



A STUDY ON EMPLOYEE BEHAVIOUR TOWARDS HIGH PERFORMANCE WORK SYSTEM

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ABSTRACT

This examination endeavours to express that the representative's conduct changes towards High Execution Work System. The focal point of this article is to clarify the vital components of HPWS and to recognize why making associations with workers makes monetary sense for managers in the present information, shrewdness, and data-based economy. HPWS frameworks accentuate representative association and mirror a promise to making a hierarchical culture dependent on responsibility instead of control. At the same time, the way of life of elite associations underlines the quest for greatness and anticipate that employees should be capable, exceptionally skilled, and continually occupied with improving the association. The executive's specialists have broadly investigated HPWS and have recognized regular administration rehearses that make upper hand and improve authoritative execution. The following is an outline of seven human asset rehearses for delivering higher benefits through connecting with representatives as full proprietors and accomplices in an association's victory. In the previous decade a lot of examination has been led on the person also, hierarchical results of superior work frameworks, like work execution wilful turnover, optional conduct and firm execution for an outline and study. In any case, nearly couple of studies have researched the impact of HPWS on worker inventiveness. This is not withstanding the way that representative imagination contributes considerably to authoritative advancement and serious advantage.

Keywords: High Performance Work System, Employee Behaviour, Organization

INTRODUCTION

The motivation behind this paper is to inspect the basic component through which elite work framework (HPWS) impacts representative conduct. This paper intends to inspect unforeseen elements in the connection between saw hierarchical help and worker conduct. The examination shows that HPWS upgrades apparent hierarchical help, which thusly advances representative conduct. Besides, the outcomes likewise show that reverted the board decidedly directs the connection between saw hierarchical help also, representative conduct. the applied model of this examination High-execution work frameworks (HPWS) may solely affect representative conduct. The normal practices in HPWS incorporate staffing, preparing, formative execution evaluation, persuasive compensation, and adaptable occupation tasks. Earlier examination proposes that

HPWS significantly affect representative practices. Notwithstanding, research uncovers that the planned HPWS are unique in relation to worker saw HPWS. Keeping this as proof, the current investigation expected to think about worker seen HPWS. Albeit earlier exploration stressed the impact of HPWS on work execution and extra-job conduct, as social results, research recommends that workers may exhibit proactive practices while they are performing the allotted errands and showing optional practices

REVIEW OF LITERATURE

Way, S.A. (2002) High Performance Work Systems and middle of the road pointers of firm execution inside the US Small business area. *Diary of Management* In this investigation he presents the applied and observational proof that demonstrates that inside the US private venture area superior work frameworks (HPWS) are related with results that are critical to the achievement of little US firms.

Penny Tamzin (2001) This investigation depends on the elite work framework rehearses that centers around whether or not the manner in which individuals are overseen and treated at work adds to the general presentation of the venture has been abundantly discussed. The focal point of this discussion has would in general be on proper cycles and methodology inside associations. These elite working practices have been the subject of a wide scope of studies intended to test their effect.

Becker, B. E., Huslig M. A. (1998) A union of examination and administrative ramifications. *Examination in work force and human asset the executives.* This specific investigation Examine the capacity of specialized HRM versus key HRM in foreseeing hierarchical execution in the medical services industry. From the outcome, he tracked down that specialized HRM is more significant in clarifying apparent authoritative execution, and vital HRM is better at anticipating human resources amassing.

Sun, L.Y., Arlee, S., Law, K.S. (2007) A Relational Perspective. *Institute of Management Journal.* This examination depends on taking a social viewpoint on the work relationship, we analyzed cycles connecting elite human asset practices and profitability and turnover, two pointers of authoritative execution.

Evans W. R. and Davis W. D. (2005) High-execution work frameworks and hierarchical execution. The intervening part of inner social construction. *Diary of Management: He verified that laborer discernments identified with security environment, interactional equity and assignment and group wellbeing capability practices go about as arbiters between an arrangement of security the executives' practices and decreases in recordable wounds and less significantly lost time injury*

OBJECTIVES OF THE STUDY

Primary Objectives

The Primary Objective of my study at HCL is to study on the Employee Behaviour towards High Performance Work System.

Secondary Objectives

The Secondary Objective is to Study and Understand about the practices of highperformance systems, To Study the principles of high-performance work systems, To Analyse the factors influencing on high-performance work systems.

RESEARCH METHODOLOGY

Sample Size

The sample size of the research study is 133.

Sources of Data

The research study used both Primary data and Secondary Data.

Sampling Techniques

The research study adopted a Simple and Convenience Sampling method and Data Collection was done.

Structure of the Questionnaire

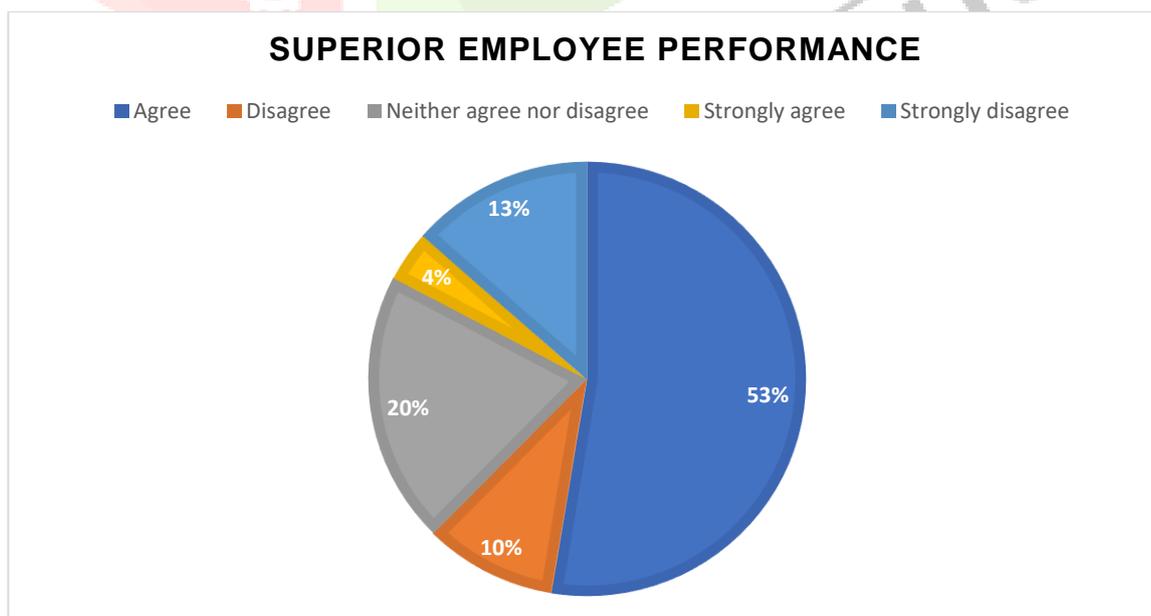
The Quantitative Structured questions and Multiple-choice Questions are asked to the respondents.

DATA ANALYSIS AND INTERPRETATION

DESCRIPTIVE ANALYSIS

1. High performance work system leads to the superior employee performance in your company

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	70	52.6%
Disagree	13	9.8%
Neither agree nor disagree	27	20.3%
Strongly agree	5	3.8%
Strongly disagree	18	13.5%
Total	133	100

**INTERPRETATION**

From the above table it is interpreted that 52.6% of the respondents agreed, 9.8% of the respondents disagreed, 20.3% of the respondents neither agreed nor disagreed, 20.3% of the respondents neither

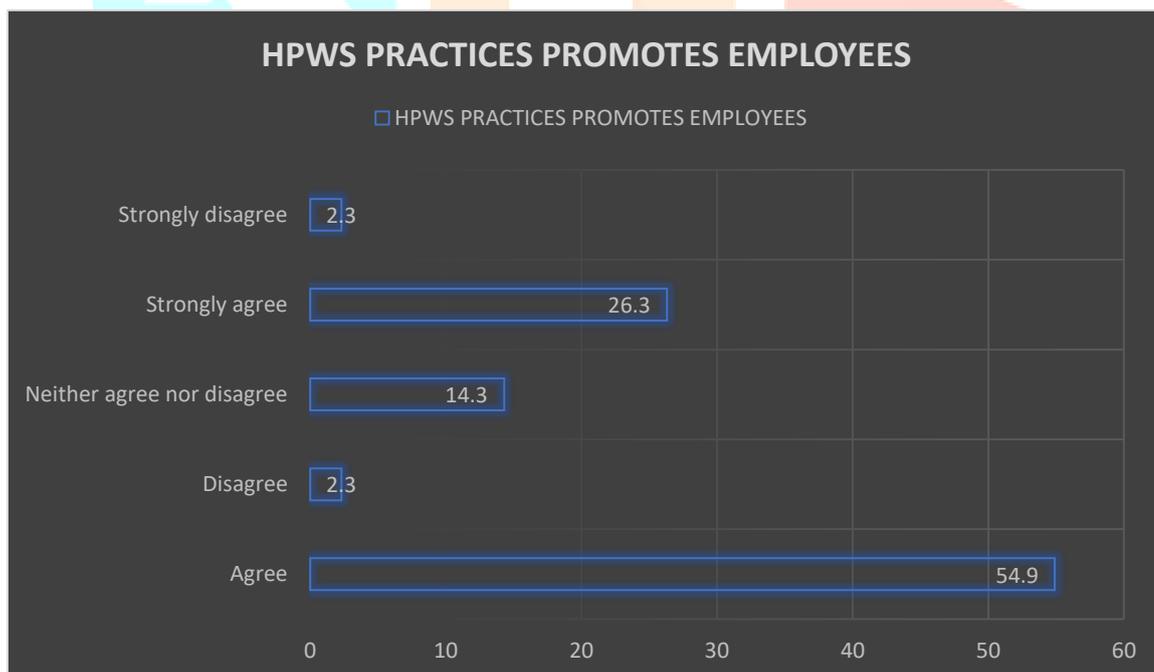
agreed nor disagreed, 3.8% of the respondents strongly agreed, 13.5% of the respondents strongly disagreed.

INFERENCE

Majority (52.6%) of the respondents agreed to the question.

2. In the base idea with HRM does the HPWS practices in your company promotes the employees with necessary information and skills

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
agree	73	54.9%
Disagree	3	2.3%
Neither agree nor disagree	19	14.3%
Strongly agree	35	26.3%
Strongly disagree	3	2.3%
Total	133	100



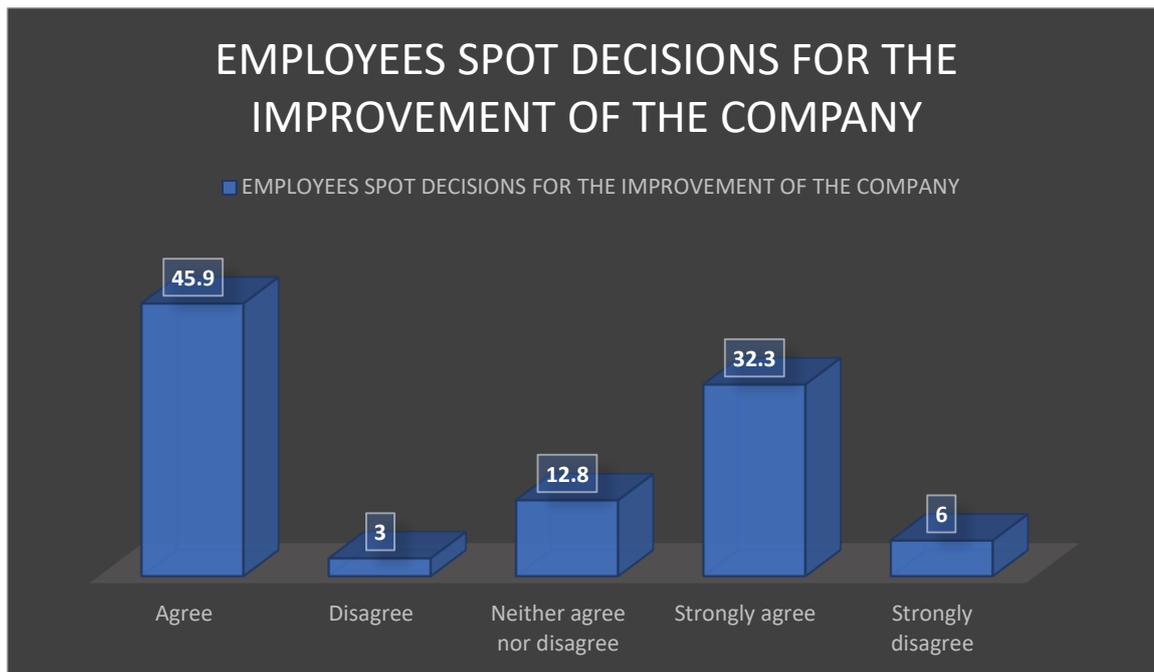
INTERPRETATION

From the above table it is interpreted that 54.9% of the respondents agreed, 2.3% of the respondents disagreed, 14.3% of the respondents neither agreed nor disagreed, 26.3% of the respondents strongly agreed, 2.3% of the respondents strongly disagreed.

INFERENCE

Majority (54.9%) of the respondents agreed.

3. Does your company make the employees responsible for the spot decisions made for the improvement of the company?



INTERPRETATION

From the above table it is interpreted that 45.9% of the respondents agreed, 3% of the respondents disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% of the respondents strongly agreed, 6% of the respondents strongly disagreed.

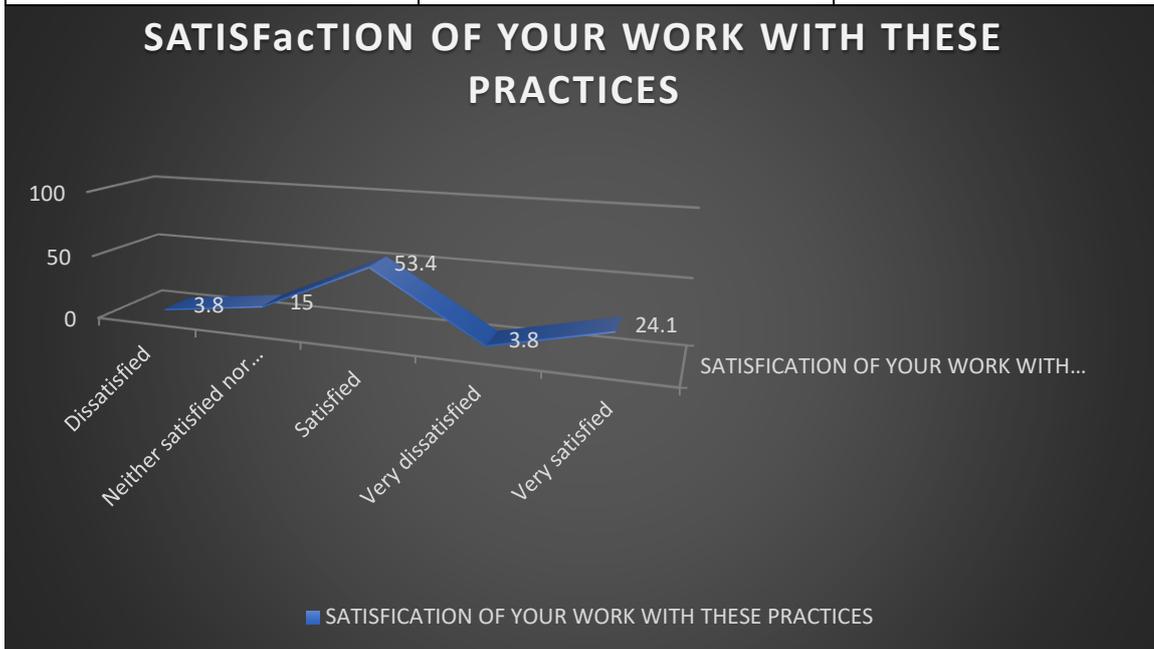
INFERENCE

Majority (45.9%) of the respondents agreed

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	61	45.9%
Disagree	4	3.0%
Neither agree nor disagree	17	12.8%
Strongly agree	43	32.3%
Strongly disagree	8	6.0%
Total	133	100

4. How well are you satisfied with your work having these practices in your work place environment

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Dissatisfied	5	3.8%
Neither satisfied nor dissatisfied	20	15.0%
Satisfied	71	53.4%
Very dissatisfied	5	3.8%
Very satisfied	32	24.1%
Total	133	100



INTERPRETATION

From the above table it is interpreted that 3.8% of the respondents are dissatisfied, 15% of the respondents are neither satisfied nor dissatisfied, 53.4% of the respondents are satisfied, 3.8% of the respondents are very dissatisfied, 24.1% of the respondents are very satisfied.

INFERENCE

Majority (53.4%) of the respondents are Satisfied.

4.2 CHI SQUARE TEST

AGE OF THE RESPONDENTS

Vs

SIGNIFICANCE LEVEL OF THE HIGH-PERFORMANCE WORK SYSTEM LEADS TO THE SUPERIOR EMPLOYEE PERFORMANCE

H₀ (NULL HYPOTHESIS) = There is no significant relationship between age of the respondents and significance level of good communication between managers and employees.

H₁ (Alternate Hypothesis) = There is a significant relationship between age of the respondents and significance level of good communication between managers and employees.

AGE*I HAVE NOTION THAT HPWS LEADS TO SUPERIOR EMPLOYEE PERFORMANCE CROSSTABLE						
AGE	AGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	STRONGLY AGREE	STRONGLY DISAGREE	TOTAL
18-25 years	39.5	7.3	15.2	2.8	10.2	75.0
26- 35 years	21.1	3.9	8.1	1.5	5.4	40.0
36-45 years	8.9	1.7	3.5	.6	2.3	17.0
45-50 years	0.5	0.1	0.2	.0	0.1	1.0
TOTAL	70.0	13.0	27.0	5.0	18.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.090 ^a	12	.608
Likelihood Ratio	10.067	12	.610
N of Valid Cases	133		

a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .04.

At 5% level of significance and df (12) the table value is 10.090

Calculated value = 0.04

Significance value ($p=0.005$) < calculated value

H_0 is accepted.

INFERENCE

The results of the "Pearson Chi-Square" say that $\chi(12) = 10.090$, $P = 0.04$. This tells us that there is a statistically significant association between the age of the respondents and also high-performance work system leads to superior employee performance.

4.3 ONE WAY ANOVA TEST

Hypothesis is set between the age of the respondents and how far they are practicing the HPWS in their company to promote their employees with necessary information and skills.

NULL HYPOTHESIS

H_0 = There is no statistically significant relationship between age the respondents and how far they are practicing the HPWS in the company to promote their employees with necessary information and skills.

ALTERNATIVE HYPOTHESIS

H_1 = There is a statistically significant relationship between age of the respondents and how far they are practicing the HPWS in the company to promote their employees with necessary information and skills.

DESCRIPTIVES								
ANOVA								
AGE	N	MEAN	STD. DEVIATION	STD. ERROR	95% CONFIDENCE INTERVAL FOR MEAN	MINIMUM	MAXIMUM	
		Sum of Squares	df	Mean Square	LOWER BOUND	UPPER BOUND		Sig.
Between Groups		4.434	4	1.108	2.087			.086
Agree	73	1.63	.717	.084	1.46	1.80	1	3
Within Groups		67.987	128	.531				
Disagree	3	2.00	1.000	.577	-.48	4.48	1	3
Total		72.421	132					
Neither agree nor disagree	19	1.63	.831	.191	1.23	2.03	1	4
Strongly agree	35	1.34	.639	.108	1.12	1.56	1	3
Strongly disagree	3	2.33	1.155	.667	-.54	5.20	1	3
Total	133	1.58	.741	.064	1.45	1.71	1	4

INTERPRETATION

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.086, which is more than 0.005. Therefore, there is a statistically significant relationship between the age of the respondents and how far they are practicing the HPWS in their company to promote their employees with necessary information and skills.

CONCLUSION

Elite work frameworks can be characterized as a framework which makes a climate in a business that permits a representative more prominent contribution and duty. Workers are viewed as esteemed accomplices of the business which makes it conceivable to make and keep up upper hand as a result of the responsibility of the workers to assist the business with succeeding. A critical advantage of embracing an elite work framework is an increment in business efficiency what's more, effectiveness. At the point when your representatives have a voice, they can air their concerns and ideas for upgrades and be sure they will be tuned in to. This improves representative perspectives and group execution. This can likewise improve the dynamic interaction by enabling your representatives to be effectively included. Improved dynamic, thusly, will straightforwardly affect how proficiently your business runs and the efficiency of your workers. From the examination it is discovered that larger part of the representatives is not getting the appropriate preparing in their organization. The majority of them are happy with their work however they have hardly any more ideas and suppositions to be added upon on their organization to persuade them and lift them up with their work and vital compensation and motivating forces. They likewise searched up for the better information and particular recruiting measure that necessities to done in their organization so they get more occupied with their work.

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