

HR PRACTICE KAIZEN AUTO PRODUCTS

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Abstract—*Human practices during recession among employees on organizational performance have been a widely researched area. Result of studies, from developed countries to developing countries; have been time and again showing that HR Practices And Its Impact On Employee Satisfaction have significant impact on organizational performance. But unluckily, very insufficient numbers of studies have been conducted in this area. To augment the contemporary knowledge base of HR Practices And Its Impact On Employee Satisfaction of developing countries, this study has been undertaken. This study assessed the impact of human resource management on organizational performance and investigates impact of Kaizen Auto Products at Hosur. Human resource practices (recruitment & selection, training & development, compensation and performance appraisal) on organization performance. Although, it was accepted that HR Practices And Its Impact On Employee Satisfaction is positively related to organizational performance. There is a great need for additional evidence to support the HR Practices and Its Impact on Employee Satisfaction -performance relationship from different contexts.*

INTRODUCTION

It is possible to identify three strands of argument in the literature as to the effects of the current recession on human resource management. The first suggests that the recession will have a cataclysmic effect on the HR function or even on the viability of long prevalent employment models, with one study suggesting that numbers working in HR would be cut disproportionately compared with other support functions, while transactional⁴ HR processes would be increasingly relocated to low-cost countries.

Another claimed that the global crisis in the context of the on-going globalization of businesses would _decimate HR. The second (which represents the dominant perspective among the HR commentarial⁵) suggests that the recession will both increase the stature and influence of the HR function and deepen the appeal and prevalence of HR Practices And Its Impact On Employee Satisfaction consistent with the _high-commitment model⁶, whose features are widely understood.

The third strand, often grounded in empirical reviews, is much more measured and circumspect regarding whether changes arising from the recession are fundamental or likely to be of lasting significance. In this strand of commentary, changes are often understood to be pragmatic, eclectic and incremental in nature.

STATEMENT OF PROBLEM

Human practices during recession among employees on organizational performance have been a widely researched area. Result of studies, from developed countries to developing countries; have been time and again showing that HR Practices And Its Impact On Employee Satisfaction have significant impact on organizational performance. But unluckily, very insufficient numbers of studies have been conducted in this area. To augment the contemporary knowledge base of HR Practices And Its Impact On Employee Satisfaction of developing countries, this study has been undertaken. This study assessed the impact of human resource management on organizational performance and investigates impact of Kaizen Auto Products at Hosur. Human resource practices (recruitment & selection, training & development, compensation and performance appraisal) on organization performance. Although, it was accepted that HR Practices And Its Impact On Employee Satisfaction is positively related to organizational performance. There is a great need for additional evidence to support the HR Practices and Its Impact on Employee Satisfaction -performance relationship from different contexts.

NEED OF THE STUDY

The need of the study mainly ponders to understand that, whether the job satisfaction is dependent or independent on HR Practices and Its Impact on Employee Satisfaction. The study tries to focus upon various HR Practices and Its Impact on Employee Satisfaction provided by Tenneco Automotive India Private Limited and to understand the satisfaction to its employees through it. The researcher spare no effort to find out whether the employees are satisfied with the existing HR Practices And Its Impact On Employee Satisfaction and working condition which are the attributes of satisfaction and to find out the response of employees' to the given HR Practices And Its Impact On Employee Satisfaction in recession. The particular study also tries its level best to list out the problems of existing HR Practices and Its Impact on Employee Satisfaction system prevailing in the organization and to suggest whether any improvements are needed for the existing HR Practices and Its Impact On Employee Satisfaction which will endorse management and employee relationship.

OBJECTIVES OF THE STUDY

- To study the Human Resource Management practices And Its Impact on Employee Satisfaction of the Kaizen Auto Products at Hosur.
- The HR Practice motivation and create opportunity for employees in this Auto Products management
- To choose the various method of training in this firm
- The HR Practices and Its Impact on Employee Satisfaction helps in increasing the productivity and quality
- To influence of HR has been restricted to the implementation of measures adopted by the business to respond
- HR practiced in the Auto Products need to promotional and pricing in this firm the practice of developing extensive training courses and motivational programs

SCOPE OF THE STUDY

The scope of HR Practices and Its Impact on Employee Satisfaction is indeed vast. All major activities in the working life of a worker - from the time entry into an organization until he or she leaves the organization comes under the preview. The major HR Practices and Its Impact on Employee Satisfaction activities include HR planning, job analysis, job design, employee hiring, employee and executive remuneration, employee motivation, employee maintenance, industrial relations and prospects of HR Practices and Its Impact on Employee Satisfaction. All the decisions, strategies, factors, principles, operations, practices, functions, activities and methods related to the management of people as employees in any type of organization.

LIMITATIONS OF THE STUDY

1. This study is applicable only to Auto Products at Hosur
2. This study is limited by only 90 days.
3. Due to busy of the employers and employees were not respond to researcher's questionnaire
4. Due to their ignorance, the respondents are having a chance to give biased information.

RESEARCH METHODOLOGY

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as —A careful investigation or enquire especially through search for new facts in any branch of knowledgel. To give more additional to the old research new ones are conducted.

SAMPLING SIZE

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 120 respondents are taken as the example for this investigation.

DATA COLLECION

Primary data

Primary data was collected through face to face interviews while filling up questionnaires (120 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

STATISTICAL TOOLS

Percentage Analysis

Chi-Square Test

CHI-SQUARE ANALYSIS

The table depicts the analysis between the age group of the respondents and influence of HR has been restricted to the implementation.

NULL HYPOTHESIS HO: There is no significance between the age group of the respondents and influence of HR has been restricted to the implementation.

ALTERNATIVE HYPOTHESIS H1: There is significance between the age group of the respondents and influence of hr has been restricted to the implementation.

Age Group Of The Respondents * Influence Of Hr Has Been Restricted To The Implementation							
Cross tabulation							
Count		INFLUENCE OF HR HAS BEEN RESTRICTED TO THE IMPLEMENTATION					Total
		Agree	Strongly Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	
Age Group Of The Respondents	Below 20	31	0	0	0	0	31
	21 – 30	16	35	14	4	0	69
	31 – 40	0	0	0	8	4	12
	Above 40	0	0	0	0	8	8
Total		47	35	14	12	12	120

Chi-Square Tests			
	Value	df	Asymp. Sig. (2- sided)
Pearson Chi-Square	2.028E2 ^a	12	.000
Likelihood Ratio	168.039	12	.000
Linear-by-Linear Association	87.302	1	.000
N of Valid Cases	120		
a. 13 cells (65.0%) have expected count less than 5. The minimum expected count is .80.			

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Symmetric Measures					
		Value	Asymp. Std. Error ^a	Approx. T ^b	Approx. Sig.
Ordinal by Ordinal	Gamma	1.000	.000	13.322	.000
Measure of Agreement	Kappa	.c			
N of Valid Cases		120			
a. Not assuming the null hypothesis.					
b. Using the asymptotic standard error assuming the null hypothesis.					
c. Kappa statistics cannot be computed. They require a symmetric 2-way table in which the values of the first variable match the values of the second variable.					

RESULT: The calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the age group of the respondents and influence of HR has been restricted to the implementation.

FINDINGS

- Majority 66.7% of the respondents are male
- Majority 57.5% of the respondents age are 21-30
- Majority 58.3% of the respondents area are urban
- Majority 34.2% of the respondents educational qualification are illiterate
- Majority 45% of the respondent's occupation is private
- Majority 37.5% of the respondents monthly income are Rs. 5,000 – Rs. 8,000
- Majority 53.3% of the respondents are married.
- Majority 37.5% of the respondents are traditional manufacturing other business services sector in organization
- Majority 34.2% of the respondents are strongly agree in biggest influence on the choice of measures adopted by the business.
- Majority 39.2% of the respondents are strongly agree in influence of HR has been restricted to the implementation
- Majority 55.8% of the respondents are strongly agree in business have undertaken specific your engagement measures
- Majority 40% of the respondents are agree in communicating the demands of the business to staff.
- Majority 33.3% of the respondents are strongly agree in business pressures have meant that the issue of fairness
- Majority 33.3% of the respondents are agree in implementing HR policies and practice surrounding discipline, attendance, time-keeping
- Majority 45.8% of the respondents are strongly agree in senior managers have become more active in communicating HR actions
- Majority 48.3% of the respondents are agree in actively involved in developing options for responding
- Majority 34.2% of the respondents are agree in learn new skills to address the challenges posed by the recession

- Majority 42.5% of the respondents are agree in feel about your firm recognize unions in this business.
- Majority 31.7% of the respondents are neither agree nor disagree in actively engaged with unions developing HR options to respond the recession
- Majority 53.3% of the respondents are strongly agree in recession have been urgent that has been little time to consult trade unions
- Majority 44.2% of the respondents are strongly agree in union representatives had to learn new skills to address the challenges
- Majority 55.8% of the respondents are agree in impaired the firm's response to the recession.
- Majority 46.7% of the respondents are agree in realistic and constructive in engaging with the firm

RECOMMENDATIONS

Recommendations while employer facing negative challenges during recession:-

- Top management should know the contingency plan.
- Do the brain storming session with your top management and contribution in their strategic planning
- A complete or potential job freeze, however, communicate to the work force that the company may continue to recruit key individuals even in difficult times.
- Review the employee performance evaluation to determine the key people that company cannot afford to lose.
- Flow of communication should be from top to down that will help in making conducive atmosphere within the organization.
- Make prepare yourself for individual and group concerns therefore there should be a proper counseling session.
- Maintain a clam atmosphere.
- Review all HR policies, processes and procedures to ensure that they are purposeful and contribute directly to the success of the company.
- Suppose the company has to layoff staffs, ensure that there are no other opportunities for them in other functions or divisions of the organization.
- Advise manager to deal the process of managing change.

CONCLUSION

Managing HR in a difficult economic environment is even more demanding than working in times of rapid growth. Therefore the task of HR is very important to maintain equilibrium throughout the hierarchy. HR professionals would have a big challenge to keep employees away from the competitors during tough economic times. As a HR manager you are advised to keep Differentiation between your good and average employee, redirect your employees to other departments (job rotation), listen to your employees, Keep them motivated and busy (communicate-communicate and communicate) and Show them the long term vision. The above said efforts will enable the employer to hold its team together during a recession, and will even make bond between employer and employees.

- Recession is a period, shorter than a depression, during which there is a decline in economic trade and prosperity.
- To make somebody feel harassed, hemmed in or under severe pressure.

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