ORIGINAL RESEARCH PAPER

Management

ANALYSIS OF HUMAN RESOURCE MANAGEMENT IN GEAR MANUFACTURING INDUSTRIES.

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ABSTRACT

Human Resource Management is a challenge for all sizes of organization. The proper manpower planning evaluates the ability and utilization of Human Resource. The Human Resource Management process identifies the loopholes for correct decision making in order to improve the productivity of firms. This paper discusses the Human Resource of employees in Gear Manufacturing Private Limited Industries in Coimbatore. The paper also discusses the challenges of using HRM Strategies as on aid to provide the benefits for the employees to create healthy HRM in the organization.

INTRODUCTION :

Human Resource Management is a set of process meant to increase the productivity of a company's employees. Companies employ Human Resource Management system on a number of levels (Individual, Departmental, Company-wide) and for a variety of reasons ranging from hiring and scheduling to payroll. Beyond the products or services your organization provides a way to manage internal processes-employee needs, resource management. The overarching term for planning, tracking and managing all of these items is HRM.

Human Resource Management systems most commonly apply to aspects of the administration and are used to simplify and streamline data intake. This creates a more efficient system that can reduce redundancies, resolve discrepancies and save time.

OBJECTIVES :
- To identify the benefits of employees towards HRM in Gears Manufacturing Private Limited Industries.
- To ascertain the challenges for acquiring HRM in Gears Manufacturing Private Limited Industries.

SCOPE OF THE STUDY :

The study provides a clear understanding about the level of employment opportunities, innovativeness and their performance in the organization. The development of any organization is mainly depending on the Human Resource Management so that they can perform the organization well. Each and every organization under Gears Manufacturing Private Limited Industries can improve the working condition, environment and other policies based on my survey.

LIMITATIONS OF THE STUDY :
- The Research Was time bound because the employees had to be disturbed from their work. So the research could not be made more detailed.
- Some of the replies of the respondents may be bIased.
- It is limited to the field of Human Resource Management.
- The studies conducted only in Coimbatore.

THEORETICAL BACKGROUND OF THE STUDY :

The main objectives of sector Human Resource Management is to understand the employees performance and to design Human Resource Management system that can motivate and create knowledge relevant to problem solving for Gears Manufacturing Sector. HRM starts with the employees performance and what it signifies in terms of the talented people required by the organization. Ultimately, its aims are to develop and maintain a talent pool consisting of skilled, engaged and committed workforce. Organizational strength has believed to a dependent on the shoulder of its employees as they are recognized as the most important and valuable assets in organization.

CHALLENGES FOR EMPLOYEES :

Challenges for employees in Human Resource Management include :

Human Resource Management refers to the processes of system involved in the routine basis on daily organization and operation of employees in a working atmosphere. Organization that has multiple departments and large number of employees has certain amount of difficulty and complexity in the management of these employees. There's a lack of active job seekers on the market and recruiting passive candidates is challenging. Understanding the Human Resource Management challenges that the organization faces is critical to handling manpower issues, including time and attendance, scheduling, absence management and labor analytics for strategic business decisions.

RESEARCH METHODOLOGY :

The research begin by gathering background information i.e. history, present condition and significance of Gears industries and basic study of the sector which was followed by dividing the research questions and hypothesis.

Hence, the data and the other information required for study was collected from both Primary and Secondary sources. Secondary data have been collected from websites and Journals.

RESEARCH DESIGN :

The present study is a descriptive study that aims to state the existing state of affairs as it is. The goal of descriptive study examines and describes the response of the employees about their Human resource.

SAMPLING DESIGN:

sampling design is the blueprint of the participants who are admitted in the sample from the population (lohr,1999, Thompson, 1992).

SAMPLE SIZE :

50 employees from gear manufacturing industry. Sample size refers to the number of items to be selected from the population to frame a sample.

SAMPLING TECHNIQUE :

Stratified random sampling technique that belongs to the category of probability sampling is applied in this research to

pick out the potential unbiased respondents.

TOOLS FOR ANALYSIS:chi-square analysis, mean and standard deviation and weighted average.

ANALYSIS AND DISCUSSION

CHI SQUARE ANALYSIS
To find the relationship between educational qualification and monthly income for employee satisfaction.
HO: There is no significant difference between educational qualification and monthly income for employee satisfaction.
H1: There is significant difference between educational qualification and monthly income for employee satisfaction.

Chi-Square Analysis

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.987a	6	.174
Likelihood Ratio	10.892	6	.092
Linear-by-Linear Association	7.900	1	.005
N of Valid Cases	50		

Interpretation :since value of P> 0.05, we fail to reject null hypothesis. So there is no relationship between educational qualification and monthly income.

Mean and standard deviation

	Mean	Std. Deviation
Job assignments & vacation scheduling	2.36	.598
First chance at job promotions when vacancies exist	2.42	.609
Retirement benefits	1.88	.689
Leisure activities	2.46	.503
Employee allowance	1.52	.544
Reduced turnover hassle	1.74	.443
Increased productivity	2.44	.501
Reduced acquisition & training time	2.32	.551
Better Customer experience	2.14	.351
Reduced costs & higher profits	1.72	.497

Interpretation: Among the benefits and retention of employees, leisure activities is found to be first with a mean value of 2.46 and retention benefits is found to be first with the variance value of .689.

WEIGHTED AVERAGE
Challenges for acquiring HRM in gears manufacturing industries

Challenges	Mean	Rank
Changing client requirements	1.84	1
Difficult to handle the diversity	3.02	6
Time & attendance tracking	2.30	4
Work overload	2.36	5
Managing absences	1.96	2
Employee self-service options	2.00	3

Interpretation: Among the challenges of HRM in gears manufacturing industries, changing client requirements ranked first.

FINDINGS
- Chi-square analysis results that there is no relationship between educational qualification and monthly income.
- Among the benefits and retention of employees, leisure activities is found to be first with a mean value of 2.46 and retention benefits is found to be first with the variance value of .689.
- Based on Weighted Average the challenges of HRM in gears manufacturing industries, changing client requirements ranked first.

SUGGESTIONS :
The employees have to able to control over about the time management. Drop few of risk taking work that save that time and energy. Getting relaxation when the works go for a long way. It is important to have a Human Resource Management strategy in place to sustain continual improvement in the manufacturing sector. So the purpose to analyze the HRM of employees in order to rectify for future needs. Human Resource Management will be the best key for success of Gears Manufacturing sectors in future operations.

CONCLUSION :
Employee constitutes an important section of the Human resource. Analyzing the Performance Management is a new corporate mindset. It can encourage a fresh, innovativeness and culture of excellence among the employees. Analyzing the HRM are most likely to be successfully mainstreamed which have a clear understanding of their work motivation and which difference the importance of employees performance. No matter what the preferred way, it is hoped this research paper will form a stepping stone in the process and provide basis for Human Resource Management in Gears Manufacturing Private Limited Industries.

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