

Human Resource: Employee's Perception Towards HR Policies in Information Technology (IT) Companies

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Abstract

Human Resources are cognizance, skills, creative abilities, attitude and other attributes obtained from the population on organizations point of view, they represent the total of the inbuilt abilities, acquired knowledge and skills as exemplified in the talents and attitude of the employees. The policies, strategies and practice lead the company to react on its objectives. It should be a cultural reflection of the values and beliefs of the organization. The policies should be very brief and clear so that everyone in the organization can understand its objective, the steps to achieving the mission. This all is possible if the human resource department of the organization is working effectively. This paper provides clear information about the employee perception towards the HR policies framed by the Organization. This is a conceptual framework based on the previous research papers, journals and various other secondary sources.

Keywords: Human Resource Management Practices, Employee's perception, IT Companies

I. INTRODUCTION

HR policy is a preplanned guideline towards the attainment of Organization goals and objectives. Such guidelines facilitate properly planned efforts towards accomplish the strategic intent. Policy is not a strategy or a tactic. Strategy is a suggested course of action to exert a far reaching impact on the ability of the enterprise to reach its common goal. It can be differentiated from objective and procedures. It is related to the framework of basic principles which are information for decision making and provide a constant pattern of decisions. Objectives are specific goals and aims, preferably in quantitative terms and can be considered as something which an individual, group seeks to finish successfully. Hence, an objective is something to accomplish, while a policy is a guide to accomplish it easily and effectively.

Again policy is different from procedure, as procedure defines the manner or way of accomplishing goal or something, i.e., it is the process and method. While policy forms part of a framework of general principles, protocol necessarily indicates how to do something and direct and regulate employees towards the accomplishment of goals. Programmes were developed on the basis of policies with a view to workout them and accordingly programmes involve additional step beyond policies to simplify the decisions.

The execution of programmes takes to specific actions including practices and procedures. Human Resource Management can help an organization to achieve its goal more efficiently and effectively in various ways. The first and foremost function of HRM is to assist the organization in attracting and obtaining the required talent through effective manpower planning, recruitment and selection, developing the necessary skills and right attitudes among the employees through providing prior training, performance appraisal, evaluation etc. It also involves securing efficient performance from employees through motivation, perks, grievance handling and utilizing effectively the available human resources and then only the enterprise will have in future a team of qualified and dedicated employees.

Objectives of the study:

- To recognize the employees perception towards HR policies
- To identify the efficiency of existing HR policies
- To identify if any improvement are required to be made regarding HR policies

A. Human Resource Management: Scope

The scope of HRM is wide in nature. The Indian Institute of Personnel Management has specified the scope of HRM as:

- Personnel aspect - This regards human resource planning, recruitment, selection, placement, transfer, promotion, training and development, retrenchment, remuneration, incentives, productivity etc.
- Welfare aspect - It is related with working environment and amenities like welfare measures such as canteens, crèches, rest rooms, lunch rooms, housing, transport, medical assistance, education, health and safety.
- Industrial relations aspect -This covers union-management relations, collective bargaining, Grievance and disciplinary procedures, dispute settlement etc.

B. Human Resource Management: Objectives

The basic objectives of Human Resource Management may be sketched as follows

- To help the organization to attain its goals.
- To ensure effective utilization of human resources.
- To create maximum development of human resources.
- To ensure respect for employees.
- To ensure reconciliation of individual goals with the organization goal.
- To generate a quality of work life for the employees.

C. Pictorial Representation of Hrm Functions

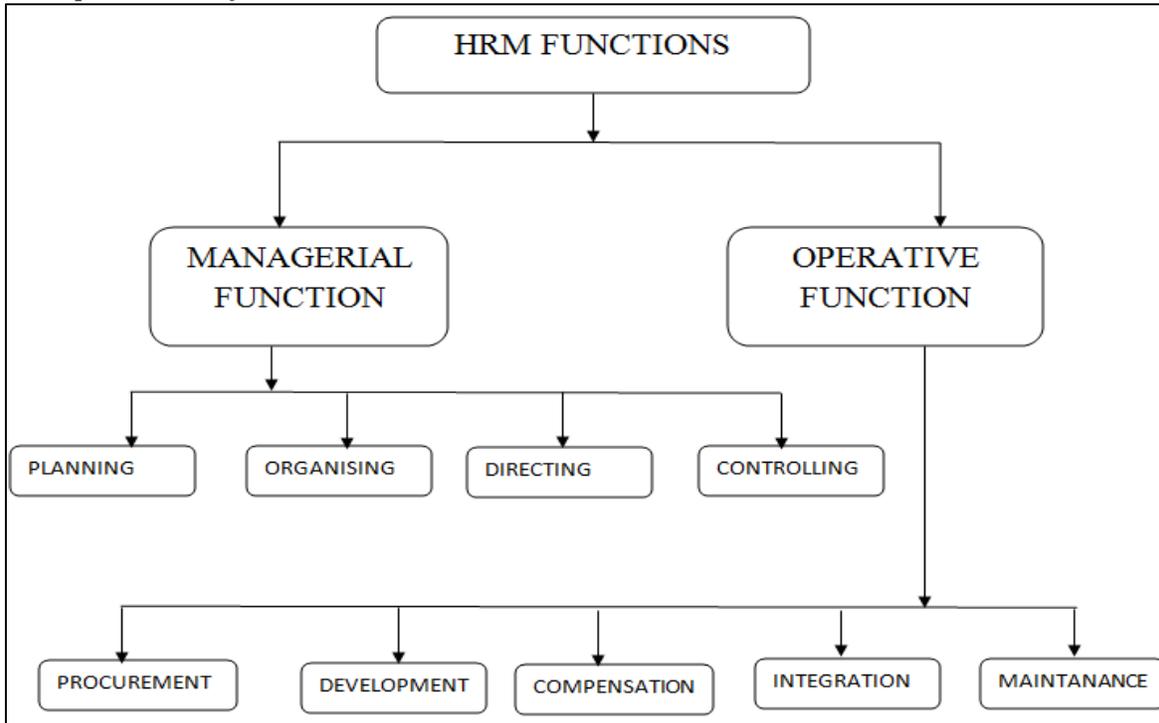


Fig. 1:

II. LITERATURE REVIEW

Abdul Basit Al-Hamadi, Pawan S. Budhwar and Helen Shipton (2007): provided an summary of management of human resources and the factors influencing the same in the sovereign of Oman. The initial section of the paper built the study of HRM policies in the Omani context. This is carryout with analysis of the background information and specific features of social environment of the sovereign of Oman along with key national initiatives that are likely to influence the take-up and endorsement of HRM in Oman. The research observation in support of key issues related to management of human resources was presented, and conclusions were drawn by evaluating the significances of the described findings. This is done by considering the current situation in Oman and through analyzing key challenges will be faced in the future.

Ashok Som (2008): Indian organizations adopted innovatory changes in their HRM practices. Current research showed that HRM policies are important for enhanced organization performance but little had been reported on the effect of HRM policies and organization performance in the context of economic liberalization of India. The study tried to understand the role of innovative HRM policies such as the role of HR department, recruitment, retraining and redeployment, performance appraisal and compensation, enhance organization achievement during the change process. A multiple-respondent survey of 69 Indian organizations was undertaken to study the influence of innovative HRM policies on firm performance. The research found that the innovative recruitment and compensation policies have important positive relationship with firm performance. It was observed that recruitment, the role of the HR department and compensation policies to besem significantly changing within the Indian enterprises in the context of India's economic liberalization. The behavior of system between innovative HRM policies was not significant in enhancing organization performance during the liberalization process.

Hui-O Yang and Nita Cherry (2008) Contemporary international literature finds three major human resource management (HRM) issues as being critical in the hospitality industry across the world, both present and in the future. They were service quality, training and development, staff recruitment and staff selection. This study involved interviews with the senior most executives in a sample of chain hotels in Taiwan nominated by the hotels as being responsible for HRM. This study explored that the three major HRM issues identified in the study are perceived as important by Taiwanese hoteliers. The conclusion suggest

that although most participants perceive these issues a significant and challenging, they are concentrated mainly on operational and not in strategic solutions for dealing with these issues. It is argued that the current and arising challenges facing the industry demand an approach to HRM that is longer in strategic than the traditional focus of personnel administration. The implication is that HRM has a key role to play in generating and sustaining competitive advantage in hotels. A particular strength of this study, the data collected through face-to-face interviews, which enabled a more intensive exploration of the thinking of respondents than is often the case with quantitative surveys.

Ilias Vlachos (2008): This study addressed a central research question: how do human resource management practices assist to organizational performance? They examined the following HR practices: (1) job security (2) Selective hiring (3) self managed teams and decentralization of decision making (4) compensation policy (5) widespread training and (6) Information sharing. They collected data from food managers in Greece and recorded their perceptions on HR practices and their relation to organization's performance. The conclusion provides overall support for all HR practices except the job security. Selective hiring was found to be a key practice that enhanced organizational performance. Compensation policies, information sharing, decentralization and wide training were significant anticipates for all performance variables. Directions for further research are provided.

Irene Hon-fun Poon and Chris Rowley (2010) many competing hypotheses have been advanced to relation for human resource management (HRM) change. The present review evaluates the theoretical development and empirical revise in HRM change in Asia in the early twenty-first century (from 2000 to 2006). Three research themes common to HRM change are discussed. (1) Change context is about the issues of forces to make easier or to make difficult HRM change; (2) Change process includes pace, sequence and magnitude of HRM change movement and (3) Change direction is about resultant change outcome. Comparisons of HRM change were made on Asian economies as well as between Asia and other ranges. It is resulted that the interplay between different perspectives can produce a wide variety of more complex understanding of change circumstance while cross-sectional approach can add value to explain dynamic process and resultant direction.

Peter K. Ross and Lutz Michael Buchner (2010) This article analyze the competition demands faced by Deutsche Telekom for global consistency and local responsiveness as it tried to coordinate its human resource management strategies across its Eastern European supplemental. It considers the degree to which the former economics and political histories of Eastern Europe continue to influence and/or pressurizing MNC strategies and policies in the post-2000 era. Institutional path dependency, strategic international human resource management, and international industrial relations theories are used to stand in ascertain the date. The study countries are rapidly declining, thereby permitting MNC's to implement "Western-style" human resource management strategies. It further propose that industrial relations institutions at the European Union Level, rather than individual country level, have the greatest ability to impact on international human resource management strategies in the region. Multinational corporations should therefore engage in more-integrated strategies international human resource management and approximate international industrial relations.

III. CONCLUSION

HR policy continues to be in its infancy in India and additional analysis must be undertaken on totally different aspects of inexperienced to explore its potential to the most doable extent. Once corporations adopt inexperienced policies, they must make sure that the economic side of those policies in the extend of failure. Thorough understanding of the implications of various new policies should be undertaken by the companies, therefore make sure that they gives favors to both the employee and the employer.

The companies should determine that the employees area unit considerably involved regarding the various problems cropping up within the country and that their area unit considerably willing to work for the company, if the company provides good policies and strategies. Employees will command a better worth if they will enhance the policy and provide additional facilities by providing cab, higher functions, improved work environment, dynamic pays. Thus, companies should try to find these types of excellent policies and provide their employees those policies.

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