



Human Resource Management Practices and Policies- A Review Study

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ABSTRACT

This paper is focused to review existing literature available on HRM practices and policies at various work places. The purpose of this study is identifying various period HRM practices and presently following practices and how it helps to innovative management in various work place. This paper, an attempt has been made to provide an overview of various aspects of Human Resource Management practices through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, newspapers etc and has been reflected as references at the end.

KEYWORDS : HRM Practices, Policies, Work place, Employees

Introduction

Human Resource is considered to be very crucial in the organisations. Sound and healthy organisations at present started realizing the Human Resource as the most important of all assets based on the emerging values of humanization. In any organization HRM practices focuses on optimal utilization and management of their human resource effectively in order to achieve maximum output. Managing people is concerned with deciding approaches and strategies to find alternatives of how to achieve organization goals. Development is considered to be the soul of the Human Resource Management functions, which reflects on the establishments of the organisations. Human Resource Development, in a growing economy like India is the need of the time and undoubtedly. So developing Human Resources for this sector has become essential to achieve the objectives of every organisations. In spite of the rapid technological reformations, Human Resources remain the backbone of the organisational structure of every business-which undertakes the crucial responsibility of transforming its operational system into the modern one that suits to the present requirements.

Human Resource Management: Definition

Human resource management has come to be recognized as an inherent part of management, which is concerned with the human resources of an organization. Its objective is the maintenance of better human relation in the organization by the development, application and evaluation of policies, procedures and programs relating to human resources to optimize their contribution towards the realization of organizational objectives.

Human Resource Management Practices and Policies

Human resource management practices a set of practices used by organization to manage human resources through facilitating the development of competencies that are firm specific, produce complex social relation and generate organization knowledge to sustain competitive advantage. Against this backdrop, we conclude that HRM practices relate to specific practices, formal policies, and philosophies that are designed to attract, develop, motivate, and retain employees who ensure the effective functioning and survival of the organization.

Objectives

1. To study the previous studies on human resource management practices and policies in various work places.
2. To identify the various human resource management practices and policies followed in various work places.

Review of Literature

Practitioners and researchers devoted considerable thought to the various aspects of HR and procedures. An attempt is made in this study to review the literature covering the wider spectrum of HRM practices.

Miss Hafsa Shaukat, et.al, the researcher explore contribution of Human Resource management (HRM) practices including selection, training, career planning, compensation, performance appraisal, job definition and employee participation on perceived employee performance. His research describes why human resource management (HRM) decisions are likely to have an important and unique influence on organizational performance. He denotes that this research forum will help advance research on the link between HRM and organizational performance. Also said unresolved questions is trying to identify in need of future study and make several suggestions intended to help researchers studying these questions build a more cumulative body of knowledge that will have key implications for body theory and practice. His study comprehensively evaluated the links between systems of High Performance Work Practices and firm performance. Results based on a national sample of firms indicate that these practices have an economically and statistically significant impact on employee performance. He concluded that Support for predictions that the impact of High Performance Work Practices on firm performance is in part contingent on their interrelationships and links with competitive strategy was limited.

Joseph K.E & Dai.C, the researchers concluded that there are significant connections between HRM practices and firm performance; that the strategic alignment of HRM is also a driver for firm performance.

Fredrick Muyia Nafukho, Richard T. Reoessler and Kit Kacirek, Discuss strategies that HRD and HRM personnel can use to minimize the unlawful termination of employees with disabilities and thereby preserve the diversity they bring to the workforce based on findings from four investigations. They denote that to manage disability as a diversity issue, every person in the workplace and the potential impact of disability on critical HRM and HRD practices related to job retention and termination.

David W.Pitts and Lois Recascino Wise, concluded that the public organizations are tasked with a myriad of HRM challenges that stem from workforce diversity, but the field of public administration has not produced a body of research that adequately assists them with these struggles.

Vanhala and Ahteela, the researchers found that employee trust in the whole organization is connected to perceptions of the fairness and functioning of HRM practices. Such practices can therefore be used in order to build the impersonal dimension of organizational trust.

Manoj A.S., The role of the human resource manager is evolving with the change in competitive market environment and the realization that HRM must play a more strategic role in the success of an organization. IT organizations that do not put prominence on attracting and retaining talents may face adverse consequences, as their competitors may be outplaying them in the strategic employment of their human resources. In order to succeed, HR must be a business driven function with a thorough perceptive of the organization's big picture and be able to influence key decisions and policies. In general, the focus of today's HR manager is on strategic personnel preservation and talents development. HR professionals will be coaches, counselors, mentors, and progression planners to help motivate organization's members and their loyalty.

Lewis J.W. Lim, Florence Y.Y. Ling, the researcher investigate the effect of contractors' human resource (HR) practices on job satisfaction of their professional staff. The specific objectives are to: determine the effectiveness of contractors' HR practices; find out the level of job satisfaction that professional staffs who work for contractors have; and study the relationship between HR practices and job satisfaction. Results showed that contractors' professionals are significantly satisfied with many of their firms' HR practices. The researcher found that these professionals have significant job satisfaction in terms of career opportunities, nature of their jobs and overall working environment. The results also show that many of the HR practices are significantly correlated with job satisfaction.

Rajendra Kumar Jain, made a comparative study on the road transport policies of the nationalized finance, fare structure, investment policy, performance and personnel management.

Conclusion

The reviews of the literature on HRM practices and policies have revealed that to effectively manage the human resources the organisations have to implement innovative HRM practices. After experiential from the review of literature the organisations should more concentrate to utilize the human resources also innovative management of individual. The organisations which implement such practices with dedication for run to current trend. HRM practices should be analyzed from time to time and it should be updated accordingly. HR managers should involve in designing HRM practices and survey should be conducted among employees to know their opinion about HRM practices. This will help to railways to take corrective action at the right time.

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