

CORRELATION FOR HUMAN RESOURCE DEVELOPMENT PRACTICES IN TEXTILE INDUSTRY AT TIRUNELVELI DISTRICT

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Abstract—Human Resource Development (HRD) is required by any organization that needs to be dynamic and development arranged or to prevail in a quick evolving condition. Organizations can get to be distinctly alterable and become just through the endeavours and skills of their HR. Human resource strategies can keep the confidence and inspiration of workers high, however these endeavours are insufficient to make the organization element and take it in new bearings. Worker capacities should ceaselessly be obtained, honed, and utilized. For this reason, an "empowering" organizational culture is basic. At the point when workers utilize their drive, go out on a limb, try, advance, and get things going, the organization might be said to have an "empowering" culture. The main objective of the article is to know the current human resource development practices in textile industry at Tirunelveli District. Research methodology is the orderly, hypothetical investigation of the strategies connected to a field of study. It involves the hypothetical investigation of the assortment of techniques and standards related with a branch of learning. The descriptive method is used to originate results based on the objectives of the study. Population of this study consists of employees of textile industry at Tirunelveli District in Tamil Nadu. Both executives and non-executives of textile industry at Tirunelveli District were the target population for survey. Total population of this study is 35033 employees. For this research, proportionate stratified random sampling is used for collecting the data. A stratified random sampling method was applied for this study. Randomly selected working employees of the following of nineteen textiles (19) companies at Tirunelveli District was the samples for this study. There were 32082 technical employees and 2951 non-technical employees are working in the nineteen textiles (19) companies at Tirunelveli District. The research has used online sample size calculator (Creative Research Systems, website: <https://surveysystem.com/sscalc.htm>) to determine the sample size. The sample size of this study is computed with the confidence interval of 4% and 95% confidence level. Here analysts utilize the 99% confidence level and the sample size is considered as 590. The primary data were collected through structured questionnaire on different parameters related to the research problems. A well-structured questionnaire was used to collect the data. It was partitioned based on the factors and variables. The location of the study is textile industry at Tirunelveli District in Tamil Nadu. The study was conducted during the year 2014 to 2017. Correlation analysis is used to data analysis. Correlation means that between two series or groups of data there exists some casual connections.

Keywords—Commitment, Communication, Training, Human Resource Development, Motivation.

INTRODUCTION

HRD is required by any organisation that needs to be dynamic and development arranged or to prevail in a quick evolving condition. Organisations can get to be distinctly alterable and become just through the endeavours and skills of their HR. Human resource strategies can keep the confidence and inspiration of workers high, however these endeavours are insufficient to make the organisation element and take it in new bearings. Worker capacities should ceaselessly be obtained, honed, and utilized. For this reason, an "empowering" organisational culture is basic. At the point when workers utilize their drive, go out on a limb, try, advance, and get things going, the organisation might be said to have an "empowering" culture.

REVIEW OF LITERATURE

Anastasia A. Katou (2008) investigated the pathways leading from HRD to organizational performance by using structural equation modelling. Specifically, she used this analytical tool to test a research framework that is constituted by a set of causal relationships between organisational and other contingencies, resourcing and HRD, skills, attitudes and behaviour, and organisational performance. Employing data from organizations operating in the Greek manufacturing sector, results indicate that the impact of HRD on organisational performance is positive and serially mediated through skills, attitudes and behaviour, and moderated by resourcing, organizational context and other contingencies.

Ilias P. Vlachos (2009) assessed the extent, if any, to which, specific HR practices may contribute to firm growth. He reviewed a rich literature on the links between firm performance and the following HR practices: (1) job security (2) selective hiring, (3) self-managed teams (4) compensation policy, (5) extensive training, and (6) information sharing. He surveyed HR managers and recorded their perceptions about the links between HR practices and firm growth. He found that the compensation policy was the strongest predictor of sales growth. Results provide overall support for all HR practices except of job security. Eventually, selecting, training, and rewarding employees as well as giving them the power to decide for the benefit of their firm, contribute significantly to firm growth.

Ghulam Muhammad et al (2012) explored the employees' motivational practices in the Afroze Textile Industries, Karachi, Pakistan. He found that the employees of the Afroze Textile Industries are not satisfied with motivational practices adopted by the company. More than 70% employees think that only financial rewards were the main source of motivation. Just 10% employees were satisfied with the current performance appraisal system and they have fear of job security. Majority of employees were not involved in the decision-making process. He further explored that more than 90% employees were happy with their co-workers' behavior and 80% were satisfied with health and safety measures adopted by the management which was a good sign. This case study helped the management of the Afroze Textile Industries to know the motivation level of their employees and best motivational practices thinking by the employees to get the maximum output.

NEED FOR THE STUDY

HRD practices are basic for organizational development. Organizations have utilized human resource development practices to accomplish their development. The effect that human resource development practices have on organizational development are evident. Human resource development practices comprise of numerous strategies and practices that are utilized by managers to recruit, select, develop, utilize, reward, and maximize the potential of human resources in organizations. They have been examined broadly by analysts, however the ones that significantly affect organizational development are compensation & benefits management and reward system, and training & development. These are considered by organizations to be vital human resource development practices for the accompanying reasons. Compensation & benefits management and reward framework are required in organizations for budgetary salary and prosperity of their workers. Workers' living status in the public arena, fulfilment, steadfastness, and efficiency are affected by pay. Employees should be given training and development to build up their aptitudes and perform better at work. Training and development can prompt predominant learning, aptitudes, capacities, states of mind, and conduct of employees, consequently enhancing excellent financial and non-financial performance of the organizations. While there have been many reviews on the connection between human resource development practices and organizational development, there are additionally concentrates that have find out how to recognize different elements that could affect the relationship between HRD practices and organizational development. Therefore, by understanding the impact of between human resource development practices and organizational development in textile industry at Tirunelveli District, it would fill in as a stage for employees in an organization.

OBJECTIVES OF THE STUDY

To study the current human resource development practices in textile industry at Tirunelveli District.

SCOPE OF THE STUDY

The study is limited to textile industry at Tirunelveli District. The study has attempted to study the human resource development practices in textile industry at Tirunelveli District. The scope of study elicits the views of the employees on HRD practices and measures in the textile industry at Tirunelveli District.

LIMITATION OF THE STUDY

The study is attempted to deliberate the view point of employees working in textile industry at Tirunelveli District only. Human Resource Development Practices is subjected to change with respect to different industry, different company and different management specially located at various places.

RESEARCH METHODOLOGY

Research methodology is the orderly, hypothetical investigation of the strategies connected to a field of study. It involves the hypothetical investigation of the assortment of techniques and standards related with a branch of learning. The descriptive method is used to originate results based on the objectives of the study. Population of this study consists of employees of textile industry at Tirunelveli District in Tamil Nadu. Both executives and non-executives of textile industry at Tirunelveli District were the target population for survey. Total population of this study is 35033 employees. For this research, proportionate stratified random sampling is used for collecting the data. A stratified random sampling method was applied for this study. Randomly selected working employees of the following of nineteen textiles (19) companies at Tirunelveli District was the samples for this study. There were 32082 technical employees and 2951 non-technical employees are working in the nineteen textiles (19) companies at Tirunelveli District. The research has used online sample size calculator (Creative Research Systems, website: <https://surveysystem.com/sscalc.htm>) to determine the sample size. The sample size of this study is computed with the confidence interval of 4% and 95% confidence level. Here analysts utilize the 99% confidence level and the sample size is considered as 590. The primary data were collected through structured questionnaire on different parameters related to the research problems. A well-structured questionnaire was used to collect the data. It was partitioned based on the factors and variables. The location of the study is textile industry at Tirunelveli District in Tamil Nadu. The study was conducted during the year 2014 to 2017. Correlation analysis is used to data analysis. Correlation means that between two series or groups of data there exists some casual connections.

DATA ANALYSIS AND INTERPRETATION

Hypothesis:

H₀: There is no correlation between total years of experience among human resource development practices. $r = 0$

H₁: There is correlation between total years of experience among human resource development practices. $r \neq 0$

Table 1: Correlation for Human Resource Development Practices in Textile Industry

		Human Resource Planning	Recruitment and Selection	Training and Development	Motivation	Communication	Performance Appraisal	Commitment
Total years of experience	Pearson Correlation	-0.002	0.016	0.012	0.082*	-0.008	-0.002	0.043
	Sig. (2-tailed)	0.969	0.693	0.777	0.047	0.837	0.966	0.301
	N	590	590	590	590	590	590	590
Human Resource Planning	Pearson Correlation	1	0.285**	0.429**	0.540**	0.499**	0.276	0.421
	Sig. (2-tailed)		0.000	0.000	0.000	0.000	0.000	0.000
	N	590	590	590	590	590	590	590
Recruitment and Selection	Pearson Correlation	0.285**	1	0.340**	0.432**	0.257**	0.273	0.020**
	Sig. (2-tailed)	0.000		0.000	0.000	0.000	0.000	0.630
	N	590	590	590	590	590	590	590
Training and Development	Pearson Correlation	0.429**	0.340**	1	0.141**	0.539**	0.092	0.225**
	Sig. (2-tailed)	0.000	0.000		0.001	0.000	0.025	0.000
	N	590	590	590	590	590	590	590
Motivation	Pearson Correlation	0.540**	0.432**	0.141**	1	0.437**	0.361*	0.174**
	Sig. (2-tailed)	0.000	0.000	0.001		0.000	0.000	0.000
	N	590	590	590	590	590	590	590
Communication	Pearson Correlation	0.499**	0.257**	0.539**	0.437**	1	0.234	0.073**
	Sig. (2-tailed)	0.000	0.000	0.000	0.000		0.000	0.075

Correlation for Human Resource Development Practices in Textile Industry at Tirunelveli District

	N	590	590	590	590	590	590	590
Performance Appraisal	Pearson Correlation	0.276**	0.273**	0.092*	0.361**	0.234**	1	-0.089**
	Sig. (2-tailed)	0.000	0.000	0.025	0.000	0.000		0.031
	N	590	590	590	590	590	590	590
Commitment	Pearson Correlation	0.043	0.421	0.020	0.225	0.174*	-0.089	1
	Sig. (2-tailed)	0.301	0.000	0.630	0.000	0.000	0.031	
	N	590	590	590	590	590	590	590

*. Correlation is significant at the 0.05 level (2-tailed).

** . Correlation is significant at the 0.01 level (2-tailed).

From the Correlation Analysis Table 1, it can be seen that there is a perfect positive correlation between total years of experience of the respondents and the variables of human resource development practices such as Recruitment and Selection, Training and Development, Motivation, and Commitment because the correlation coefficient (r) equals 0.016, 0.012, 0.082, and 0.043 respectively.

There is a perfect negative correlation between total years of experience of the respondents and the remaining variables of human resource development practices such as Human Resource Planning, Communication, and Performance Appraisal because the correlation coefficient (r) not equals -0.002, -0.008, and -0.002 respectively.

CONCLUSION

From the above Correlation Analysis Table 1, we can also conclude that correlation coefficient is significantly different between total years of experience and human resource development practices (Motivation) since p-value (0.047) is less than the usual threshold significant value of 0.05. So, we reject the null hypothesis, and accept the alternative hypothesis.

We can conclude that the correlation coefficient is very highly no significantly different between total years of experience and human resource development practices (Human Resource Planning, Recruitment and Selection, Training and Development, Communication, Performance Appraisal, and Commitment) since p-values (0.969, 0.693, 0.777, 0.837, 0.966, and 0.301) are greater than the usual threshold significant value of 0.05. So, we accept the null hypothesis, and reject the alternative hypothesis.

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