



A Study On Employee's Perception Of Human Resource Practices And Work Satisfaction In Spectra

^{1*}Dr. R. Mayilsamy ^{2*}Ms. Kaviya S

^{1*}ASSOCIATE PROFESSOR, DR.N.G.P.ARTS AND SCIENCE COLLEGE,COIMBATORE

TAMILNADU, INDIA

^{2*}STUDENT, DR.N.G.P. ARTS AND SCIENCE COLLEGE, COIMBATORE,

TAMILNADU, INDIA

Abstract: This study examines the employee perception towards human resource practices and work satisfaction in Spectra. As organizations recognize the strategic role of human resources initiatives becomes vital. This study aims to identify the existing human resource practices and work satisfaction of the employees. We collected data from 90 respondents through structured questionnaires, utilizing a descriptive research methodology. The analysis employs tools such as chi-square. and t-test to elucidate existing human resource practices and work satisfaction. The study concludes with recommendations to enhance human resources practices and work satisfaction and overall improving organizational performance.

Keywords: Employees perception, Human resource practices, Work satisfaction,

I.INTRODUCTION

Employees' perceptions of these HR practices often exert influence on their job satisfaction, which, in turn, alter their productivity, organizational loyalty, and retention rates. A useful perception of HR practices guide to a more motivated and committed workforce, while ineffective perceptions can result in disengagement, high turnover, and poor organizational performance. Recognizing how employees view HR practices is pivotal for organizations strive to enhance their work environment and secure long-term success. In today's active work environment, employee perception of Human Resources practices plays a crucial role in shaping workplace culture, have an impact on employee engagement, and regulate overall job satisfaction. HR practices, which enclose recruitment, training and development, performance management, compensation, and employee relations, notably impact employees' attitudes, motivations, and dedication to the organization.

Objective:

To evaluate employees' perceptions of various HR practices.

II.STATEMENT OF PROBLEM

This study provides information on employee perception on HR practice work satisfaction by examining the employee perception in present day organizations, Human Resource (HR) practices play a remarkable role in shaping employee attitudes, behaviours, and overall satisfaction. The effectiveness of HR practices often depends on how employees consider these practices and whether they line up with their expectations and needs. Despite the growing importance of HR practices in strengthen employee performance and organizational outcomes, there is a lack of transparency about the relationship between employees' perceptions of HR.

III.RESEARCH METHODOLOGY

TOOLS AND TECHNIQUE USED

The analysis has been made through the questionnarie

- Chi-square Analysis
- T-Test Analysis

CHI-SQUARE ANALYSIS

Chi-square is a statistical tool commonly used for testing the independence and goodness of fit. Testing independence determines whether two or more observations across two populations are dependent one another. Testing for goodness of fit determines an observed frequency distribution matches theoretical distribution.

FORMULA

$$\text{Chi-square} = (\text{Observed Value} - \text{Expected Value})^2 / \text{Expected Value}$$

$$\text{Expected Value} = \text{Row Total} * \text{Column Total} / \text{Grand Total Hypothesis}$$

H0: There is no significant relationship between dependent variable and independent variable

H1: There is significant relationship between dependent variable and independent variable

Significance value for chi-square is 0.05. If the calculated value is less than the table value, it is accepted. Else in another situation is rejected.

T-TEST ANALYSIS

T-test is a statistical test used to compare the means of two groups to determine if they are significantly different from each other. It is commonly used in hypothesis testing when sample sizes are small, and the population standard deviation is unknown.

LIMITATIONS OF THE STUDY

The research is geographically restricted to Coimbatore, and hence the findings may not be generalized to other regions. The study relies heavily on primary data collected through surveys, which may be influenced by respondents' personal biases, limited awareness, or willingness to share honest feedback.

IV ANALYSIS AND INTERPRETATION

SHOWING THE RELATIONSHIP BETWEEN THE GENDER AND AREAS WHERE HR PRACTICES SHOULD IMPROVE.

TABLE 1

			What are the areas where you think the organisation HR Practices could improve?				Total
			Employee engagement	Leadership	Opportunity	Recruitment	
Gender	Female	Count	2	18	10	11	41
		Expected Count	3.6	14.6	10.0	12.8	41.0
	Male	Count	6	14	12	17	49
		Expected Count	4.4	17.4	12.0	15.2	49.0
Total	Count		8	32	22	28	90
	Expected Count		8.0	32.0	22.0	28.0	90.0

The table shows that Males are more likely expected to see employee engagement as an area of needing improvement. Females are more likely expected to see leadership as an area of needing improvement compared to males. Both genders are equally likely to point out opportunity as an area of improvement. Males are likely expected to see recruitment as needing improvement.

TABLE 2

Chi- Square Tests				
Pearson Chi-Square	Value	Df	Significance	Result
	7.814	3	0.05	Not Accepted

There is no significant relationship between gender and the areas where employees think HR practices could improve. The differences observed like females being more concerned with leadership and males with recruitment.

TABLE 3

SHOWING THE RELATIONSHIP BETWEEN THE GENDER AND AREAS WHERE HR PRACTICES SHOULD IMPROVE.

	GENDER	N	Mean	Std. Deviation	Std. Error
What are the areas where employees think the organization HR Practices could improve?	MALE	49	2.18	1.054	.151
	FEMALE	41	2.27	.923	.144

An independent sample t-test was conducted to compare the areas where employees think the organization HR practices could improve based on the gender. The results show that females (2.27) rated HR improvement areas higher than males (2.18) on average. The difference in mean values is not significant both males and females perceive HR practices similarly, whereas females shows a higher concern.

TABLE 4

F	Sig.	t	Df	Sig. (2-tailed)	RESULT
.994	.322	-.401	88	.689	Not significant
		-.406	87.807	.686	

A t-test was done to see if there is a relationship between gender and the areas where employee think the organization HR Practices could improve. The results showed here is no significant difference between male and female responses regarding areas where HR practices could improve. The t-value indicates that the male mean is slightly lower, but again, this is not meaningful due to the high p-value.

V.FINDINGS

The study explored the relationship between gender and areas where employees think the organization HR practices should improve. From the total of 90 respondents Females (Mean = 2.27) reported slightly higher concern about HR improvement areas than Males (Mean = 2.18). A chi-square test confirmed that there is no significant association between gender and areas where employees think the organization HR Practices could improve. As the p-value 0.35 was greater than 0.05, indicating that gender does not significantly influence how HR improvement areas are perceived. The independent samples t-test showed no significant difference as the p-value (0.689) is well above the threshold of 0.05, confirming the difference is not significant. Therefore the analysis concludes that gender and areas where employees think the organization HR practices should improve have no significant impact on each other.

VI.SUGGESTIONS

Since gender and areas where employees think the organisation HR practices could improve includes Conduct regular pulse surveys to understand employee satisfaction and motivation Implement recognition programs that reward contributions, both big and small. Ensure equity in policies and practices, especially in promotions and rewards. Celebrate diversity through cultural awareness events and inclusive leadership training. Regularly audit HR practices to detect and address biases.

VII.CONCLUSION

The study on employees perception of human resource practices and work satisfaction in Spectra reveals that most of the employees need an improvement in human resource practices which includes employee engagement ,leadership, Opportunity, recruitment whereas males may be more concerned with engagement. females might be more concerned about leadership issue gender does not strongly influence perception of "Opportunity" as an area for improvement .Males might be more concerned about recruitment. Though the majority are not satisfied which the organisation Human resource practices and work satisfaction the organisation should take some steps to improve HR practices and this overall contribute to work satisfaction .Spectra can further provide safety measures to meet expectations and increase productivity

VIII.REFERENCE

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