Role of Human Resource Management In An Organisation

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ABSTRACTS

Human resource management (HRM) is the planned and coherent approach to the management of an organization's most valued assets - the people working there who individually and collectively contribute to the achievement of the objectives of the business. Human Resource management is evolving rapidly. Human resource management is an academic concept and a business practice that talks the theoretical and practical techniques of managing a workforce. The Virtuous human resource management is essential to retaining workers and maintaining the level of performance inside the organization. Operative HRM is one of the key blocks for comprehensive HRM strategy. The terms "human resource management" and "human resources" (HR) have largely replaced the term "personnel management" as a description of the processes involved in managing people in organizations. The study found the recent reforms in skill development and measure the ability of the worker in an organization.

KEY WORDS: Human Resource Management, Strategy, Personnel Management

1. INTRODUCTION

Human resource is considered as the backbone of any organization. The concept of the Human resource management (HRM) had been deliberated in the literature. Originally the concept of HRM developed from U.S.A in the 1960s. Human Resource plays a vital role for the existence and survival of any organization. The success or the failure depends on the perception, attitudes, values of the employees, which they have about their organization. Furthermore, it also depends upon the recruitment, selection training and development programmed carried out in the organization.

DEFINITION

Edwin Flippo Defines Human Resources Management as " Planning, organizing, directing, controlling of procurement, development, compensation, integration, maintenance and separation of human resources to the end that individual, organizational and social objective are achieved.

2. REVIEW OF LITERATURE

Keye (1984)5studied relationship between performance appraisal andcareer development and shown that both performance appraisal and career development have potential for developing human resources; potential that can be increased by linked them together to meet the needs of the both Individual employees and the organizations.

Pereira (1985)6studied Larsen and Tourbo's (L & T), human resource development system. L & T introduced an integrated human resource development system before 1985. He traced process and history of human resource development system (HADS) and changes in it. They covers performance appraisal, training and organizational development. He pointed out that HRD department is now separated from the personnel department, critical attributes required for the job have been identified and the organization is heading towards the establishment of potential appraisal system.

Gupta and Gangotra (1986)7studies human resource development (HRD) practices in Jyoti Ltd. And pointed out that first attempt to introduce HRD in 1980 was not encouraging. But effort made in 1982 (2nd) was quite successful.

3. HRM OBJECTIVES

Societal Objectives	Legal compliance, Benefits, Union management
Organizational objectives	Human resource planning, employee relation, selection, Training and development, Appraisal, placement.
Functional objectives	Appraisal, Placement, Assessment
Personal objectives	Training and development, Appraisal, Placement , Compensation, Assesment.

FUNCTION OF HRM

- ➢ Employee recruitment
- ➢ Talent management
- ➢ Training and development
- ➢ Successful planning
- ➢ Role assigning in job
- ➢ Team building

ROLE OF HUMAN RESOURCES MANAGEMENT

RECRUITMENT

The important function of HR team is to ensure the organization, maintaining staffing level and has the right people, in the right job at the right time. The HR Manager need to understand role within the organization. Recruit the qualifying person it helps to fulfill specific role.

EMPLOYEE RELATION

The organization is healthy by the engaged employee. They are more productive and can be make a positive impacts on the business from the bottom level

EMPLOYMENT LAW COMPLIANCE

For every organization, complying the employment legislation is requirement. To ensure fair work place and positive working condition is a main task to keeping the organization under the law.

HEALTHY AND SAFETY

Safe work places are necessary for the employee. Hr team is responsible for the safety and healthy atmosphere. The records should be maintain for the Safety workplaces. HR department should be collect the records, regular communication, using video can be good idea to capture the attention.

TRAINING AND DEVELOPMENT

Training and development is describes the formal ongoing efforts that are made within the organisation to improve the welfare of an organisation. This program helps to improve the knowledge and skill of an employee.

METHOD OF DATA COLLECTION

This study is based upon the analysis of two types of data sources available data collection i.e.

- ➢ Primary data was collected from 100 respondents of Higher education from in Tirunelveli district and the tools like percentage analysis and rank were used to analysis the data which is collected from the respondents.
- ➢ Then secondary data from many articles and journals related to recent trends in higher education and from the websites related to the same.

ANALYSIS AND INTERPRETATION

SOCIO ECONOMIC PROFILE

GENDER	NO. OF RESPONDENT	PERCENTEGE
Male	80	67
Female	40	33
TOTAL	120	100
AGE WISE		
Below25 years	20	120
25-35 years	25	25
35-45 years	30	30
45-55 years	15	15
Above 55 years	10	10
TOTAL	120	100
MONTHLY INCOME		
Below Rs 25000	15	13
Rs 25000-35000	45	37
Rs 35000-45000	25	20
Above 45000	35	30
TOTAL	120	100
Education Qualification		
Hsc	20	17
Graduate	45	38
Post graduate	25	20
Professional	25	20
Others	5	5
TOTAL	120	100

Source: Primary data

TABLE NO 1

Table 1 show that out of 120 respondent 67 percentage of the respondent are male. Next 30 percentage of the respondent are under age group 35- 45 years, Next 37 percentage of the respondent are under monthly income of 25000-35000, Next 38 Percentage of the respondent are graduate.

FINDING

- ➤ 67 percentages of the respondents are male.
- ➤ 30 percentages of the respondents were under age group of 35-45 years.
- ➤ 37 percentages of the respondents were laid on 35000-45000 monthly income.
- ➤ 38 percentages of the respondents are graduate.

> There is major differentiation among age wise classification and growth analyses of recent trends about entrepreneur.

AGEWISE CLASSIFICATION OF THE RESPONDENTS AND HRM ASSESS THE EMPLOYEE PERFORMANCE

$H_0 1$ –There is no significant association between age wise classification of the respondents and HRM assess the employee performance.

		HRM ASSESS THE EMPLOYEE PERFORMANCE					
		PERFORMANCE OF AN EMPLOYEE	TRAINING TO WORKERS	EMPLOYEE WORK MANAGEMENT	IMPROVING SKILLS	WORK COMMENTMENT	TOTAL
Age Wise Classification	Below 25 yrs	4	2	3	6	5	20
	25-35 yrs	5	3	4	4	8	25
	35-45 yrs	6	2	5	2	15	30
	45-55 yrs	7	2	6	1	0	15
	Above 55 yrs	3	1	2	2	2	10
Total		25	10	20	15	30	100

TABLE NO 2

CHI-SQUARE TESTS			
	CALCULATED VALUE	DF	ASYMP. SIG. (2-SIDED) TABLE VALUE
Pearson Chi-Square	19.53	16	26.296

TABLE NO3

The value of chi-square is 19.53(d.f = 16) and associated significant value is26.296. Therefore, the null hypothesis is accepted. Hence there is significance association between age wise classification and . So it can be concluded that respondents used by people is **HRM** assess the employee performance same according to age wise.

SUGGESTION

> New scheme should be offer by the government to engage the available human resources.
> Women participation should be encourage by nongovernmental organization.
> Recruits people on the basis of caste or any religion should abolished.
> Work pressure of the employee should be minimized. Increase workload is a great challenge to the worker in organisation

4. CONCLUSION

Human resources management consists of an organisation's people practices. It influences who works for the organization and how those people work. HRM engages in organizational decisions and actions that affects others such as employees , morality. HRM must be strategic business partner in order to survive and it's a vital part of an organization. It is important for worker sand company performances. So it concludes that human resources management is to assess employee satisfaction level on various aspects in HR functions.

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