

A study on Latest HR Management practices and its impact on the employees with reference to Organization/companies

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Date of Submission: 17-01-2023

Date of Acceptance: 31-01-2023

ABSTRACT

Uncertainty has increased significantly in the fast-paced business environment. The level of uncertainty in the business environment requires organizations to regularly monitor change and adjust people's expectations related to change. Every organization seeks to design and develop a business strategy that strives for competitiveness and survival by adopting the right business strategies such as: Apart from these strategies, employee engagement has created new approaches to talent management to stay competitive and improve performance.

Currently, the focus is on Human Resources Management (HRM) to build employee engagement. Research work is aimed at analysing the practices of human resources practices and their impact on employee engagement and performance. In any industry or business, the latest technology is essential to satisfy all but the most important interests of the research field. Because we know you can't run your business without the HR and IT skills you need to keep your business running smoothly.

Keywords: Human Resources Management, employee engagement, business strategy, environment.

PURPOSE

The given research's goal is to determine how current human resources practices are used and implemented in various areas of the business and what results have been observed. In addition, it helps in understanding the most recent practices that one can use and implement to better serve the needs of employees and other parties involved.

I. INTRODUCTION

Nowadays it is been seen that the whole world is developing and in accordance with development it is being also seen that the business , companies or in any field whether it be a corporate field or any other modern concept are being taking place and all individual are willing to develop himself in the best possible way

It is being notice that by adopting that change it become easier for the firm to work the example of it is in the education field can be take it has adopted such a concept where in tracking of individual employee is being made they had started all working, wherein we see modernisation concept as the employees are provided with their id wherein he or she is able to mark their attendance other than that they are able to get idea about their working hours as well as schedule and can adjust as per the need arise.

In today's era the importance of Hr and its role is being increasing not only that but the top level as well as bottom level individuals are also being there who are responsible for the company to develop well. The top level individuals such as managing director, chief executive officer, vice president all are being there who are responsible for the company to work firmly and easily , as what and how the company's culture and environment is being made and its totally depend upon the top level individuals involved.

We can say that it also helps the bottom level individual to have a right to take the decisions will top level involved by this it create the friendly relationship for the company to work in best way. There is a give and take relationship between the

individuals involved as if allow employee to give their suggestion it create the environment of family relation among the employees of the company .

There are various Hr.practices that are being involved in company and now a day that are being seen in the company policies and the employees working and one of the important thing that the company follows is that earlier it was seen that profit was the main motive of the company but nowadays profit is the main motive but other than that now a days importance is also given to employee as the welfare of an employee is one the important factor that is being seen in the company.

The common practices that are being seen in modernization era are as listed as per the research done and as per data collection latest practices are as:

1. Matching company needs with employee expectations
2. Align business needs with Hr. recommendations.
3. Recruitment and selection process
4. Employee compensation
5. Selective recruitment
6. Training and development
7. Engagement and open communication
8. Improving job security.
9. Focus on compliance of bottom line

The given literature is about the recent practice that are being used in the company policy and its impact that are being seen for the employee welfare as employee of the company are fully satisfied with the practice that are used in company and other than they treat the company as second family

If we talk about the company's practice it is one of the important one as the work culture is friendly and they treat the employee as the family member other than that the most important thing is they not only give important to profit but also the welfare of the employee and they consider them at the top most position they provide friendly atmosphere other than that various benefits to family members are being taken care, extra benefits are also being provided such as ppf,insurance,medical service etc. They consider employee at top most priority and compensation are being provided as per the knowledge of the individual as well as the experience matters a lot. They consider branding, good behaviour, leadership, loyal, honesty etc. factors of an employee.

The one most important thing is that they don't focus on "Non competency Agreement" this agreement is only applicable in AUSTIA where in at the time of joining procedure the employee are being signed with the bond and agreement for the years and a specified amt is being taken at the time of joining procedure which is being consider as illegal. The company opposes such criteria which is the best part from company's side.

Now if we get insight into companies selection and interview procedure it should be systematic as in job profile where in JD is being already described and in that location and basic requirements are also being specified other than that we talk about selection procedure it is also well systematic as at the time they should ask candidate about preferable location other than basic facilities are also being asked to employees.

The best thing about the selection procedure is that it should be 60-30-10 duration rule where in at the time of telephonic or email screening it should be more time period as 60 min other and 30 min for the hr procedure and Last 10 min for the head of the company where in no more time is being wasted in selecting the candidates and if this duration gets reverse than it become hack tick and become time consuming. The company follows the benchmarking policy where they periodically take the reviews not only periodically but it can be monthly or quartly basis. Other than that they should take feedback focus on MBO. The company creates flexible environment where in there is two way communications made between the individuals involved as employees get a chance to convey their thoughts where in if we talk about the hierarchy need they mainly focus on the last two needs of Maslow hierarchy needs.

The company follow the policy regarding the HR policies that are being mentioned in the Laws and as per this it should focus on various policy such as bonus, Tax Deduction Scheme other than gratuity etc. schemes are being there that are being focused.

II. LITERATURE REVEIEW

The first literature is about Impact of New Human Resource Management Practices on Innovation Performance during the Covid 19 Crisis: A new Perception on Enhancing Educational Sector.

It is being written by:Gian Luca, Casali, MirkoPerano and Andrea Perez.in the year 2022 on 1ST March y using Quantitative Method which is being done by Deductive Approach under cross sectional design using Questionnaire. The Findings that got is there are many organizational

innovation, working behavior and what are the different effects of vaccine activities during covid 19

Conclusion: It is found that NHRM is most important in Educational Sector which helps HRM strategy to move towards innovation.

The second literature is about Effect of Internet and Technology on HR process.

This is being collected by from different HR Professional that are of different sectors and the field involved, the data collected include the sample size of 12 individuals and the method use for data collection is of open handed questions. The data is collected by the writers such as Ellen A Ensher, Troy R Nielson, Elisa Grant Vallone and it was published in the year 2002 in the journal name Organizational dynamics. The Findings of the study is that it helps to known about the effect of internet and technology on various types of functions of HR as well as on overall different fields.

Conclusion: By research they get to know about HR Practices that impact in different field or area of the study.

Third review is about Artificial Intelligence in HR- latest trends

It was published in the year 2010 the author of the given article was published by Dr. G. RadhaKiranmayi who was an Associate Professor, Department of Human Resource Management, and was published at ICBM School of Business Excellence in Hyderabad.

The given literature had given an importance to AI as it suggest that it is one of the most important use nowadays in HR activities as it help to make the work more easy and faster other than it also found that 96% of managers also think that AI is the most important in all activities involved. There is one of the techniques use that is "chabot's" which help the managers to work more effectively and in the best way as it is one of the best technique which is being by using modern techniques of using computers.

Conclusion: It is being found that AI is one of the most important as all activities are being work with the help of it and by using AI its work become faster. Also it is found that by using AI result the result that we get is the most effective.

Fourth literature is about Digitally-Powered Human Resource Management: Skills and Roles in the Digital Era

This Article gives information about digitalization and robotization of using latest technology in HR. other than that it is found as one of the hottest topic which is being used by the managers and focus on the latest technology such as AI, Big Data, Robot process etc.

The given literature is found in European countries and it was published in the year 2019 by the writers AnastasiiaMazurchenke, KateřinaMaršíková .one of the main objective of the given paper is that to analyze how digitalization influence the competences in HR and how they are being used by managers.

Conclusion: By studying this we get to know about the positive and negative impact and what the challenges that are being seen in HRM.

The last literature is about the effects of human resource management practices on Employees' organizational commitment

The publisher of the given literature is: Khaled Aladwan, Ramudu Bhanugopan, Brian D'Netto in journal named International Journal of Organizational Analysis which study aims to examine the effects of human resource management (HRM) practices on organizational commitment (OC) in the Middle Eastern context. A test of the model was conducted using a path analytic approach hypothesizing that HRM factors influence OC

Findings: The findings indicate that the causal model is consistent with the data and contributes to a fuller understanding of the association between HRM practices and OC

DESIGN METHODOLOGY

The method used in the research is a descriptive method, and the method for gathering data uses both primary and secondary sources. Primary data is gathered by employees of companies and organisations, and secondary data is gathered from research papers and Google searches. Other than that, data is gathered by questionnaire method, of employees of various companies as the target audience. The study include closed-ended questions and the data collection target is between 40-50 employees of different organization.

III. FINDINGS

The study suggest that the research had been undertaken in different area on the employees it include areas such as training and development , communication , latest changes made in the technology etc. and its positive influence on the

employees . The finding of the research helps to get insight into the changes that should be adopted as per latest practice that are being used and how effectively it should be implemented so that the latest HR Practices should be implemented according. It was also found that the employees are more aware about the latest practices and other than that the managers and the head of the specific field also keep themselves with the latest practices .

IV. SUGGESTIONS

The given research paper is about the policies and the practices that are carried and follow in the company and the most important is employees are getting awareness on daily basis and they are satisfied with it other than that it was also found that the latest updates are being found in hr practices and all employees must be satisfied and aware about the policies other than that hr manager must get upgrade themselves and help their employees and colleagues so they are being aware about practices and get satisfaction from the latest trends .

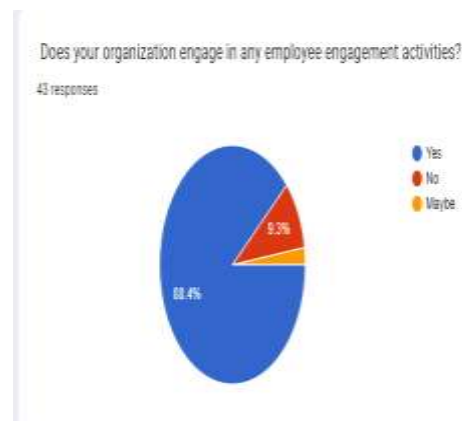
V. DATA ANALYSIS

Q.1) Here in the given data it is being seen that most of the employees are satisfied with the latest Hr Practice that the company prevails it was found that data collection is being done of 43 employees of different organization where in it was found that 31 employees are being aware and update about the latest practice that the company provide to the employees other than that 7 are those employees who are being aware about practice but its 50% or more aware about the practice whereas 5 of the employees are having no awareness . Thus it can be concluded that nowadays employees are quit more aware about the latest trend that the Hr Manager uses.



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Q.2) Here in the given Question it was found that 38 employees are engaged in the employee engagement activity which is one the good part from organization side other than that Hr is performing its best part in contributing the companies in performing best and achieve the desire goals other than 4 are those who are no engaged in any of the employee activity which is one of the negative part from organisation part as it create the negative environment in the organization and 1 of the employee is not aware about such kind of practice that prevail which is also one the negative part from the organization side.



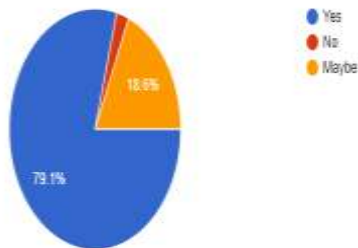
Thus it was found that majority of the organization are being engaged in the employee activity only 10% of the organisation are not engaged in activity which a company should improve in order to get the productive work done from the employee perspective part.

Q.3) Here in the given question it was found that 34 employees are satisfied with the current work culture that the company is provided to employees and other than that only 1 employees is not satisfied with the current work culture and 8 of the employees are those who may be satisfied or may not be satisfied about the current work culture that company provide.

It is found that according to the company policy it is being mentioned that a company must provide with appropriate and the best working culture not only in work part but also in the place where they are working

Do you like the work culture which company promotes?

43 responses



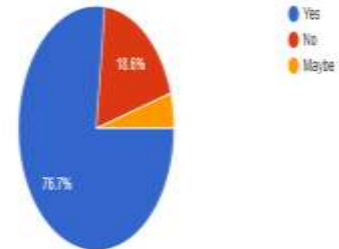
Thus according to the given data majority of the organization are fully aware and satisfied with the recent work culture that different companies provide to their employees are updated with the current trend and employees are working with full enthusiasm in any field.

Q.4) In the given data it was found that only salary is not the important in any organisation other than that other extra benefits are also taken into consideration according to the data collection it was found that 33 of the employees are enjoying extra benefits other than that 8 of the employees are those who are not taking any extra benefits which create a negative impact on the employees and other than that 2 of the employees are those who may be aware and use the extra benefits.

By providing extra benefit the employees consider company as the part of the family and work with enthusiasm which motivates him more to work.

Does your employer offer you any other benefits other than salary?

43 responses



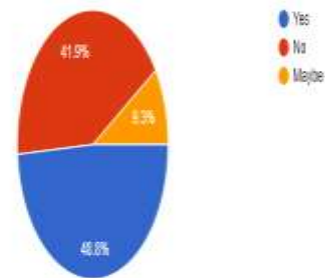
Thus it was found that majority of them are enjoying other benefits other than salary which is one of the positive part of the organization.

Q.5 The given analysis is about the flexible working hours where it was found that 21 of the employees are being satisfied and had flexible working hours or then that 4 of the employees are those who comes under the criteria of may be rest 18 are those employees who are not satisfied with the working hours as this might create dissatisfaction among the individual.

It is the duty of Hr head to have the flexible working hours as it should be having ideal timing of about 8 to 9 hours of working

Do you have flexible work hours?

43 responses



Thus in this it was found that not the 50% but 49% of the individuals are having flexible working hours which is close to 50% of data .the hr head must take this thing into consideration so that individual must be aware about it and there it create positive environment upon individuals