



A STUDY ON HR POLICIES AND ITS IMPLICATION WITH SPECIAL REFERENCE TO HYUNDAI MOBIS

¹Ananya, ²Ms. Shahina Begum,

¹MBA Student, School of Management Studies, ²Assistant Professor

¹School of Management Studies,

¹School of Management Studies, Chennai, India

Abstract: Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives. This project is meant to know the Human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR Policies is to increase efficiency by increasing motivation and thus fulfil organizational goals and objectives.

I. INTRODUCTION

THIS STUDY IS CONDUCTED TO MEASURE THE EFFECT OF HUMAN RESOURCE POLICIES (PLANNING, RECRUITMENT & SELECTION, TRAINING & DEVELOPMENT, JOB ANALYSIS & DESIGN, MOTIVATION, PERFORMANCE APPRAISAL, AND EMPLOYEE PARTICIPATION IN DECISION MAKING) ON ORGANIZATIONAL PERFORMANCE, TO VERIFY IF THERE IS A POSITIVE AND SIGNIFICANT RELATIONSHIP BETWEEN HUMAN RESOURCE POLICIES AND ORGANIZATIONAL PERFORMANCE, AND TO MEASURE THE SCOPE OF APPLICATION OF HUMAN RESOURCE POLICIES.

THESE GUIDELINES IDENTIFY THE ORGANIZATIONS INTENTION IN MATTERS OF RECRUITMENT, SELECTION, PROMOTION, DEVELOPMENT, COMPENSATION, MOTIVATION, AND OTHERWISE LEADING AND DIRECTING EMPLOYEES IN THE WORKING ORGANIZATION. HR POLICIES SERVE AS A ROAD MAP FOR THE MANAGER. HR POLICIES ARE ALSO DEFINED AS THAT BODY OF PRINCIPLES AND RULES OF CONDUCT WHICH GOVERN THE ENTERPRISE IN ITS RELATIONSHIP WITH EMPLOYEES. SUCH A POLICY STATEMENT PROVIDES GUIDELINES FOR A WIDE VARIETY OF EMPLOYMENT RELATIONSHIPS IN THE ORGANIZATION.

THE PURPOSE AND SIGNIFICANCE OF THE HR POLICIES HARDLY NEED ANY ELABORATION. EVERY ORGANIZATION NEEDS POLICIES TO ENSURE CONSISTENCY IN ACTION AND EQUITY IN ITS RELATION WITH EMPLOYEES. POLICIES SERVE THE PURPOSE OF ACHIEVING ORGANIZATIONAL GOALS IN AN EFFECTIVE MANNER. HR POLICIES CONSTITUTE THE BASIS FOR SOUND HRM PRACTICES. MOREOVER, POLICIES ARE THE YARDSTICK BY WHICH ACCOMPLISHMENT OF PROGRAMS CAN BE MEASURED.

I. RESEARCH METHODOLOGY

For the present piece of research, the investigators have used the following methods.

- Questionnaire
- Interview
- Observation

In this study Descriptive research Design is used.

3.1 Population and Sample

The same size of the study is 80 respondents. The respondents are Employees of the Hyundai Mobis.

3.2 Data and Sources of Data

- Primary sources - The Primary data was collected from the respondents by administering a structured questionnaire and also through observation, interview & discussion with management. The researcher collected primary data through structured questionnaire and interview.
- Secondary Sources - Apart from Primary data collected, the data collected through text books, the records of Hyundai Mobis, Journals from Library, and Internet is used for the study

3.3 Theoretical framework

The theoretical framework of a study on HR policies and their implications encompasses a multifaceted approach, drawing from various disciplines such as human resource management, organizational behavior, and strategic management. At its core, this framework delves into the foundational theories and concepts that underpin HR policy formulation and execution, as well as their potential impacts on organizational effectiveness and employee outcomes.

From a human resource management perspective, theories such as resource-based view (RBV) emphasize the strategic importance of HR policies in leveraging human capital as a source of competitive advantage. HR policies are seen as mechanisms for attracting, developing, and retaining talent, thereby enhancing organizational capabilities and performance.

In the realm of organizational behavior, theories like expectancy theory and social exchange theory provide insights into the motivational aspects of HR policies. These theories suggest that employees' perceptions of fairness, equity, and the rewards system inherent in HR policies influence their motivation, job satisfaction, and ultimately, their performance.

Furthermore, strategic management theories, including the dynamic capabilities framework and institutional theory, shed light on how HR policies are shaped by external environmental factors and internal organizational dynamics. They highlight the need for HR policies to align with strategic objectives, adapt to changing market conditions, and conform to institutional norms and regulations.

The implications of these theoretical perspectives extend to various dimensions, including organizational performance, employee engagement, satisfaction, and retention, as well as regulatory compliance and reputation management. By grounding the study within this theoretical framework, researchers can systematically analyze the interplay between HR policies and organizational outcomes, offering valuable insights for both theory and practice.

3.4 Statistical tools and econometric models

The data has been analysed using the following methods,

- Percentage Analysis
- Correlation
- One Way ANOVA Test

IV. RESULTS AND DISCUSSION

4.1 Results of Descriptive Statics of Study Variables

Table 4.1: Descriptive Statics

PERCENTAGE ANALYSIS

Particulars	Dissatisfied	Neutral	Satisfied	Strongly Satisfied
Satisfaction on under Personal Accident Insurance Policy	1.25%	21.25%	53.75%	23.75%
Satisfaction with Mediclaim Policy	2.5%	22.5%	53.75%	21.25%

INTERPRETATION.

- It is interpreted that 1.25% are dissatisfied, 53.75% are satisfied with the service covered under the Personal Accident Insurance Policy, 17% are Neutral and 23.75% are Strongly Satisfied.
- It is interpreted that 2.5% are dissatisfied, 53.75% are satisfied with the service covered under the Mediclaim Policy, 22.5% are Neutral and 21.25% are Strongly Satisfied.

INFERENCE

- 53.75% are satisfied with the service covered under the Personal Accident Insurance Policy • 53.75% are satisfied with the service covered under the Mediclaim Policy.

CORRELATION

		Age	Degrees of appraisal
Age	Pearson Correlation	1	.041
	Sig. (2-tailed)		.653
	N	80	80
Degrees of appraisal	Pearson Correlation	.041	1
	Sig. (2-tailed)	.653	
	N	80	80

INTERPRETATION

The p value is 0.041 which is lesser than the significance value (0.05) hence H1 is accepted and H0 is rejected

ANOVA

ANOVA^{a,b}

Source	Sum of Squares	df	Mean Square	F	Sig.
Regression	2.107	3	.702	.665	.576
Residual	80.281	76	1.056		
Total	82.387	79			

a. Dependent Variable: Age

b. Model: (Intercept), Whether you satisfied with the recruitment team?

INTERPRETATION

The p value is 0.576 which is greater than the significance value (0.05) hence null hypothesis (H0) is accepted and H1 is rejected

II. ACKNOWLEDGMENT

HR policies play a crucial role in shaping organizational culture, employee satisfaction, and overall productivity. A study examining HR policies and their implications provides valuable insights into how these policies influence employee behavior, organizational performance, and ultimately, the bottom line. By understanding the findings of such research, organizations can tailor their HR policies to better align with their goals and foster a positive work environment.

REFERENCES

1. "Human Resource Management Practices in Business Enterprises in Bangladesh", Dhaka University Journal of Business Studies, Vol. XX11, No.2, December 2001, ISSN 1682-2498. pp. 29-35.
2. "Experiences of Bangladeshi Companies in Strategic Human Resource Management", Dhaka University Journal of Business Studies, Vol. XX111, No. 1, June, 2002, ISSN 1682-2498. pp. 97-106.
3. Aurther, William, and Davis, Keith, "Human Resource Management", (9th edition), McGraw-Hill Book Company, New York, 2005. Pp.35-60.
4. Dessler, Gary, (2006), "Human Resource Management", (11th edition), McGraw – Book Company, Boston, 2006. pp.54-62
5. Robbins, Stephen, P, and De Cenzo, (2004), " Human Resource Management", (12th edition, New Wally & Sons, New York, 2004. pp. 55-68
6. Anthony, William, P. and Others, (2003), "Strategic Human Resource Management", (6th edition), McGraw-Hill Book Company, Boston, USA-2003.pp.67-78.