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## “STUDY ON EMPLOYEE’S PERCEPTION TOWARDS HR POLICIES AND STRATEGY ADOPTED BY RELIANCE INDUSTRY UNDER COVID-19”.

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### **ABSTRACT:**

Employees perceptions are most important for the any industry. In this research report we can research on the employee’s perception towards HR policies and strategies adopted by the reliance industry under the covid-19. The industry can change their HR policies and strategies regarding the time and the running within the government guidelines under the covid-19 situation. The Industry can provide the work from home facility as per the policy which can be used under the covid-19 situation. There are no more changes can make into the basic needs of the employees likes that salary, working hours, medical facilities, accommodation facility, new technologies and etc. Researcher has here in this paper studies the employee’s perceptions towards HR policies and strategies adopted by the reliance industry with the sample size of 100 employees of the reliance industry by conducting the survey through questionnaire from the reliance industry employees in Vadodara city. India. Respondents are much more satisfied with the salary given by reliance industry under COVID-19 time.

This current study deal with the employee’s perception towards HR policies and strategies adopted by the reliance industry under the covid-19 situation with special reference to Reliance Industry Vadodara. India.

**KEY WORDS:**

HR Policies, HR strategies, COVID-19.

**INTRODUCTION****ABOUT THE COMPANY:**

The company was co-founded by Dhirubhai Ambani and Champaklal Damani in 1960's as Reliance Commercial Corporation. In 1965, the partnership ended and Dhirubhai continued the polyester business of the firm.

Reliance Industries Limited (RIL) is an Indian multinational conglomerate company headquartered in Mumbai, Maharashtra, India. It owns businesses across India engaged in energy, petrochemicals, textiles, natural resources, retail, and telecommunications. On 10 September 2020, Reliance Industries became the first Indian company to cross \$200 billion in market capitalization. Reliance continues to be India's largest exporter, accounting for 8% of India's total merchandise exports and access to markets in 108 countries.

The company is ranked 96th on the Fortune Global 500 list of the world's biggest corporations as of 2020. Reliance is responsible for almost 5% of the government of India's total revenues from customs and excise duty. It is also the highest income tax payer in the private sector in India.

Reliance Industries Ltd was one group. But the group was divided into two empires in the year 2005 therefore; it is difficult to study the innovative human resource management practices of all the enterprises that come under the flagship of Reliance Industries Ltd and Anil Dhirubhai Ambani Group (ADAG).

**BACKDROP OF CORONA VIRUS:**

Coronavirus disease 2019 (COVID-19) is a contagious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). The first case was identified in Wuhan, China, in December 2019. It has since spread worldwide, leading to an ongoing pandemic.

Although work is underway to develop drugs that inhibit the virus, the primary treatment is currently symptomatic. Management involves the treatment of symptoms, supportive care, isolation, and experimental measures.

The lockdown imposed by the Government of India restricted people from stepping out of their homes. All transport services—road, air and rail—were suspended, with exceptions for transportation of essential goods, fire, police and emergency services. Educational institutions, industrial establishments and hospitality services were also suspended.

Services such as food shops, banks and ATMs, petrol pumps, other essentials and their manufacturing are exempted.

### **To implement new guideline under covid-19 by the reliance industry of top management:**

- Using the strategy, provide kits and mask to their employee as well as family members.
- Installed the machine which protect to their employee against the coved -19 situation.
- Strategy, minimum employee with the more protection with the facility.
- In lockdown situation they using the work pattern in this location that employee work from the home , #besafe#secured
- After lockdown, they provide the employee one roof for the work days and far from the family. Before the joint the work its essential to check the Covid19 report.
- The decided the team of employee, who join the work with minimum employee with the interval of 15days.

## **LITERATURE REVIEW**

### **Ravishankar S and Mishra RK (1984) :**

A balanced and comprehensive grasp of the concept, problems, approaches and strategies of human resource management is given in the book. An understanding of the entire system of human resource management has been included in the book.

### **Verma KK and Roa TV (1989) :**

Here, alternative approaches and strategies on human resource development are presented to develop human resources and their potential for organizational growth. It also includes performance appraisal, potential development, performance feedback and counselling systems, career development, interventions, role analysis etc.

### **MisraSantrupt (1992) :**

Here, the study has dealt with theoretical prospective of human resources and education, recruitment, selection, induction and placement, training and development of technical personnel, their motivation, integration, and job satisfaction, performance appraisal, carrier development, discipline and grievance handling.

### **Sogani Meena and Mehta Anil (1996) :**

In their book, Training for change essays on different dimensions of organizational training with primary focus on role playing in facilitating goal directed change have been presented. The theme relates to the key realms of training, philosophy, strategies, leadership, Ethics, effectiveness, business and other significant areas of personnel management.

### **Aswathappa K (2005):**

The contents have been logically divided into six sections to enable the reader comprehend thoroughly the vital aspects and applications of the various principals of human resource management. The sections are nature of human resource management, employee hiring, employee and executive remuneration, employee motivation, employee maintenance and industrial relations. In all, the

book provides a refreshing and rewarding insight into all that a reader wants to know about management of human resource.

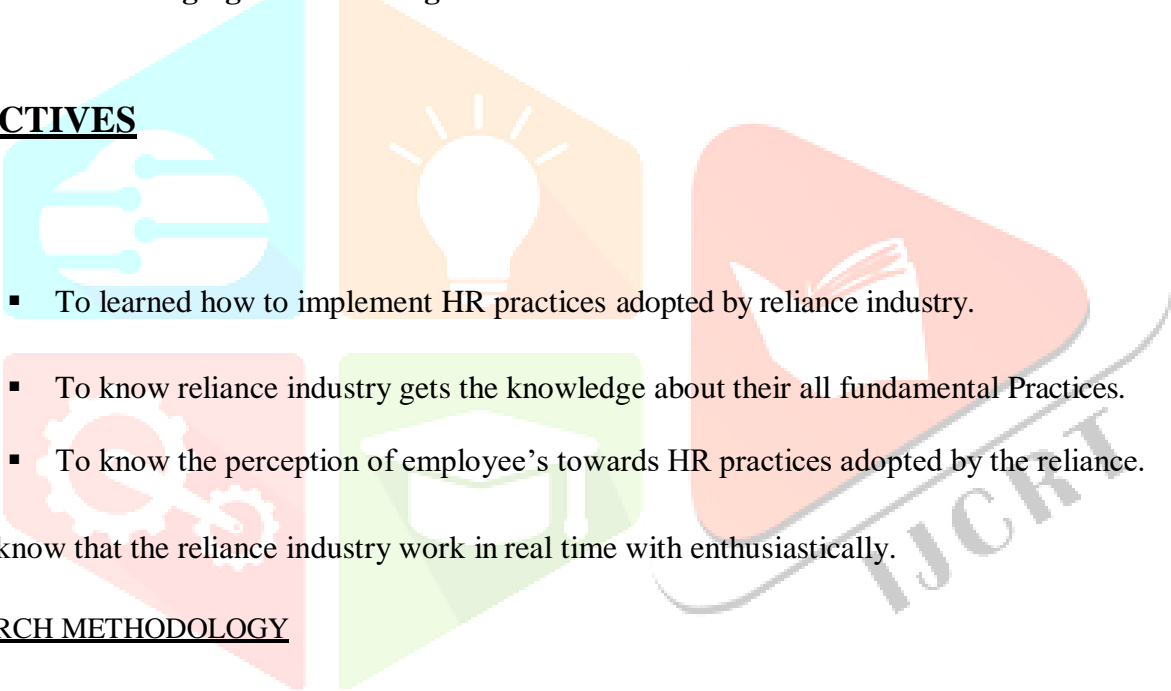
### **Balkishan V and Sivasubramanim M (2006):**

The book has been compartmentalized into six segments viz, human resource practices, leadership, organization change, stress management, training and development and allied topics in Human Resource.

### **S Seema (2008) :**

**In this article, it has been stated that exploring new dimensions examines the role of HR managers which is changing the competitive environment. HRM supports strategic management, talent acquisition and retention has become a significant job of a HR manager. The success of an organization depends on deploying employees who can adopt to be comfortable in the changing environment. Acquisitions and mergers are taking place so rapidly that organizations have to grow by them or get swallowed by others. There is an increasing demand for HR personnel who are capable of managing the increasing workforce.**

## **OBJECTIVES**

- 
- To learned how to implement HR practices adopted by reliance industry.
  - To know reliance industry gets the knowledge about their all fundamental Practices.
  - To know the perception of employee's towards HR practices adopted by the reliance.
- People know that the reliance industry work in real time with enthusiastically.

## **RESEARCH METHODOLOGY**

Research methodology is outlining the plan and method that how the study is conduct.

So, Mention below detail about it.

**Research design:** descriptive research design **Data collection**

**method:** Primary data **Instrument:** Questionnaires

**Target Population:** Employees of the Reliance Industry, Vadodara.

**Sampling Area:** Reliance Industry, Vadodara

**Sampling Size:** 100

**Sampling Method:** The sampling method used in research is non-probability convenience sampling.

## DATA ANALYSIS & INTERPRETATION

**Q- As per policies industry allowed from work from home during covid-19? Q- You are working with positivity under the covid-19 situation?**

H0: There is no significant relationship between work from home and working with positivity during covid-19.

H1: There is significant relationship between work from home and working with positivity during covid-19.

For this study we can use Chi square test at 95% level of confidence so we will check chi square table @ in 0.05%

Observation Frequency

	Yes	No	May be	Total
Yes	62	16	4	<b>82</b>
No	11	2	5	<b>18</b>
Total	<b>73</b>	<b>18</b>	<b>9</b>	<b>100</b>

Expected Frequency

	Yes	No	May be	Total
Yes	$\frac{82 \cdot 73}{100}$ =59.86	$\frac{82 \cdot 18}{100}$ =14.76	$\frac{82 \cdot 9}{100}$ =7.38	<b>82</b>
No	$\frac{18 \cdot 73}{100}$ =13.14	$\frac{18 \cdot 18}{100}$ =3.24	$\frac{18 \cdot 9}{100}$ =1.62	<b>18</b>
Total	<b>73</b>	<b>18</b>	<b>9</b>	<b>100</b>

Data		O	E	(O - E)	(O - E) <sup>2</sup>	(O - E) <sup>2</sup> / E
<b>Yes</b>	Yes	62	59.86	2.14	4.5796	0.076505179
	No	16	14.76	1.24	1.5376	0.104173442
	May Be	4	7.38	-3.38	11.4244	1.54802168
<b>No</b>	Yes	11	13.14	-2.14	4.5796	0.348523592
	No	2	3.24	-1.24	1.5376	0.474567901
	May Be	5	1.62	3.38	11.4244	7.052098765

					<b>Total</b>	<b>9.603890559</b>

Degree of freedom: 2

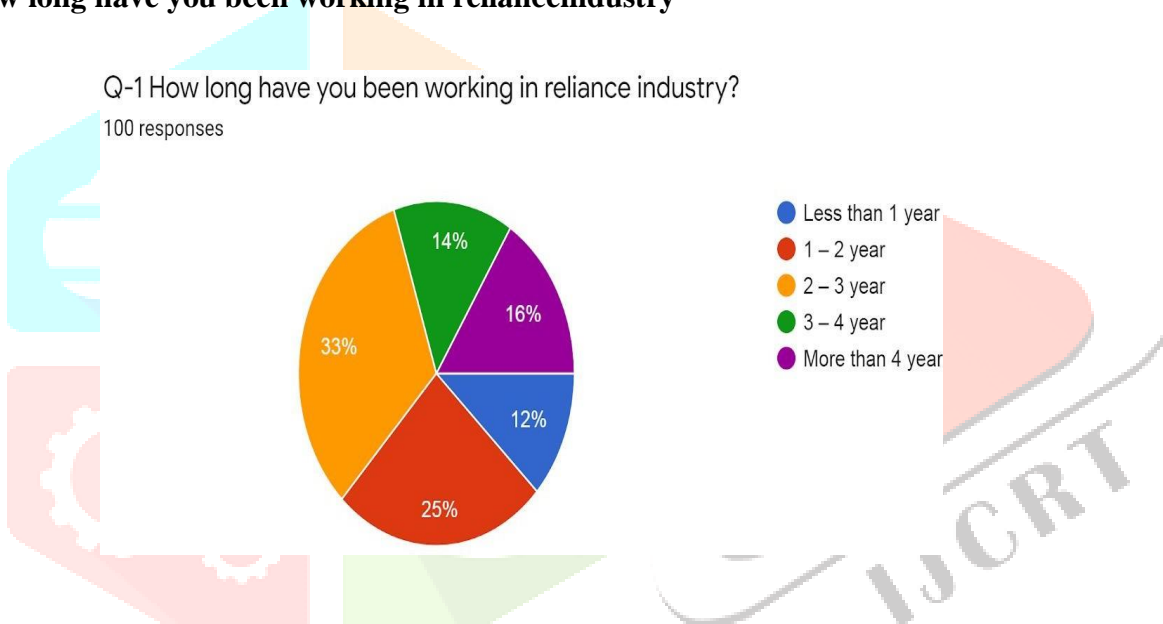
**TABLE VALUE = 5.99 & CALCULATION VALUE = 9.60  $5.99 < 9.60$**

Here the table value is less than the calculation value

In the above situations the **Null Hypotheses are rejected** because here, the calculation value is greater than the table value so here the null hypotheses are rejected.

So, from the above hypothesis testing we can observed the there is significant relationship between work from home and working with positivity during covid-19.

### Q - How long have you been working in reliance industry

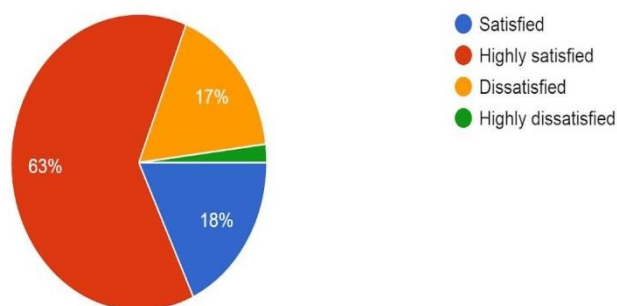


Interpretation: Out of 100 respondents 12 respondents are working in reliance industry from less than 1 year, 25 are working from 1-2 years, 33 are working from 2-3 years, 14 are working from 3-4 years and remaining 16 are working from more than 4 years.

### Q - Are you satisfied with the salary given by industry under covid-19?

Q-2 Are you satisfied with the salary given by industry under covid-19?

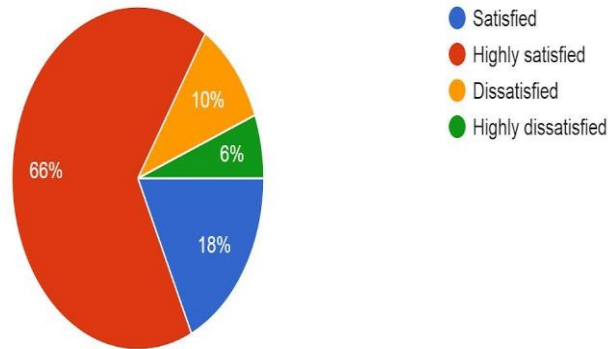
100 responses



Interpretation: Out of 100 respondents 18 respondents are satisfied,63 are highly satisfied,17 are dissatisfied and remaining 2 are highly dissatisfied.

**Q - Are you satisfied with the support from the Management under covid- 19situation?**

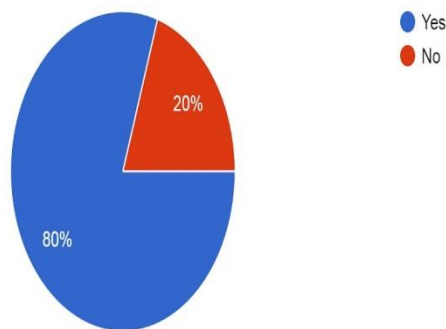
Q-15 Are you satisfied with the support from the Management under covid-19 situation?  
100 responses



Interpretation: Out of 100 respondents 18 respondents are satisfied,66 are highly satisfied,10 are dissatisfied and remaining 6 are highly dissatisfied.

**Q - Is there any accommodation facilities (hotels, flats, quarters) provided by the industry in case ofCOVID?**

Q-17 Is there any accommodation facilities (hotels,flats,quarters) provided by the industry in case of COVID?  
100 responses



Interpretation: Out of 100 respondents 80 respondents are said yes and 20 respondents are said no.

FINDINGS

- There are many changes in the HR policies and strategies by the reliance industries under the covid-19 situations for their employees. There are 75% are said yes there is changes in HR policies and strategies and 25% are said no there is no changes in HR policies and strategies.
- The main source of every employee is salary so under the covid-19 situation the reliance industry ca not more changes in the paying the salary to its employees. There are 18% employees are satisfied, 63% are highly satisfied ,17% are dissatisfied and 2% are highly dissatisfied by the salary given under covid-19 situation.
- The industry can reduce the working hours in the covid-19 situation. The industry can work with the 50% employees and shift base working. There is75% employees are said yes there is reduce in working hours and 25% are said there is no reduce in working hours.
- There are so many impacts on the Industry of covid-19. Impacts on industries capital, sales, productions, etc. there are 76% are said yes and 24% are said no.
- The most of employees are highly satisfied with the changes made by industry in the HR policies and strategies adopted by the reliance under covid-19situations.
- There are 82% respondents are said yes for working from home and 18% respondents are said no for working from home as per the policy.
- There are 80% respondents are said yes and 20% respondents are said no. for providing accommodation facility by the industry in case of COVID-19.
  - There are 8% respondents are satisfied with the working condition, 73% respondents are highly satisfied, 11% are dissatisfied, 8% respondents are highly dissatisfied with the working condition which is taken by the industry under covid-19situation.

CONCLUSION

From the above analysis and findings, it can be concluded that Most of the employees of the reliance industries are highly satisfied with the salary given by the industry under covid-19 situation. The industry can change its working condition under the covid-19 situation and also reducing the working hours the by the industry. The industry must have been changing the HR policies and strategies under the covid-19 situation. The most of employees are satisfied with the support from the management. The employees are working with the positivity under the covid-19 situation.



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