

A Study on Human Development Practices and Satisfaction Level of Information Technology Professionals - with Special Reference to Bengaluru City

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Abstract

This study examined the relationship between the productivity and human resource development practices. This study analyses the influencing factors affecting the IT professionals in the aspect of employee development. The researchers have made an attempt to measure both the organisational and individual development. The primary data were collected from 130 employees with the help of structured questionnaire. The result revealed that there is a significant difference between the influencing factors and employee development in the IT companies.

Key words: Employee development, human resource development, information technology, job satisfaction, productivity, etc.

1. Introduction

The human resource is playing an important role in an organisation. Human resource is an important resource in achieving organisational goal. In the modern business world, none of the company earns profit and maximises productivity without developing their employees. However, many companies are not realising that the investment of development of employee is wasted investment. The success of IT companies is based on the employees are preciously coordinated and properly used with job environment. Therefore, employee development is played vital role in an IT companies. This study is focusing on the development of employee by providing proper training, guiding the career planning, instructing key area to focus and get benefits and method of performance appraisal in an IT companies. This study promotes the employee job satisfaction and retains them in the IT companies through offering both financial

and non-financial motivational techniques without any bias. This research also focus on dark side of IT professionals like rapid changes in employee role, health problems due to unbearable pressure and stress by companies, removing employee role without thinking in the point of view of employee, etc.

2. Review of literature

Brad Shuck Devon, et al. (2014) found the possible linkage between HRD practices and employee engagement to turnover intentions in health care industry. This study revealed that the employee turnover intent negatively related with the contribution of HRD practices. The study concluded that encouraging employee participation in HRD practices will improve employees' engagement and reduce turnover in the healthcare sector.

Maria Vinu and Victor (2018) found that there is a strong relationship between human resource development practices and performance of the both organisation and employee during the process. The HRD practices are the vital tool in an organisation for effective utilisation of resources and intellectual activity. Therefore, every organisation must focus on employee development through offering various techniques of HRD practices.

Zeqir Voca and Ymer Havolli (2019) studied the HRD practices on SME's performance. Through the study, the author assessed the impact of investment of HRD practices on the performance of SMEs.

3. Objectives of the study

1. To study the human resource development practices of the IT companies, Bengaluru.
2. To analyse the perception of the employees towards prevailing employee development climate in the IT companies, Bengaluru.
3. To suggest measures to improve the human resource development climate of the IT companies, Bengaluru.

4. Analysis and interpretations

Table1

Descriptive Statistics

Variables	Age		Education		Income (Rs.)		Experience (years)		No. of Dependents	
	1	>25	44 33.8%	UG Engineering	60 46.2%	>25k	65 50.0%	<2	65 50.0%	1
2	26-30	31 23.8%	UG Arts and Science	35 26.9%	25K-30K	30 23.1%	2-4	30 23.1%	2	12 9.2%
3	30-35	17 13.3%	Diploma	11 8.5%	30K-40K	15 11.5%	4-6	15 11.5%	3	40 30.8%
4	35-40	32 24.6%	PG	13 10%	40K-50K	15 11.5%	6-8	15 11.5%	4	36 27.7%
5	>40	6 4.6%	>PG	11 8.5%	>50K	5 3.8%	>8	5 3.8%	>5	20 15.4%
N	130 100.0%		130 100.0%		130 100.0%		130 100.0%		130 100.0%	
Mean	2.42		2.08		1.96		1.93		3.15	
Std. Deviation	1.305		1.310		1.197		1.163		1.285	
Skewness	.362		1.055		1.039		1.128		-.337	
Kurtosis	-1.263		-.118		-.071		.362		-.849	

The mean value of various demographic profile ranges from 3.15 to 1.93. The maximum of 3.15 value is scored by the number of dependants and the lowest mean score 1.93 is given to the experience.

Table 2

Relationship between Age and Overall Satisfaction

Age	Overall Satisfaction					Total
	HDS	DS	NSNDS	S	HS	
>25	22	13	8	0	1	44
26-30	16	9	6	0	0	31
30-35	8	8	0	0	1	17
35-40	17	9	4	2	0	32
>40	3	3	0	0	0	6
Total	66	42	18	2	2	130

Source of variation	Sum of Squares	DF	Mean Square	F	Sig.	Result
Between Groups	8.997	4	2.249	1.334	.261	Significant
Within Groups	210.734	125	1.686			
Total	219.731	129				

From the above analysis it is inferred that there is a significant relationship between age and overall satisfaction towards human resource development practices of the IT companies.

Table 3

Relationship between Income and Overall Satisfaction

Income	Overall Satisfaction					Total
	HDS	DS	NSNDS	S	HS	
10k-15k	34	12	12	0	2	60
15k-20k	19	16	0	0	0	35
20k-30k	0	3	6	2	0	11
30k-40k	9	4	0	0	0	13
>40k	4	7	0	0	0	11
Total	66	42	18	2	2	130

Source of variation	Sum of Squares	DF	Mean Square	F	Sig.	Result
Between Groups	14.997	4	3.749	2.272	.065	Significant
Within Groups	206.234	125	1.650			
Total	221.231	129				

It is inferred that there is a significant relationship between income and overall satisfaction towards human resource development practices of the IT

companies.

Table 4

Relationship between Education and Overall Satisfaction

Education	Overall Satisfaction					Total
	HDS	DS	NSNDS	S	HS	
UG Engineering Graduates	33	19	11	0	2	65
UG Arts and Science	15	8	5	2	0	30
PG Students	6	7	2	0	0	15
Diploma	10	5	0	0	0	15
> PG	2	3	0	0	0	5
Total	66	42	18	2	2	130

Source of variation	Sum of Squares	DF	Mean Square	F	Sig.	Result
Between Groups	7.490	4	1.872	1.320	.266	Significant
Within Groups	177.318	125	1.419			
Total	184.808	129				

From the above analysis it is inferred that there is a significant relationship between education and overall satisfaction towards human resource development practices of the IT companies.

Table 5

Relationship between Experience and Overall Satisfaction

Experience (years)	Overall Satisfaction					Total
	HDS	DS	NSNDS	S	HS	
<2	29	25	11	0	0	65
2-5	18	5	6	0	1	30
5-7	10	7	0	2	1	20
7-10	6	3	0	0	0	9
>10	3	2	1	0	0	6
Total	66	42	18	2	2	130

Source of variation	Sum of Squares	DF	Mean Square	F	Result
Between Groups	6.350	4	1.588	1.181	.322
Within Groups	168.027	125	1.344		
Total	174.377	129			

It is inferred that there is a significant relationship between years of experience and overall satisfaction towards human resource development practices of the IT companies.

5. Suggestions

This study suggests that the top management may consider the experience cum merit basis for the promotion of employees. Only in a peaceful environment, the human resource development could be achieved in an effective manner. It is therefore suggested that meetings with employees, participation of employees in decision-making and such other measures could be enforced. It is also suggested that fair performance appraisal procedure is to be followed.

6. Conclusion

This study helps to fill the gap between employee satisfaction, development and HRD practices like proper manpower planning, training, career development, and performance appraisal. The success of any organisation is based on the employee contribution. In this connection, the manpower is most valuable asset; therefore, the human resource is key input of any organisation and the only active factor in the factors of production.

7. Reference

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