUCTION

In western countries HRM had its primitive beginning in 1930s. Not much thought was given on this subject in particular and no written records or documents interesting to note HRM concepts was available, in ancient philosophies of Greek, Indian and Chinese. This is not to suggest that industrial establishment and factories system, as it is known today, existed in ancient Greece, India or china. The philosophy of managing human being, as a concept was found developed in ancient literatures in general and in Indian philosophy in particular.

Personnel functions: Till 1930s, it was not felt necessary to have a separate discipline of management called "Personnel management". In fact, this job was assigned as part of the factory manager. Adam Smith's concept of factory was that it consists of three resources, land, labour and capital. This factory manager is expected to "procure, Process and peddle" labour as one of the resources. The first time when such a specialist "person" was used; it was to maintain a "buffer" between employer and employee to meet the "legitimate need" of employees. However, it is the employer who decided what is "legitimate need" of employees. In fact, the specialist "person" was more needed to prevent "unionization" of employees. This was the case before 1930-s all over the world.

Environmental Influences on HRM: Since 1930s, certain developments took place, which greatly contributed, to the evolution and growth of Human Resources Management (HRM). These developments are given below:

- ✓ Scientific Management
- ✓ Labour Movements
- ✓ Government Regulations.

Need for the background check:

Shortage of skills.

Skills and knowledge people are always on short supply. Alternatively they are too costly to hire from outside. The best alternative is to improve skill and knowledge of existing employees.

Technological Obsolescence.

Growth of technology takes places very fast. This will render current technology obsolete in the future. There is a great need to upgrade technology. This needs suitable training.

Personal Obsolescence.

At the time recruitment employees possess a certain of knowledge and skill. As time passes knowledge becomes obsolete, unless it is updated by proper training. This happens because of changes taking place in product technology, production methods, procurement of better machines, setting up of modern production lines, introduction of modern method of supervision and information processing through MIS and EDO..

Organization Obsolescence.

Modern management has introduced a number of innovative steps in functions of management like planning, organizing, controlling, coordinating and directing. Organization which is impervious to such changes is bound to fail and become obsolete.

Upgrading Ability of Threshold workers.

Public policy provides reservation to disadvantaged sections of the society like handicapped, minorities and dependents of deceased workers etc. All these are threshold workers having less than minimum prescribed level of knowledge and skill. They require extensive training to bring them up to the minimum level of performance standard.

Coercive training by government.

In order to provide better employability chances of unemployed youth, certain governments taken initiative to mobilize resources available at pubic/government and private sectors to outside candidates. One such example is the "Apprentice Training " conducted by govt. of India. A part of expenditure incurred for this by private sectors are reimbursed by government.

Human capital

The latest thinking is to treat employees as "human capital". The expenditure involved is training and developments are now being considered as an investment

2. REVIEW OF LITERATURE

ARTICLE: 1

Tile: STUDY OF HUMAN RESOURCE MANAGEMENT SYSTEM

FACILITIES BETTER BUSINESS ADMINISTRATION

Author: Dr. Manoj Kumar Sharma

Source: Journal of Management Research and Analysis, October- Abstract: HRMS software is becoming more and more compatible with other software. Five years from now, it will have built-in-intelligence and be closed linked with Payroll Management Software, career path detection and growth plan visualization, search and select skill alignment for various needs of organization, and control and maintenance of HR costs. With the HR software area becoming so competitive, there is dire need of faster and more efficient database processors, for rapid recovery of data and speeding up the marketing process. HRMS represents a large investment decision for companies of all sizes. SMEs are increasingly failing to use HRMS in support of HR operations. Ultimately, HRMS systems best prove their worth through their ability to compile and analyze information from a variety sources both inside and outside the company, fueling a vast database that is well-organized and easily accessible to all who need it. HR information software provides a business with the resources to administer multiple sites and aggregate data without having to navigate the haphazard and fallible straits of conventional communication.

ARTICLE: 2

The Human Resource Management System (HRMS) is a software or online solution for the data entry, data tracking, and data information needs of the Human Resources, payroll, management, and accounting functions within a business. A Human Resources Management System (HRMS), HR Technology or also called HR modules, refers to the systems and process at the intersection between Human Resource Management (HRM) and Information Technology. It merges HRM as a discipline and in particular its basic HR activities and processes with the information technology field, whereas the programming of data processing system evolved into standardized routines and packages of enterprises resource planning (ERP) software. On the whole, these ERP system have their own origin on software that integrated information from different applications into one universals database. The linkage of its financial and human resources modules through one database is the important distinction to the individually and proprietary developed predecessors, which makes this software application both rigid and flexible. Work and Organizational Studies the Institute Building (H03)

ARTICLE: 3

Over the last decade there has been a considerable increase in the number of organizations gathering, storing and analyzing information regarding their human resources through the use of Human Resource Information Systems (HRMS) software or other types of software which include HRMS functionality (Ball, 2001; Barron, Chhabra, Hanscome, & Henson, 2004; Hussain, Wallace, & Cornelius, 2007; Ngai & Wat, 2006). The growing adoption of HRMS by organizations Combined with the increasing sophistication of this software, presents the Human Resource function with new challenges. On one hand the role of HR can be enhanced through the combination of improved

access to metrics and the automation of existing administrative functions thus enabling HR to make a greater contribution at a strategic level. However, the same capabilities also threaten the role of HR specialists as traditional HR work is both automated and distributed to line management. Through analysis of four Australian case study organisations we examine the impact of the HRMS on the HR function and find that the degree to which the system acts as an enabler of increased strategic focus for HR is contingent upon three factors: organizational attention, understanding of the technological responses to human resource management complexity, and the success of change management to support user acceptance.

RESEARCH GAP:

My aim is to find the relevance and the affect of this new innovation in the world of HRM by studying the response of the Information Technology and its impact on their Human Resources Operations, How effective is the use of this technology and its impact on the future of Human resources information.

OBJECTIVES:

• Background Verification & analysis are one of major HRM function that helps manager to keep the skilled members in the organization.

• Human resource management mainly denotes managing employees and recognizing their needs to maintain an optimistic work culture

3. RESEARCH METHODOLOGY

Need For The Study

Human resource management is needed to cut out any issues related to employees, and the overall diverse workforce in order to have a streamlined process and make the right hiring decisions.

According to several statistics, people typically quit their employment as a result of a bad work-life balance, compensation worries, professional progression challenges, or job instability. These scenarios make human resource management a necessary part of the organization. This is a critical part of every company and plays a significant role in human resource management. HR managers oversee strategies to ensure the company meets its business objectives while also making major contributions to corporate decision-making to hire the right people. It helps to strategise goals better to achieve greater heights and an organizations success.

Scope Of The Study:

The scope of Human Resource Management refers to all the activities that come under the banner of Human Resource Management. These activities are as follows.

Human resources planning:-

Human resource planning or Human Resource Planning refers to a process by which the company to identify the number of jobs vacant, whether the company has excess staff or shortage of staff and to deal with this excess or shortage.

Methodology

Field of study:

This project work was carried out at AIRTEL, Hyderabad.

Research samples:

Telecom sector plays a very important role in the economy. The sample was therefore chosen as it portrays the needs of the researchers.

Research provides an insight into any study top basically evaluate and judge the data or to find the solution to any given problem a simple is representative of a group or population that identifies itself as part of it. The sample chosen for this report is M /S Airtel , Hyderabad.

DATA COLLECTION:

The data collected contains primary data and secondary data. The primary data has been collected mainly by interviewing and also observation and audit. Secondary data has been obtained from published journals, company broachers, books, internet, etc.
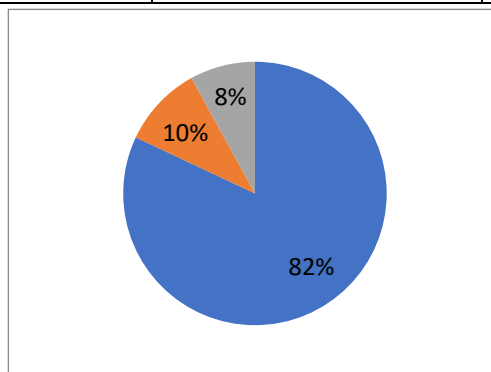
HYPOTHESIS TESTING

Whenever we have a decision to make about a population characteristic, we make a hypothesis.

4. DATA ANALYSIS & INTERPRETATION

1) Are YOU Satisfied with Management Policies?

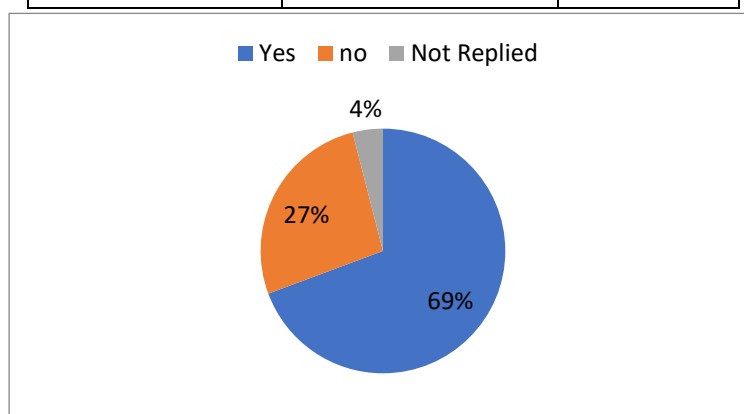| Management Policies	No of Respondents	Percentage
Yes	62	82%
No	8	10%
Not Replied	5	8%
Total	75	100%

INTERPRETATION:

The above chart shows that 82 % respondents are satisfied with the management policies.& Not Satisfied are 8 %.

2). Are you satisfied with Background check facility by the company?

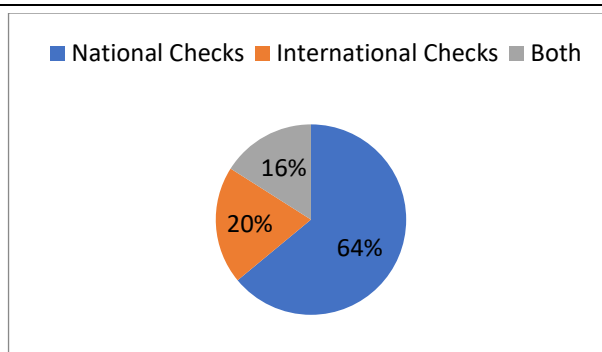| Background Check	No. of Respondents	Percentage
Yes	52	69%
No	20	27%
Not Replied	3	4%
Total	75	100%

INTERPRETATION:

 The above chart shows 69% respondents are satisfied with Background facilities given by the company and not satisfied are 4% of the employees

3). Which type of Background Check Offered?

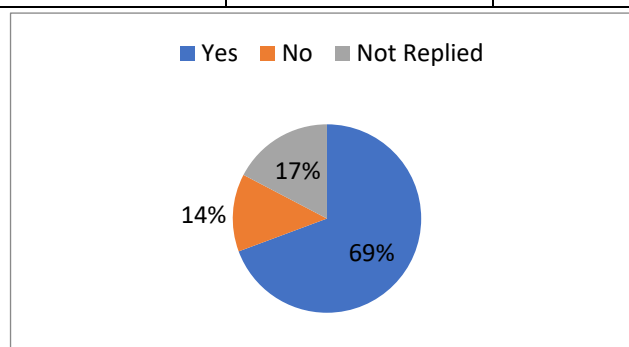| Checks	No .of Respondents	Percentage
National Checks	48	64%
International Checks	15	20%
Both	12	16%
Total	75	100%

INTERPRETATION:

The above chart shows that 64% of respondents prefer National check & 20% International Checks type, both preferred for 20%.

4). Does an Organization give importance to Background Checks?

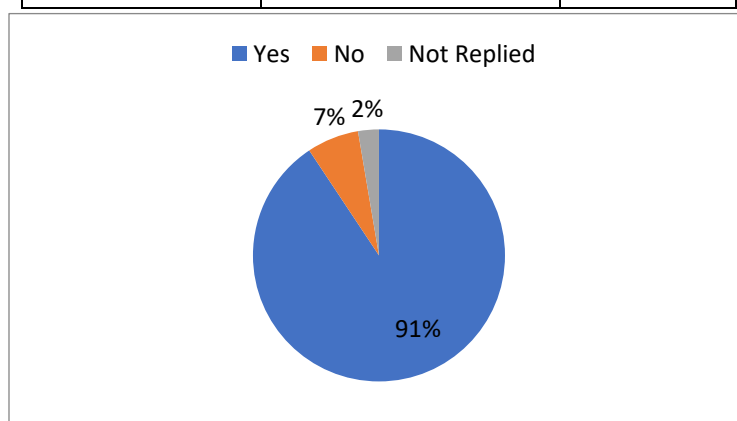| BG Checks	No. of Respondents	Percentage
Yes	52	69%
No	10	14%
Not Replied	13	17%
Total	75	100%

INTERPRETATION:

It shows 69% of respondents interested in Background check formalities,

5).Do you feel that your organization is well prepared to meet today's challenges?

Challenges	No. of Respondents	Percentage
Yes	68	91%
No	5	7%
Not Replied	2	2%
Total	75	100%

INTERPRETATION:

The above chart shows all the 91% respondents agree that their organization is well prepared to meet today's challenges, 7% are no response.

5. CONCLUSION

The Background Check is necessary due to the Following Reasons,

- To recognize the role of Background in Bringing about organization effectiveness. Background is not an end self. It is only a means to assist the organization with its primary objectives.

- To maintain the departments contributions at a level appropriate to the organizations need. Resources are wasted when Background demands.

- To assist employees in achieving their personal goals, at least insofar as these goals enhance the individual's contribution to the organization. Personal objectives of employees must be met if workers are to be maintained, retained and motivated.

6. REFERENCES

[1]   www.Google.com

[2]   www.KarnatakaHRGroup.com

[3]   www.HRCommunity.com

[4]   www.HRIndia.com