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THE IMPORTANCE OF HUMAN RESOURCE MANAGEMENT IN AN ORGANISATION

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ABSTRACT

Employees are the foundation of every successful business. This is why human resource (HR) management is so important. The HR department performs a wide variety of duties and is responsible for helping employees feel safe, valued and properly supported. Exceptional human resource management ensures that the HR department runs smoothly and continues to evolve over time. An HR professional holding a management position is often in charge of recruiting, hiring, and training new employees. This means the HR team is responsible for finding candidates who meet the necessary qualifications for specified positions and fully vetting a company's hires. Human resource managers are also expected to embrace and promote diversity among staff, orient team members to their new work environment, and ensure healthy interactions between employees and organizational leadership. An HR professional is often the face of the company for potential new employees. Recruitment, hiring, and training policies are supervised and improved upon with the help of HR managers. HR covers a number of positions, responsibilities, and aspects of company efficiency and staff well-being—and each area of human resources requires strong leadership from an experienced manager. With proper HR management, workplace policies keep up with necessary protective measures and implementation and provide solutions to issues between team members, avoiding risk for the company and its employees. The bottom line – HR managers are in charge of many duties, but employee well-being should always remain a top priority. As a human resource manager, you'll spend a lot of time speaking to employees, listening to concerns, and managing workplace relationships.

INTRODUCTION

Human Resource Management (HRM) is of key and strategic importance to the project-oriented organization. Every time a new project or program is started, the human resource (HR) configuration of the organization changes. Within this dynamic environment, different and additional practices are required from the traditionally managed organization. However, in spite of this, the needs of HRM in the project-oriented organization have not received great attention in either the HRM or project management literature. We are undertaking a research project with the aim of identifying the needs for HRM in the project-oriented organization and describing the practices adopted. We have formulated an initial set of hypotheses and conducted a pilot study to test them. In this paper, we report the results of that pilot study. We have found that HRM is a core process in the project-oriented

organization that needs to be more invasive, with greater involvement of the manager at the work interface than in the classically managed organization. However, the opposite tends to be the practice. It requires a different application of the traditional HRM process as well as additional processes. All of this requires the HR department to develop different and additional policies, standards, rules, and guidelines for HRM in the project-oriented organization, and to work in greater partnership with the project management professionals at the work interface, while operating on a principle of subsidiarity, as is common elsewhere.

INTRODUCTION TO RRWL (RR KABEL)

RR Kabel was established in 1999 as a manufacturing business. In a span of a little over two decades, the brand has established itself as a global player in the wires and cables sector.

The company, promoted by the Kabra family which also has a listed business, the Rs1,500-crore Ram Ratna Wires Ltd (brand: RR Shramik; the second largest manufacturer of super enameled copper winding wire in the country), is looking to create a global brand in RR Kabel. Set up in 1999, with five manufacturing facilities, including Waghodia near Vadodara; Silvassa and Roorkee, Uttarakhand, the company exports almost 20 percent of its portfolio and has a presence in over 80 countries.

Currently, it is the fourth largest player in the 50,000 crore domestic wires & cables space where it manufactures a wide range of premium wires and cables for various residential, commercial, industrial and infrastructure purposes. RR Kabel is also increasing its presence in value-added wires & cables, manufacturing low smoke, zero halogen wires, fire survival wires & cables and others. While house wires contribute over 70 percent to its revenue, the company is also ramping up its cable portfolio; it entered LT cable manufacturing in 2010 and then also started HT cable manufacturing in 2022

LITERATURE REVIEW

Conceptualizing HR Systems

SHRM can be defined as “the pattern of planned HR deployments and activities intended to enable an organization to achieve its goals” (Wright & McMahan, 1992: 298). Increasingly, the field has emphasized the importance of focusing on whether and how “systems” or “bundles” of HR practices jointly help organizations achieve strategic goals, rather than on single HR practices individually. An HR system can be defined as a combination of HR practices “that are espoused to be internally consistent and reinforcing to achieve some overarching results” (Lepak et al., 2006: 221). Conceptually, these systems of HR practices—as a whole—are proposed to affect performance-related outcomes (Delery, 1998; Wright & Boswell, 2002). Existing evidence provides some first meta-analytic support, as HR systems tend to be more strongly related to performance than individual HR practices (Combs et al., 2006). However, how this joint effect occurs seems less clear. Conceptually, all practices in a system are proposed to promote an overarching goal (e.g., Jiang, Lepak, Han, et al., 2012); however, it is not always clear what the overarching goal is, how HR systems are conceptualized, or how practices contribute to this goal. Multiple conceptualizations of HR systems exist, including high performance (e.g., Huselid, 1995), commitment (e.g., Arthur, 1994), and involvement (e.g., Guthrie, 2001). Some scholars use general labels such as HR system or HR bundle without indicating a dominant strategic focus, while others study targeted HR systems focused, for example, on customer service or teamwork (Jackson et al., 2014). Different levels can be distinguished within HR systems: HR policies represent an organization’s stated intentions about HR practices that should be implemented, whereas HR practices reflect the actual HR activities (Becker & Gerhart, 1996; Wright & Boswell, 2002). Techniques are methods used within practices, such as assessment centers in selection. One can also structure HR

systems by focusing on broader types or subbundles of practices, such as those based on the ability-motivation-opportunity (AMO) model: ability-enhancing practices (e.g., selection, training), motivation-enhancing practices (e.g., performance management, rewards), and opportunity-enhancing practices (e.g., participation, job design; e.g., Jiang, Lepak, Ju, & Baer, 2012). The logic for this level of abstraction is that countless specific HR practices exist that at a broader policy level, form conceptually similar groupings of practices.

Already over a decade ago, authors lamented that a precise and consistent definition of HR systems was lacking and that the variability across HR systems in terms of the included practices was considerable (e.g., Lepak et al., 2006). Here we review whether this has changed over time. We examine how systems are labeled and which practices and subbundles they contain to determine how HR systems that are labeled differently can be distinguished from each other and to what extent HR systems that are labeled similarly indeed are similar in terms of the practices they include. Ambiguity regarding the conceptual boundaries of a construct hinders knowledge accumulation, as it may be unclear what we are speaking about when we examine or compare (specific) HR systems (cf. Podsakoff, MacKenzie, & Podsakoff, 2016).

RESEARCH METHODOLOGY

1.Sampling Design: Random Sampling Design 2.Sampling Technique: Questionnaires sampling

- The advantages of sampling are that it is much less costly, quicker and analysis will become easier,
- Pie chart
- Bar graph
- MS excel software
- Questionnaire

4. Sampling Size : 100 Responses 4.tools used in the report rate:

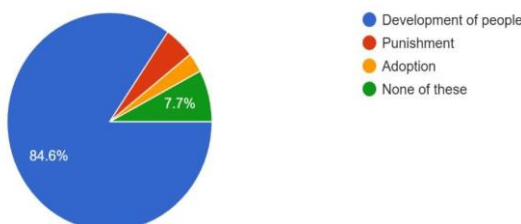
DATA ANALYSIS AND INTERPRETATION



AGE INTERPRETATION

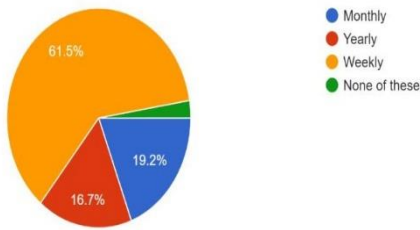
80% OF THE RESPONDENTS ARE BETWEEN 16-25 AGE GROUP
 14% OF THE RESPONDENTS ARE BETWEEN 25-35 AGE OF GROUP
 4% OF THE RESPONDENTS ARE BETWEEN 35-45 AGE OF GROUP
 2% OF THE RESPONDENTS ARE ABOVE 45 AGE

Human Resource management emphasis
 104 responses



What type of leave do you like

78 responses

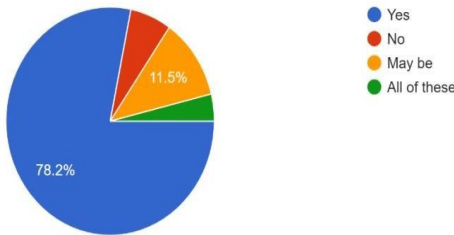


INTERPRETATION

84.6% OF RESPONDENTS are belief human resource management emphasis development of people
7.7% of respondents are exactly not belief HRM is development of people

HRM is important in an Organisation?

78 responses



Interpretation

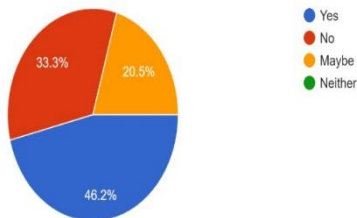
As we can see in the pie chart that 61.5% of respondents think that the majority of people believe that weekly leave is to be there in an organization.

19% of the respondents think that they can go with the monthly leave

16.7% of the respondents think that monthly leave is good for them in an organization

Did you attend the training programme, before the induction in the organisation

78 responses

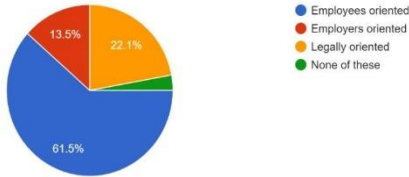


Interpretation

As above mentioned in the pie chart that 78.2% respondents think that human resource management is important in an organization.

11.5% of the respondents think that maybe human resource management is important in an organization

HRM is
104 responses



Interpretation

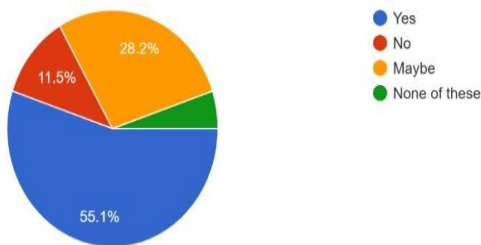
As above mentioned in the pie chart that 46.2% respondents say that they have attend the training programme , before the induction in the organization.

33.3% of the respondents doesn't attend any training programme before the induction in the organization

55.1% of the respondents thinks that in an organization employee engagement activity is must there for betterment of the employees in the organization

28.2% of the respondents thinks than an organization maybe it is important 11.5% of the respondents thinks there not required of these activity

Employees engagement activity is there or not
78 responses



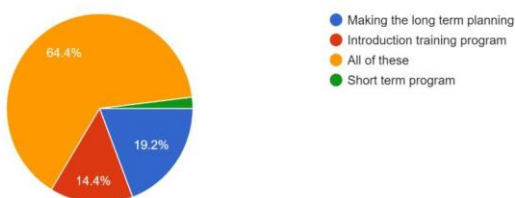
Interpretation

61.5% of the respondents thinks that human resource management is employees oriented

22.1% of the respondents thinks that human resource management is legally oriented

13.5 of the respondents thinks that human resource management is employers oriented

What should be the strategy of HRM?
104 responses



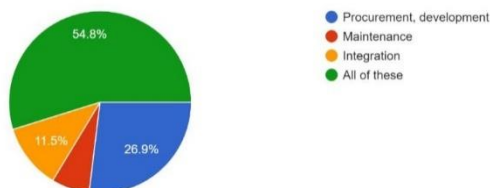
Interpretation

64.4% of the respondents think that human resource management should be themaking all of these planning strategy like long term planning, introduction training programme and short term planning.

19.2% of the respondents think it's a long term planning

14.4% of the respondents think it's a introduction to the training programme.

Operation functions of HRM includes
104 responses



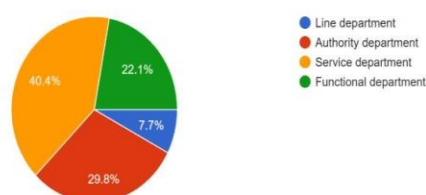
Interpretation

54.8% of the respondents think that the operational function of human resource includes (all of these) like , procurement , development , maintenance , integration.

26.9% of the respondents think that operational function of human resource management includes development

11.5% of the respondents think that operational function of human resource includes integration

Human Resource developments are
104 responses



Interpretation

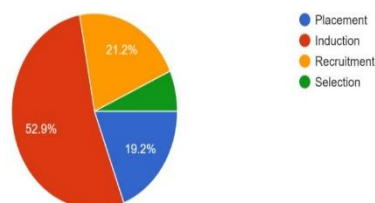
40.4% of the respondents think that human resource development are service department

29.8% of the respondents think that human resource development are authority department

22.1% of the respondents think that human resource development are functional department

7.7% of the respondents think that human resource development are line department

The process of familiarising the new employees to the organisation rules and regulations is known as
104 responses



Interpretation

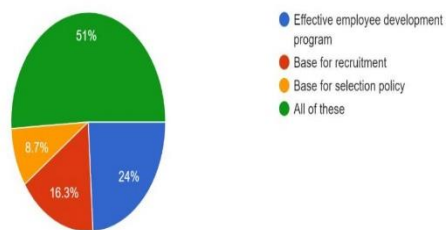
52.9% of the respondents are thinks that the process of familiarizing the new employees to the organizational rules and ragulations is known as induction

21.2% of the respondents are thinks that the process of familiarizing the new employees to the organizational rules and ragulations is known as recruitment

19.2% of the respondents are thinks that the process of familiarizing the new employees to the organizational rules and ragulations is known as placement And the rest of the respondents thinks it is a selection

Human Resource planning is compulsory for

104 responses



Interpretation

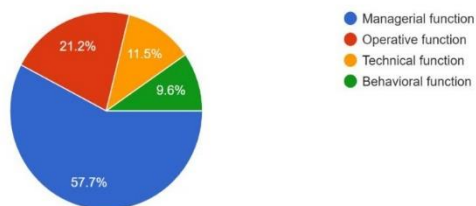
51% of the respondents think that human resource planning is compulsory for effective employee development program , base for recruitment , base for selectionpolicy (all of these).

24% of the respondents think that human resource planning is compulsory for effective employee development program.

16.3% of the respondents think that human resource planning is compulsory for base for recruitment 8.7% of the respondents think that human resource planning is compulsory for base for selection policy.

Directing is one of the important functions of HRM, which comes under_____

104 responses



Interpretation

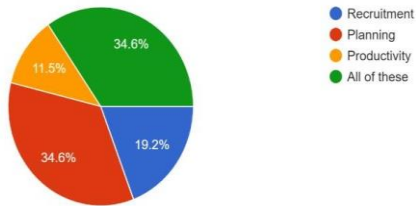
57.7% of the respondents are think that directing is one of the important functions of HRM, which comes under managerial function

21.2% of the respondents are think that directing is one of the important functions of HRM, which comes under operative function

11.5% of the respondents are think that directing is one of the important functions of HRM, which comes under behavioral function

9.6% of the respondents are think that directing is one of the important functions of HRM, which comes under technical function

_____ is the considered as a strategic activity
104 responses

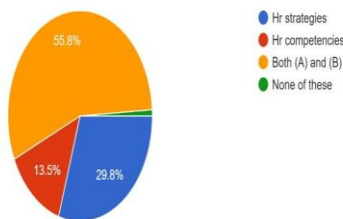


Interpretation

34.6% of respondents thinks that recruitment, planning, and productivity (all of these) is considered as a strategic activity

34.6% of respondents thinks that planning, is considered as a strategic activity 19.2% of respondents thinks that recruitment is considered as a strategic activity 11.5% of respondents thinks that productivity is considered as a strategic activity

Hr professional should apply risk management techniques to the different aspects of
104 responses



Interpretation

55.8% of the respondents are think that HR professional should apply risk management techniques to the different aspects of HR strategies and hr competencies

29.8% of the respondents are think that HR professional should apply risk management techniques to the different aspects of HR strategies

13.5% of the respondents are think that HR professional should apply risk management techniques to the different aspects of HR competencies

Conclusion

Conclusion: In today world, the Human Resource Management plays a very significant role in the daily life. On the one hand, the Soft and Hard Human Resource Management influence on the business and lets them development rapidly. It can improve employee's motivation in a business and pay attention to company's policy and law respectively, which can increase the efficiency of company and get higher profits. On the other hand, trade unions help the employee to achieve negotiation successfully in the early time; it means the employee can negotiate a better wages and a good working condition. However, at the present, the employment law gradually becomes the focus in the world, because it has more restrictive and more favorable to protecting employee's benefit. In the future, the Human Resources Management will continue to play its role in each business.

Reference

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<https://www.google.com/search?q=rr+kabel+introduction&oq=rr+kabel+intro&aqs=chrome.1.69i57j33i160l3.14557j0j15&sourceid=chrome&ie=UTF-8>

<https://www.google.com/search?q=importance+hrm+questionnaire&oq=importance+hrm+questionner&aqs=chrome.1.69i57j33i10i160l2.35633j0>

