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“HUMAN RESOURCE MANAGEMENT PRACTICE IN MILK UNIONS IN KARNATAKA

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Abstract- The **Kalyana Karnataka** Hyderabad – Karnataka region includes the 6 backward districts of Northern Karnataka: Gulbarga, Bidar, Raichur, Koppal, Yadgir and Bellary. Article 371-J which provided for special provisions for the Hyderabad-Karnataka region of the state of Karnataka was inserted in the Constitution by the 98th Constitutional Amendment Act of 2012. This entry will not consider this form of business ethics. Instead, it considers business ethics as an academic discipline. Considered only as a normative enterprise, business ethics—like many areas of applied ethics—draws from a variety of disciplines, including ethics, political philosophy, economics, psychology, law, and public policy. Some organizations “do business”—in the sense of exchange a good or service for valuable consideration—with the goal of seeking profit and some do not. Business ethicists sometimes concern themselves with the activities of non-profit organizations, but more commonly focus on for-profit organizations. Indeed, most people probably understand businesses as for-profit organizations. This is because remedies for unethical behavior in business can take various forms, from exhortations directed at private individuals to change their behavior to new laws, policies, and regulations. Doing business ethics well means being familiar with results in these disciplines, or at least being aware of gaps in one’s own knowledge. Companies now have specific departments and teams that develop specific policies, strategies, and goals for their CSR programs and set separate budgets to support them. Most of the time, these programs are based on well-defined social beliefs or are carefully aligned with the companies’ business domain.

Objective:

HUMAN RESOURCE DEVELOPMENT (HRD), KMF – KARNATAKA MILK FEDERATION, INDIA, KARNATAKA, EMPLOYEES.

I. INTRODUCTION

Organizations in India have been quite sensible in taking up CSR initiatives and integrating them into their business processes. It has become progressively projected in the Indian corporate setting because organizations have recognized that besides growing their businesses, it is also important to shape responsible and supportable relationships with the community at large. The companies falling under the prescribed criteria are required to spend a minimum 2% of its average net profit for its preceding three financial years amount on CSR activities and report on the activities detailed in Schedule VII, or prepare to explain why they didn’t. KMF has played a pivotal role in strengthening the cooperative movement in the state since its inception. The growth of dairy cooperative societies in Karnataka has been spectacular; in 1975-76 there

were only 103 societies. Today there are nearly 8000 societies with a membership of 15 lakhs. Milk procurement has increased from 10 thousand kilograms per day to 1,474 thousand kilograms per day.

Human resource development is a central part of restructuring organizations, whether the aim is to develop organizational infrastructure, improve business processes, or increase knowledge, innovativeness or other organizational parameters. In dynamic organizational environments, the rewards stemming from investments in human resources are recognized by academics and practitioners. This is especially true in the current era with its emphasis on innovative, knowledge-based organizations. In this context, human resource development plays an especially important role in achieving sustainable organizational performance (SOP). While there have been many attempts to determine the intervening

Human resource development in the organizational context is a process by which the employees of an organization are helped in a continuous, planned way to acquire or sharpen capabilities required to perform various functions associated with their present or expected future roles, develop their general capabilities as individuals and discover and exploit their own inner potentials for their own and/or organizational development processes; and develop an organizational culture in which supervisor – subordinate relationships, team work and collaboration among sub units are strong and contribute to the professional well – being, motivation and pride of employees. The positive HRD practices in KMF renders the existing systems more effective and makes the organizations more receptive to the introduction of relevant additional system. Dairying is one of the important allied activities to provide employment opportunities to the unemployed and under employed; there by increasing their income in rural India. The importance of cattle in India's rural economy has long been recognized and widely commented upon. At present in India there are 14 Dairy Processing Plants to process milk products for export. Animal husbandry has a long socio-cultural heritage in India.

REVIEW OF LITERATURE

In order to find out the statement of the research problem, the literature already available pertaining to the research gap is too reviewed. Before embarking upon the research study the researchers made an attempt to review the literature related to research paper are as under.

This paper intends to explore and analyze how **Karnataka-based** companies have spent their corporate social budget for **CSR initiatives** of **Kalyana Karnataka** region. Also effect on the growth rate is the highest in the Kalyana Karnataka (Hyderabad-Karnataka) region.

METHODOLOGY

A research study design is the arrangement for collection and analysis of data. The study is basically descriptive in nature. For the purpose of the study, primary and secondary information has been gathered from the existing literature such as relevant research based on books, articles.

Data Collection: Data collected for the study was through Primary and Secondary sources. It consists of original data gathered for the present study. The first information has been collected through a suitable well structured questionnaire.

Secondary Data Source: The study consists of information that already exists that has been collected for the purpose of this study. The secondary data source information has been collected through the company websites, journals, magazines and internet.

Sample Size for the research study: As stated above, that a survey questionnaire has been constructed and administered among the employees of KMF from the selected districts of Karnataka particularly, Hyderabad-Karnataka region. However, the researchers" collected primary information from a large sample of 450 respondents to represent the population.

TOOLS AND TECHNIQUES OF THE RESEARCH STUDY

In the present study, the researchers has applicable suitable statistical tool as percentage for analysis of data and to draw meaningful conclusion there from. The relevant tools were also applied for analysing the primary data especially for the purpose of knowing the attitude of „HRD Culture and Climate practices in KMF in HK Region“. An analytical tables and charts have been constructed for the effective presentation of the results of analysis.

To understand the conceptual framework of HRD practices in KMF in Karnataka context. Human resource development is the process of developing the human resource working in an organization by modernizing their knowledge and upgrading their skills, attitudes and perceptions in order to meet out the changing trends of the globalised economy and also to utilize those developments for the attainment of the organizational goals. In the present scenario of globalization and liberalization, it is extremely important to understand the real worth of the people in any organization. It is not sufficient to address people as the strategic asset of the organization but to believe that they are the real and the most important asset in any organization or firm. People are not just the packet of acquaintance and skills but they are the free agents who are proficient of handling the competition and dynamism of this era with their potential and are capable of bringing colossal values to an organization. HRD as an activity is extremely significant in achieving organizational excellence i.e. to excel with people, process and performance. To be a survivor in the present scenario of cut-throat competition, the organizations have to develop some appropriate HRD strategies to manage their work force in an organized manner and align their potential with that of their corporate missions and objectives. Human Resource Development aims at assisting people to acquire competencies that are being required to perform their duties in an efficient manner and to let the organization ripe the fruits of their know-how and talents. HRD is a process which is needed to make the people grow continuously and growth of people will ultimately lead to the growth and development of the organization.

Karnataka, which has made tremendous progress in milk production, is facing stiff competition from neighboring states. The private organizations by giving higher prices and commission have conquered the state's milk market. The important milk unions like Chamarajanagara, Mysore, and Bangalore have protested this entry and have pressurized the state government to abolish the outside milk. But it is not that easy to do it when the country is marching forward with liberalization. So what is required is that improve the quality of milk, produce variety of milk products and good customer service so that competition can be withstood. When cooperation milk societies are bringing in economic strength in the villages it is the duty of the State Government to protect the milk producers' interests by levying entry tax on the milk that enters the state. Karnataka is the 8th largest state in India with a rich heritage of cultural and natural resources including livestock. The state is blessed with 25 million of livestock population supporting rural as well as urban needs of milk, meat, wool, egg, and manure and motive power for agricultural operations and rural transport. The draught animal power is an important energy source for various agricultural operations and rural transport especially for poor and marginal sections of the state population.

DISCUSSION

When establishing human resource (HR) polices in India, foreign companies need to strike a balance between their own best practices and local norms in the country.

Foreign companies should seek to establish a strong understanding of laws and regulations that inform HR administration as a basis for their HR policies in the country. This is particularly important in country like India, where federal, state, and industry-specific regulations govern labour laws.

However, employers may also use HR policies to gain a competitive advantage. Good HR policies can make employers more attractive to talent in the labour market and lower costly attrition rates. Meanwhile, strong HR and payroll administration can help install company values locally and improve workforce efficiency.

Foreign companies that have not yet entered India typically review local HR costs and practices before entering the country, while companies that have established often conduct HR health checks or audits to maintain compliance and employ best practices for their industry.

The current study identified new factors requiring attention while developing HR policies and practices to achieve higher organizational performance. Our research proves that HR uncertainty and employee participation have moderating effect on HR intended and implemented gap and organizational performance. It is essential that HR policymakers always remain supportive and committed to developing effective HR policies by focusing actual implementation of policies and considering HR uncertainty and employee participation while developing HR policies to enhance organizational performance. The first time we gauge the intended and implemented HRM gap quantitatively and try to remove the personal biases and idiosyncrasies of the researchers with the help of this study. So, this study contributes to the literature by empirically testing and gauging the implemented and intended HRM gap and the effects of HR uncertainty and employee participation. It is further noticeable that effective implementation of HRM, rather than intention, would lead organizations toward competitive advantage. On these findings, it is highly recommended to the HR policymakers that while developing the policies, they should consider the HR uncertainty and employee participation for effective implementation of the policies that will enable the organization to achieve competitive advantage.

Here, we discuss key areas that foreign employers should pay attention to when handling staff in India. These tips should serve as a good introduction or refresher for any HR professional.

Employment Contracts

India does not mandate a written employment contract for local employees. However, it is advisable for companies to use contracts to limit risk and define the terms and conditions of employment.

Wages

Employers should seek to periodically audit their wage structure to ensure it remains competitive within the local labour market. However, it is perhaps more important to ensure wages are compliant with prevailing laws

Termination of employment

Employees in India may only be terminated as per the terms and conditions within their employment contract.

However, companies should note that all employers must adhere to the federal and state labour laws when laying off or terminating workers – the conditions drafted in company contracts cannot supersede these legal statutes.

THE ANALYSIS

AREA FOR FURTHER RESEARCH This study opens up new grounds for further research. Further studies can address the following issues to have more insights on the subject. 1. The present research study is carried towards Hyderabad Karnataka-Region level; it would be very interesting to conduct study, there exists a scope to go for Non-Hyderabad Karnataka - Region level. 2. An in depth analytical study can be suggested in the select organization on the topic to observe the changes taking place from time to time. 3. The research survey can be extended with a larger sample, to other parts of study region.

Demographics (age, experience, gender) also played an essential part in creating the gap between the intended and implemented HRM. Employees having more experience can easily tackle the uncertainty and complexity. Moreover, Leadership style and culture can influence organizational performance by encouraging and

restricting employee participation in policy-making. According to our research scope, many other variables that can affect organizational performance are not considered in our research. Our study is generalize based on sector (Manufacturing and Service). However, a lack of generalization based on a small sample size effectively ensures the implications.

Advisors are an important aspect of any business. Farmer-advisor dialog is needed to foster shared understanding and build new knowledge. Advisors in the dairy industry may need training in communication, specifically in how to discuss farm management practices with farmers. For example, in Australia, a human resource management diploma program created for farm advisors and graduates changed the way they viewed their role in the industry. The traditional family dairy farm adds an additional complexity compared with other industries. In this section, we outline what is known about veterinarians and other advisors to dairy farmers and how advising differs in the context of the family farm.

CONCLUSION

The process of globalization has changed the industrial pattern social life of global people and it has immense impact on Indian trade system. The globalization of the economic, social and cultural structures happened in all ages. Previously, the pace of process was slow. Today with the start of the information technology, new ways of communication have made the world a very small place. With this process, there is a big market place. Globalization has resulted in increase in the production of a range of goods. MNCs have established manufacturing plants all over the world. It has positive effects and India will overcome many obstacles and adopt global policies to expand business at international scale. **Kalyana Karnataka** is gaining international recognition and strengthening in economic and political areas

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