



AN EMPIRICAL STUDY OF HUMAN RESOURCE DEVELOPMENT PRACTICES ON ORGANIZATIONAL EFFECTIVENESS

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Abstract: Human Resource Development methods will increase employee satisfaction and the organization's capacity to attract and retain them. HRD practises as a theory; it is a framework for increasing human capital inside an organisation by developing both the organisation and the individual in order to increase performance. It is the combined use of training and development, performance appraisal for career advancement, interpersonal relationships for social interaction, employee engagement for effective labour force utilisation, and welfare metrics for employee satisfaction. This descriptive research study was carried out among 40 employees of SEC PVT LTD company who were chosen at random. According to the nature of the data acquired, both parametric and nonparametric statistical analyses were utilised. Validate the study's objectives. The findings of this study show that HRD practises are a critical mechanism at SEC PVT LTD for the enhancement and successful exploitation of intellectual, technological, and inventive human resource skills, allowing the company to remain competitive and lead the organisation to a better condition.

Keywords: *Human Resource Development (HRD), Training and Development, Performance Appraisal.*

INTRODUCTION: The process of empowering and enabling human resources in organizations is referred to by the broad term "human resource development" (HRD). Human resource development used to be referred to as the management of personnel in organizations, with an emphasis on hiring, training, and other processes meant to maintain employee satisfaction. On the other hand, the modern management philosophy emphasizes empowering and allowing them to become employees capable of realizing their potential and fulfilling their objectives. A framework for helping employees grow their organizational and personal skills, knowledge, and talents is known as human resource development (HRD). Training, career development, performance management, coaching, mentoring, succession planning, identifying key employees, financial aid for education, and organizational growth are all examples of HRD opportunities. The goal of all parts of human resource development is to build the most effective workforce so that both the organization and each employee can accomplish their goals while providing services to customers. Organizations offer several chances for employee or human resource development, both on the job and off.

SIGNIFICANCE OF THE STUDY

The goal of HR development is to give employees the "coaching" they need to expand and reinforce the knowledge, skills, and abilities they currently possess. The purpose of training and development is to improve employees' performance.

SCOPE OF THE STUDY

The corporate landscape of today is evolving at a rapid pace. Radical changes are taking place as a result of economic pressures and the desire to boost productivity and efficiency. The development of information technology has made it possible to complete tasks in seconds as opposed to days. To adapt to such a climate, organizations must grow and provide their employees room to expand. Therefore, HRD must be viewed as a comprehensive system that communicates with other organizational systems. The employee's skills need to be strengthened. Through HRD, this is made possible. It includes a number of supporting systems, such as those for counseling, rewards and welfare, quality of work life, and employee appraisal. These are the areas covered by its purview. Organizational Development. The following topics fall under the HRD umbrella.

- Training
- Performance Appraisal
- Improving an organization's systems and services
- Adapting to change and being more dynamic
- Taking up leadership responsibilities

OBJECTIVES OF THE STUDY

1. To study the best HRD practices which is beneficiary to the SEC Pvt Ltd company.
2. To know whether the current HRD practices is motivating the employees.
3. To provide suggestions for the Organization regarding HRD practices.

SOURCES OF DATA COLLECTION

The data is collected through questionnaires. The questionnaires are split into two sections. The first section contains personal information such as names, company names, designations, e-mail addresses, and phone numbers. The second section includes research-specific questions.

PRIMARY DATA

Primary data is collected through questionnaires, interviews, and observations. . The first section contains personal information such as names, company names, designations, e-mail addresses, and phone numbers. The second section includes research-specific questions.

SECONDARY DATA

Secondary data is gathered through journals, books, websites, articles, and other research reports.

HYPOTHESIS

NULL HYPOTHESIS:

There is no significant relationship between level of management and degree of comparison

Alternative Hypothesis:

There is significant linear relationship between level of management and degree of comparison.

TOOLS AND TECHNIQUES OF THE STUDY

Chi- square and T- test have been used to study the relationship.

RESEARCH METHODOLOGY

A research technique is a process for systematically addressing a research problem. It can be viewed as a branch of science that investigates the methods used in scientific investigation. We'll examine the numerous steps a researcher takes to analyze a research problem in this part, along with the reasoning behind each one. In addition to knowing how to construct particular tests or indices, compute the mean, mode, median, standard deviation, or chi-square, and use particular research techniques, researchers need to know which of their methods or techniques are significant and which are not, as well as what they signify and indicate.

Statement of the Problem: This study aids the company in problem-solving and makes recommendations for ways to enhance the hiring procedure. This study's main objective is to comprehend the hiring procedure. To learn how long the typical hiring process takes and to look for innovative ways to make the present hiring process better.

RESEARCH DESIGN: A RESEARCH DESIGN IS AN ARRANGEMENT OF PARAMETERS FOR DATA COLLECTION AND ANALYSIS THAT SEEKS TO BALANCE PROCEDURAL ECONOMY WITH RELEVANCE TO THE STUDY PURPOSE. THE STUDY DESIGN REALLY SERVES AS THE CONCEPTUAL FRAMEWORK FOR THE RESEARCH PROCESS AND PROVIDES THE GUIDELINES FOR DATA COLLECTION, MEASUREMENT, AND ANALYSIS. BECAUSE OF THIS, THE DESIGN CONTAINS A DESCRIPTION OF THE RESEARCHER'S PROCESS, FROM CREATING THE HYPOTHESIS TO ANALYZING THE DATA.

DESCRIPTIVE STUDY: THERE ARE MANY DIFFERENT KINDS OF SURVEYS AND FACT-FINDING INQUIRIES USED IN DESCRIPTIVE RESEARCH. DESCRIPTIVE RESEARCH'S MAIN OBJECTIVE IS TO CHARACTERIZE THE CURRENT SITUATION. THIS METHOD'S KEY CHARACTERISTIC IS THAT THE RESEARCHER CAN ONLY REPORT ON WHAT HAS ALREADY HAPPENED OR IS HAPPENING; HE HAS NO CONTROL OVER THE VARIABLES. DESCRIPTIVE RESEARCH EMPLOYS A VARIETY OF SURVEY TECHNIQUES, INCLUDING COMPARATIVE AND CORRELATION ONES.

Review of Literature:

Samart Plangpramool (2016) in his study entitled 'Human Resource Development in Hospitality Industry: A Case Study of Training Need Analysis for Hotel Sector' determined the importance of human resource development and the training need analysis of leading five star hotels in Thailand. It is fruitful to measure the effectiveness of training need analysis which is done by training or human resource development department of the hotel as it may improve staff's productivity and career growth.

Mehta (2016) In their research entitled -literature review on HR practices in banking sector. There was a requirement to advance competencies i.e. skill, knowledge and approach among the bank employees to make them more appropriate to the altering circumstances. Since every human being had potential to do remarkable things and to support him to understand, develop and utilize his/her potential, And this was possible only if efficient and effective Human Resource Practices.

Salokhe Vidya A (2013) in her book "Human Resource Development In Banks" strongly reported that, H.R. policies of each bank should be uniformly reoriented; there should be special training program for bank employees, transparent performance appraisal system and post appraisal interview, and separate career counseling and training information cell'. The bank may evolve appropriate modifications to the existing mechanisms of employee welfare and have HRD professionals appointed in the Banks.

Rao, P. Subba (2013) in his book entitled "Essentials Of Human Resource Management And Industrial Relations" Text, Cases and Games" throws light on all H.R.D. sub systems in the four parts of the book- role analysis, H.R.P. recruitment, selection, placement, induction, performance appraisal, training and development, career planning and development, employee counseling, Q.W.L, Q.C. organizational development and change, W.P.M., team work grievance procedure, compensation and rewards. M. Srimannarayana (2015) has carried out "Study to assess the extent of HRD climate prevailing in small trading units in Dubai". HRD climate consists of general HRD climate, OCTAPAC culture and HRD mechanisms. Category-wise analysis leads to the conclusion that OCTAPAC culture was more prevalent than HRD mechanisms and general HRD climate. Training and performance Appraisal appeared to be more mature practices rather than career planning, rewards and employee welfare. He concluded that average HRD climate was prevalent in the small trading units. The author suggested the units to introduce fair employee welfare programmes and reward systems to improve employee satisfaction levels and subsequently to gain advantage from the satisfied workers to increase sales.

Purang Pooja (2018) in the article titled as "Dimensions of HRD Climate Enhancing Organizational Commitment in Indian Organizations" measures the HRD climate in terms of various dimensions like participation, succession planning, training, performance appraisal and job enrichment and its relationship between the ten dimensions of HRD climate and organizational commitment. The study propounds that the positive perception which further enhances the performance of managers.

DATA ANALYSIS AND INTERPRETATION

The present study has made use of Chi Square and Likert square

LEVEL OF MANAGEMENT ORGANIZATION SUPPORT HRD IN EXPLORING**Null Hypothesis:**

There is no significant relationship between level of management and degree of comparison

ALTERNATIVE HYPOTHESIS:

There is significant linear relationship between level of management and degree of comparison

Crosstab						
b						
Count		Organization support HRD in exploring				Total
		Motivation	communication	Knowledge skills	All of above	
Level of Management	TL	2	1	0	14	17
	ML	1	3	0	7	11
	JL	3	4	1	4	12
Total		6	8	1	25	40

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.267 ^a	6	.159
Likelihood Ratio	9.947	6	.127
Linear-by-Linear Association	5.038	1	.025
N of Valid Cases	40		

a. 9 cells (75.0%) have expected count less than 5. The minimum expected count is .28.

Source: Primary Data (Questionnaire)

INTERPRETATION: FROM THE ABOVE ANALYSIS THE LEVEL OF MANAGEMENT AND ORGANIZATION SUPPORT HRD IN EXPLORING. THE P-VALUE (.159) IS GREATER THAN THE STANDARD ALPHA VALUE, SO WE'D ACCEPT THE NULL HYPOTHESIS THERE IS NO SIGNIFICANCE RELATION BETWEEN THE LEVEL OF MANAGEMENT AND ORGANIZATION SUPPORT HRD IN EXPLORING.

LEVEL OF MANAGEMENT FEEL LIKE YOU CAN PROGRESS YOUR HRD CAREERS**NULL HYPOTHESIS:**

There is no significant relationship between level of management and degree of comparison

ALTERNATIVE HYPOTHESIS:

There is significant linear relationship between level of management and degree of comparison

Crosstab					
b					
Count					
		Feel like you can progress your HRD careers			Total
		Quick	Moderate	Medium	
Level of Management	TL	15	1	1	17
	ML	5	6	0	11
	JL	4	8	0	12
Total		24	15	1	40

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	13.528 ^a	4	.009
Likelihood Ratio	15.800	4	.003
Linear-by-Linear Association	5.926	1	.015
N of Valid Cases	40		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .28.

Source: Primary Data (Questionnaire)

INTERPRETATION: FROM THE ABOVE ANALYSIS THE LEVEL OF MANAGEMENT FEEL LIKE YOU CAN PROGRESS YOUR HRD CAREERS .THE P-VALUE (0.09) IS GREATER THAN THE STANDARD ALPHA VALUE, SO WE'D ACCEPT THE NULL HYPOTHESIS THERE IS NO SIGNIFICANCE RELATION BETWEEN LEVEL OF MANAGEMENT FEEL LIKE YOU CANPROGRESS YOUR HRD CAREERS.

LEVEL OF MANAGEMENT FLEXIBLE ARE YOU TO ADOPT HRD PRACTICES

NULL HYPOTHESIS:

There is no significant relationship between level of management and degree of comparison

ALTERNATIVE HYPOTHESIS:

There is significant linear relationship between level of management and degree of comparison

Crosstab					
Count					
		Flexibles are you to adopt HRD practices			Total
		Quick	Moderate	medium	
Level of management	1	15	2	0	17
	2	4	7	0	11
	3	3	7	2	12
Total		22	16	2	40

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	16.672 ^a	4	.002
Likelihood Ratio	17.843	4	.001
Linear-by-Linear Association	12.984	1	.000
N of Valid Cases	40		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .55.

Source: Primary Data (Questionnaire)

INTERPRETATION: FROM THE ABOVE ANALYSIS THE LEVEL OF MANAGEMENT FLEXIBLE ARE YOU TO ADOPT HRD PRACTICES. THEP-VALUE (0.02) IS GREATER THAN THE STANDARD ALPHA VALUE, SO WE'D ACCEPT THE NULL HYPOTHESIS THEREIS NO SIGNIFICANCE RELATION BETWEEN LEVEL OF MANAGEMENT FLEXIBLE ARE YOU TO ADOPT HRD PRACTICES.

LEVEL OF MANAGEMENT RATE THE HRD MOTIVATION PROGRAM

NULL HYPOTHESIS:

There is no significant relationship between level of management and degree of comparison

ALTERNATIVE HYPOTHESIS:

There is significant linear relationship between level of management and degree of comparison

Crosstab					
Count					
		Rate the HRD motivation program			Total
		Excellent	Good	Average	
Level of management	TL	12	4	1	17
	ML	9	2	0	11
	JL	5	7	0	12
Total		26	13	1	40

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.497 ^a	4	.165
Likelihood Ratio	6.668	4	.155
Linear-by-Linear Association	.999	1	.318
N of Valid Cases	40		

a. 5 cells (55.6%) have expected count less than 5. The minimum expected count is .28.

Source: Primary Data (Questionnaire)

INTERPRETATION:

From the above analysis the Level of management Level of management Rate the HRD motivation program .The p-value (0.165) is greater than the standard alpha value, so we'd accept the null hypothesis there is no significance relation between Level of management Level of management Rate the HRD motivation program.

LEVEL OF MANAGEMENT * FORMULATE ANY NEW STRATEGIES AND DESIGN ON IMPROVING THE HRD FUNCTIONS

Null Hypothesis:

There is no significant relationship between level of management and degree of comparison

ALTERNATIVE HYPOTHESIS:

There is significant linear relationship between level of management and degree of comparison

Crosstab					
Count		Formulate any new strategies and design on improving the HRD Functions			Total
		Highly	Moderately	Less imple..	
Level of management	TL	14	3	0	17
	ML	2	9	0	11
	JL	4	7	1	12
Total		20	19	1	40

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	15.000 ^a	4	.005
Likelihood Ratio	15.813	4	.003
Linear-by-Linear Association	8.218	1	.004
N of Valid Cases	40		

a. 3 cells (33.3%) have expected count less than 5. The minimum expected count is .28

Source: Primary Data (Questionnaire)

INTERPRETATION:

From the above analysis the Level of management Formulate any new strategies and design on improving the HRD functions. The p-value (0.05) is greater than the standard alpha value, so we'd accept the null hypothesis there is no significance relation between Level of management Formulate any new strategies and design on improving the HRD function.

LIKERT SCALE**Analysis:**

1. How effectively training practices given in your organization?
2. How would you rate the HRD motivation program in your company?
3. Do you get periodical reviews on performance appraisal and T & D?
4. How frequently do you receive recognition from your manager?

Training	HRD motivation	Performance and T & D	Appraisal	Receive Recognition
1	2	2		1
2	2	2		2
3	3	1		2
1	5	2		2
4	1	1		1
5	4	2		1
1	1	1		1
2	2	3		3
1	1	1		1
5	4	1		2
2	2	2		1
1	1	1		1
2	2	2		1
5	5	2		1
5	2	2		2
1	1	1		1
2	1	2		2
2	5	2		2
4	3	1		1
5	1	1		1
2	5	2		1
1	1	2		2
4	2	2		1
5	5	2		1
4	1	1		1
4	1	1		1
2	2	2		2
1	1	3		2
5	1	2		1
4	1	1		1
5	1	2		2
2	2	2		2

1	1	1	1
1	1	1	1
2	1	1	1
2	1	2	2
1	1	1	1
3	1	1	1
1	1	1	1
2	1	1	1
Average 2.65	1.975	1.575	1.375
Neutral	Disagree	Strongly disagree	Strongly disagree

Source: Primary data (Questionnaire)

Interpretation: Analysis shows that most respondents are “Neutral” towards their opinion on Training in Human Resource Development. Analysis shows that most respondents are “Disagree” towards their opinion in Human Resource Development. Analysis shows that most respondents “Strongly Disagree” with Performance Appraisal and T & D in Human Resource Development. Analysis shows that most respondents “ Strongly Disagree” with Receive Recognition in Human Resource Development.

CONCLUSION: ANALYSIS FROM LIKERT SCALE SHOWS THAT THE HUMAN RESOURCE DEVELOPMENT HAS NEUTRAL OPINION ON TRAINING. ANALYSIS FROM LIKERT SCALE SHOWS THAT THE HUMAN RESOURCE DEVELOPMENT DOES NOT PROVIDE HRD MOTIVATION. ANALYSIS FROM LIKERT SCALE SHOWS THAT THE HUMAN RESOURCE DEVELOPMENT DOES NOT PROVIDE ANY PERFORMANCE APPRAISAL AND T & D. ANALYSIS FROM LIKERT SCALE SHOWS THAT THE HUMAN RESOURCE DEVELOPMENT DOES NOT PROVIDE ANY RECOGNITION.

FINDINGS:

Analysis the level of management and Organization support HRD in exploring. The p-value (.159) is greater than the standard alpha value, there is no significance relation between the Level of management and Organization support HRD in exploring.

Analysis the Level of management Feel like you can progress your HRD careers .The p-value (0.09) is greater than the standard alpha value, there is no significance relation between Levels of management Feel like you can progress your HRD careers.

Analysis the Level of management Flexible are you to adopt HRD practices.The p-value(0.02) is greater than the standard alpha value, there is no significance relation between Level of management Flexible are you to adopt HRD practices.

Analysis the Level of management Level of management Rate the HRD motivation program .The p-value (0.165) is greater than the standard alpha value, there is no significance relation between Levels of management Level of management Rate the HRD motivation program.

Analysis the Level of management Formulate any new strategies and design on imporing the HRD functions.The p-value (0.05) is greater than the standard alpha value, there is no significance relation between Level of management Formulate any new strategies and design on imporing the HRD function.

Analysis shows that most respondents are “Neutral” towards their opinion on Training in Human Resource Development

Analysis shows that most respondents “ Strongly Disagree” with Performance Appraisal, T & D and Recognition of performance in Human Resource Development.

SUGGESTIONS:

- Improve intra-organizational communication
- Create an effective training program as they empower employees
- Give employees more regular feedback as they can improve themselves
- Create a healthy environment, disputes may affect the organizational health.
- Improve their abilities, knowledge, and skill for the wellbeing.

CONCLUSION:

The conclusion is based on the company's study and survey of HRD practices. Using this survey, the quick HRD practices used in the organization were identified. Further to that, I hope that the organization will benefit from this survey, and that the suggestions provided will help the organization improve its functioning and overall HRD practice, as well as its performance. The process of recruiting and developing a company's workforce is referred to as human resource management. The human resources department is responsible for identifying talent gaps in a company, advertising for positions, evaluating potential candidates, and hiring top talent. Human resource management is in charge of more than just hiring new employees; it is also in charge of redundancy for companies looking to downsize. HR management is also in charge of orientation programmes, which are designed to introduce new employees to the company's goals, objectives, and policies. Overall, human resource management ensures that employees run smoothly within a company.

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