

A STUDY ON EFFECTIVENESS OF HRM PRACTICES ON CARRER GROWTH & DEVELOPMENT OF EMPLOYEES IN NOVELNET E-SOLUTIONS PRIVATE LIMITED

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

BABITHA MOL J
Register No.41410352



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC I 12B Status by UGC I Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL 2023



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Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600 119

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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **BABITHA MOL. J (41410352)** who carried out the project entitled "**A STUDY ON EFFECTIVENESS OF HRM PRACTICES ON CARRER GROWTH & DEVELOPMENT OF EMPLOYEES IN NOVELNET E-SOLUTIONS PRIVATE LIMITED**" under my supervision from January 2023 to April 2023.

Dr. R. THAMILSELVAN

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Dr. BHUVANESWARI. G.MBA.,Ph,D

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Submitted for Viva voce Examination held on **06.05.2023**

Internal Examiner

External Examiner

DECLARATION

I **BABITHA MOL. J (41410352)** hereby declare that the Project Report entitled “**A STUDY ON EFFECTIVENESS OF HRM PRACTICES ON CARRER GROWTH & DEVELOPMENT OF EMPLOYEES IN NOVELNET E-SOLUTIONS PRIVATE LIMITED**” done by me under the guidance of **DR. R.THAMILSELVAN** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:05/05/2023

PLACE: Chennai

Babithamol

BABITHA MOL. J

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. BHUVANESWARI G** MBA., Ph.D., Dean, School of management studies and **Dr. PALANI A.**, M.Com., MBA., M.Phil., Ph.D., Head, School of management studies, Sathyabama Institute of Science and Technology, Chennai for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr.R. THAMILSELVAN** M.Com., MBA., M.Phil., B.Ed., Ph.D., Professor, School of management studies, Sathyabama Institute of Science and Technology, Chennai for his valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the School of Business Administration who were helpful in many ways for the completion of the project.

BABITHA MOL. J

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CONSENT & COMPLETION LETTER IN COMPANY



TO WHOMSOEVER IT MAY CONCERN

To,
The Head of the Department,
MBA, Sathyabama Institute of Science and Technology,
Chennai - 600119.

Sir/Madam,

Sub: Internship completion Letter

This is to certify that **Ms. BABITHA MOL .J** [Reg No: **41410352**] doing his Final year MBA in Sathyabama Institute of Science and Technology, on behalf of **NOVALNET E-SOLUTIONS PVT LTD**, that your proposal for project work at management sector for the period of 02/01/2023 to 25/03/2023 has successfully accepted for the project development.

TITLE NAME : EFFECTIVENESS OF HUMAN RESOURCE MANAGEMENT PRACTICES ON CAREER GROWTH AND DEVELOPMENT OF EMPLOYEES A STUDY WITH REFERENCE TO IT COMPANIES IN CHENNAI



For **NES PVT LTD**,

Authorized Signature

[Mr. Arun.R]

**Address: 131, Lakeview St, Vinayakarpuram, East Tambaram,
Tambaram, Chennai, Tamil Nadu 600059**

ABSTRACT

The purpose of this research is to give a brief overview about career development because many organizations and employees find it challenging to develop an effective career development strategy. This research addresses career and career development definitions, career development components, process and strategies. It also addresses the career management model, finalizing with recommendations for organizations and employees and a conclusion. Human Resources plays a vital role in the development of an organization's life cycle, from its formation to growth and then to decline. When we refer to the term human resources, it encompasses the body of knowledge, skills, creative abilities, talent and aptitudes which is available in the population. In other words, human resource may be defined as "the set of individuals who make up the workforce of the organization, business sector or economy". HR Practices related to organization relates to the management and development of the personnel who work it. HR Practices involve various parameters under each practice followed by the organization that is acquisition, development, management, maintenance, integration and control of the human resources working in the organization.

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Chapter 1

INTRODUCTION

CHAPTER – I INTRODUCTION

1.1 INTRODUCTION

The practice called Human Resource Management (HRM) may be said to be a result of the human relations movement of the early 20th century, when the business started to increase creation of business value by understanding and strategic management and applying its principles in the management of the workforce. A key strength for organizations to face the challenges facing the business today is to have effective and competitive human resources. It can be said that sustainable development of a company could bank upon the effective management of human resources. The various programmes that have been developed in the area of HRM could be implemented in order to meet the projected staffing needs of the organization and to enhance the capabilities of the employees in carrying out the various aspects of their jobs more effectively.

Human Resource Management (HRM) can be said to be a new way of thinking about how the people part of an organization should be managed at the workplace. In practical terms, Human Resource Management includes all aspects relating to the employer-employee relationship. HRM is directed to help support and manage the manpower and the associated processes of an organization and as such HRM is viewed as a core business function which is said to hold the key for the smooth functioning of an organization. Human resource management is described to define the planning, organizing, directing and controlling of the procurement, development of human resources in order to meet the objectives of the individuals and the society. This definition shows us that human resource (HR) management is that aspect of management, which deals with the planning, organizing, directing and controlling aspects of the human resources function of the enterprise. Human Resource Management is that branch of management which deals with employees and focuses on those operational details concerned with the employer to employee and relationship of the employees with their employees and with the development of the individual and his output and functioning in the group

It can be said that among the support functions, the HRM (Human Resource Management) function is one of the most crucial components of an organization. Besides the finance function, which provides funds and control of different organizational

functions, it is the HRM function which facilitates implementation of organizations HR policies and procedures while at the same time handling the employees communications and handling of grievances of the employees. As stated earlier, the HRM function besides the HR planning and hiring function also takes care of the training and development of employees, managing the appraisal of the human resources working throughout the organization, mentoring and guiding employees, determining the pay structures and grades of employees, managing their growth and progression, and monitoring the satisfaction levels and managing organizational development interventions etc. It implies that the task of HRM function is specifically designed to focus on the “people” side of the organizational processes. The fast emergence of the service sector viz. Information Technology, Banking, Insurance, Financial Services, Business Process Outsourcing, Artificial Intelligence etc., has elevated the importance of people in the various organizations wherein they are reckoned as the key resource and in such a scenario, the significance of the HRM function has grown by leaps and bounds.

Human Resources plays a vital role in the development of an organization’s life cycle, from its formation to growth and then to decline. When we refer to the term human resources, it encompasses the body of knowledge, skills, creative abilities, talent and aptitudes which is available in the population. In other words, human resource may be defined as “the set of individuals who make up the workforce of the organization, business sector or economy”. HR Practices related to organization relates to the management and development of the personnel who work it. HR Practices involve various parameters under each practice followed by the organization that is acquisition, development, management, maintenance, integration and control of the human resources working in the organization.

1.2 INDUSTRY PROFILE

CIN/LLPIN/FCRN	: U72200TN2010PTC074453
Company Legal Name	: Novalnet E-Solutions Private Limited
ROC Code	: RoC-Chennai
Company No.	: 074453ZZZ
Company Category	: Company limited by Shares
Company Sub Category	: Non-govt company
Company Class	: Private
Authorized Capital	: ₹ 0.10 cr
Paid up Capital	: ₹ 0.05 cr
Incorporation Date	: 02 Feb 2010
Date of AGM	: 30 Sep 2022
Date of Balance Sheet	: 31 Mar 2022
Industry	: Information Technology

1.3 COMPANY PROFILE

- Novalnet E-Solutions Private Limited is a 12 years 11 months old Private Company incorporated on 02 Feb 2010. Its registered office is in Kanchipuram, Tamil Nadu, India.
- The Company's status is Active, and it has filed its Annual Returns and Financial Statements up to 31 Mar 2022 (FY 2021-2022).
- It's a company limited by shares having an authorized capital of Rs 0.10 cr and a paid-up capital of Rs 0.05 cr as per MCA.3 Directors are associated with the organization. Rajan Hepzi, Sundararaj Jegajothi Balamurugan and Subramani Kaushik are presently associated as directors

1.4 PRODUCT PROFILE

- Ecommerce development
- CMS development
- Customized software development
- Testing and validation development
- Online payment solution development

1.5 OBJECTIVES OF THE STUDY

1. To study the profile of the employees selected for the study.
2. To explore the Human Resource Management dimensions practices in company
3. To study the level of Career growth and Development maintained in the selected company
4. To assess the demographic variables, influence over Career growth and Development.
5. To identify the relationship between Human Resource Management dimensions and Career growth and Development in the company

1.6 NEED FOR THE STUDY

- The purpose of this study was to evaluate the level of Career growth and Development through the effectiveness of Human Resource Management practices in the organizations.
- In this study Human Resource Management dimensions are studied and their practices are to be estimated and how effective they are related with the Career growth and Development.

- Finally based on the analysis that is done and the results which are obtained, suggestions are made to improve the effectiveness of Human Resource Management.
- Also, during this study it is tried to study the perception of the employees on various dimensions of Human Resource Management by studying and investigating.

1.7 SCOPE OF THE STUDY

- This is a comprehensive study encompassing all aspects of HRM as prevalent in the companies. Its main focus is to examine the human resource management in selected companies operating in Chennai.
- In addition to this, the study ascertains the perception of professionals representing different cadres from selected companies. The study is thus useful for understanding the status of HRM in companies in Chennai.
- The findings and suggestions would help the companies in strengthening the HRM policies and practices.
- In this study the researcher has identified the specific key areas of Human Resource Management: Human Resource Planning, Recruitment and Selection, Work environment, Training and development, Performance appraisal, Peer relations, Motivation and Grievance handling to know their impact on sectors.
- The researcher has focused on the above key factors only and has not covered other aspects which earlier studies have concentrated on.
- Realizing the imperatives of improving Human Resource Management practices of the sectors in the context of better future for a developing economy like India, an attempt has been made to look into remarkable Career growth and Development through effective Human Resource Management practices.

Chapter 2

REVIEW OF LITERATURE

CHAPTER – II REVIEW OF LITERATURE

2.1 INTRODUCTION

Any Research Scholar pursuing research has to essentially review the body of knowledge and research findings of previous research and study that have been undertaken in his/ her field of research, by gathering the published research publications, journals and the thesis reports of the preceding researchers. Such literature review of the past research material besides helping the researcher more information on the subject gives a perspective to understand the research gaps in his field of study. A well-reviewed literature would allow the research scholar to formulate the research gaps, the objectives of the study and to develop suitable hypotheses for ascertaining the research objects and problem. Writings, research and practices of the management practice dealing with human resources have developed and matured over the past century or so and currently human resource management as a professional branch of management dealing with the human resources in the organization has a well-developed body of literature and knowledge. The Literature review done by the researcher could be broadly classified into two broad categories namely on a) human relations management and b) on career growth and development of the human resources. Following are some of the salient and important literature reviews which have been collected from various research papers to develop a firsthand knowledge of the area of the proposed study by identifying the research gaps and to develop the research problem.

2.2 REVIEWS RELATED TO CAREER GROWTH AND DEVELOPMENT

Amaram (2005) observed that mental decision taken by employees to leave the organization and turnover is a psychological outcome of the intention to quit or to remain with the firm. Amaram noted that when the labor market are volatile, organizations make extra effort to retain their best employees and when there is high demand for talent in the labor market, retention strategies gain importance in order to enable the organization to survive a highly competitive market place. The author has identified the two types of cost, direct and indirect of uncontrolled labor turnover, which, if not taken into account and taken care of can create a huge loss for the organizations.

Hokanson et al. (2011) in their study, highlighted some of important characteristics like career opportunities within the company, the size of the company and its internal work climate etc. in an organization as well as the environmental variables like availability of alternative employment opportunities, the prevailing economic and market conditions, etc. which has a big effect on the turnover rates. A company's reputation also helps a lot in retaining the best employees of the organization.

Harold & Amit Kumar (2011) in their study of 100 employees working in Indian IT companies investigated the organizations' career planning, performance and employee growth arrangements and investigated the matching of the individual aspirations for growth with the career planning done by the organization. the alignment between individual and organization's career planning. The researchers administered well developed questionnaire which were followed by personal interviews to collect data. The study finding were that career guidance, leadership roles, building of networks, development of new skills, taking up of special assignments and receiving productive feedback from the superior officers played vital roles in determining the employee's career path and also aids in building up the performance by the employee and his growth. The study noted that employees ability to seek information, introspecting on their past experience, opportunities to experiment in their new work roles, openly discussing their career interest with superiors and colleagues can play a role in career planning and performance of the employees and the study further discussed the results and implications for Indian organizations.

Jyothi and Ravindran (2012) conducted a research study of the Software and Information Technology Enabled Services (ITeS) industry employees at Bangalore and collected data through structured questionnaires instituted to 264 respondents. The study drew samples from respondents employed at various levels and across 13 different organizations (7 Software and 5 ITeS companies). Responses on the 7-point likert scale were obtained and the hypotheses tested using multiple regression analysis and the study findings revealed that the employees employed in both the software and ITES sectors showed a moderate level of job satisfaction. Regression analysis done showed that HR practices had significant impact on job satisfaction. The study also confirmed that employees having job satisfaction tended to be more committed to their work and

organizations. The study findings made the researchers to conclude that the software and ITeS companies should take up and address the needs of their employees so that their motivation, satisfaction and commitment to the organization get enhanced and that employee turnover is also minimized.

Raychaudhuri & Farooqi (2013) conducted a study of the IT professionals and found that when the organizations provided opportunities for the employee to have flexible benefits and where the employees have the options to choose the benefits could help to retain the employees. The study suggested that HR department should be solely responsible for the development of robust retention process and should design the retention policies and strategies taking into account the demographic details of all the IT professionals while formulating the strategies. The study results showed that this can help in better retention and could reduce the attrition of the employees. Because of the challenges posed by competitive business environment, organizations should adopt new initiatives and try to retain their best employees. The study also suggested that organizations should constantly monitor and benchmark with the retention strategies used by the competitors in order to enable the organization to take proper steps to make and implement attractive retention strategies.

Kaya, Cigdem & Ceylan, Belgin. (2014) in their study had as the study objective to study the impact of career development programs in organizations, and organizational commitment on employees' job satisfaction, and their role in increasing job satisfaction. The study was conducted as a survey of 204 samples taken from various industries. The study questionnaire had two sections with 43 questions and the responses about the employees attitudes were obtained using a 7-point Likert scale. The data collected was evaluated using SPSS statistical software programme and further interpreted. The study results after analysis showed that career development programs and organizational commitment had a partial effect on employee's job satisfaction, organizational commitment affected job satisfaction directly and positively, and career development programs in organizations did not affect the level of employee's job satisfaction.

Younas Waqar et al. (2018) performed a study among the banking personnel in Pakistan and chose to explore the impact of training and development on employee performance. The study finding revealed that development activities undertaken with regard to employees can lead to better employee performance, and that training and development

both increase the employee performance. The study concluded that organizations spend resources and time on training and development activities for its employees for the organization to gain long term sustainable competitive edge.

John et al. (2019) have stated that research has moved beyond the notion of traditional careers in a stable, predictable work environment to a more individual perspective. However, individual agency in career management is still likely to involve interactions between organizations and individuals. This is particularly evident in organizational career management (OCM). Career anchor theory has shed light on the work preferences of professionals but little research has examined relationships between career anchors and how people enact their careers, or how these constructs and their relationships might differ between countries. They reported a quantitative study of 1629 IT professionals from 10 organizations in Switzerland, Germany and the UK. After allowing for control variables, career anchor scores explained statistically significant amounts of variance in preferences for five of the six categories of OCM practices. Some of the connections between career anchors and OCM preferences followed naturally from their content, but others were less self-evident, or even seemingly contradictory. There were some significant differences between nationalities, with the UK tending to be the outlier. These differences were partly but not entirely consistent with prior research. This study expands understanding of the interplay of individual values and OCM and draws on previous work to offer a new classification of OCM practices.

Naidoo, & Rugimbana (2019) studied 400 out of 900 employees and academic staff in an university of technology and using online questionnaires aimed to find out the various elements of the academic employee's psychological contract that can impact the employee engagement process. The study was motivated by the findings of a 2013 climate survey at an institute of higher education, which found that many employees were dissatisfied and believed that their expectations were not met by the organisation. The study confirmed that most employees in the university appear to have developed a positive psychological contract, though many employees may be experiencing discord in the employment relationship. The study concluded that both transactional and relational elements of the psychological contract appeared to be essential for academic employees.

Chapter 3

RESEARCH METHODOLOGY

CHAPTER - III

RESEARCH METHODOLOGY

3.1 INTRODUCTION

Research Methodology is a technique to find the results of a problem given on a particular topic or problems related to research. This is otherwise called scientific assessment. This chapter presents Research design, Study Hypotheses, Source of data, Unit of analysis, Area of the study, Determination of sampling size, Sampling Frame, Sampling design, Instrument for data collection, Pilot study, Reliability and validity of the study, Statistical tests used in the research study and Limitations of the study.

3.2 RESEARCH DESIGN

The most important pace after defining the research problem is preparing the blueprint of the research project, which is generally known as the ‘Research design’. A research design is the theoretical structure within which research is performed. Thus, research design presents an outline of what the researcher is going to do in terms of framing the hypothesis, its operational implications and the final data analysis. It is a detailed outline of how a study will take place and typically contain how data is to be collected, what instrument will be employed, how the instruments will be used and the proposed means for analyzing data collected.

This quantitative research study implements the survey design to achieve the research objectives. It is a formal, objective systematic procedure in which numerical data is used to obtain information about the world. This research method is used to describe variables, examine associations among variables and determine cause and effect interactions between variables. This survey research also adopts a descriptive research design. A descriptive study is one in which information is collected without changing the environment. It is used to obtain information concerning the current status of the phenomenon to describe “what exists” with respect to variables or conditions in a situation and it involves a range from the survey which describes the status quo, the correlation study which investigates the relationship between variables, to developmental studies which seek to decide changes over time.

3.3 Source of Data

Collection of data is of two methods primary and secondary method.

Primary data

Primary data refers to data collected for the first time and are original in character. The data for this research study adopts primary data collection method that includes collection of data from company employees using questionnaire as research instrument.

Secondary data

The secondary data are collected from books, journals and web resources

3.4 Sample Design

Research Instrument

The researcher constructed a structured questionnaire for data collection.

Sample size is 120

3.5 AREA OF STUDY

Human resource management was practiced by almost all the companies globally. Origination need to retain their employees and maintain the human resources to stay competitive in the market. Growth and Development plays vital role in the Career of the employees and are achieved through the effectiveness of Human resource management. Human resource management in company is selected as the study area.

Chapter 4

ANALYSIS AND INTERPRETATION

CHAPTER - IV

ANALYSIS AND INTERPRETATION

4.1 INTRODUCTION

Data analysis, results and discussions are depicted in this chapter. It explores the details of the 120 respondents selected for the study from company. Human resource management and its dimensions' perception are recorded in the form of descriptive statistics. Confirmatory factor analysis is applied to confirm the factor structures of the Human resource management dimensions and Career growth and development. Correlation analysis is performed for assessing the relationship between Human resource management and Career growth and development. Multiple regression analysis is performed to identify the effectiveness of Career growth and development through Human resource management. One-way ANOVA is applied to ascertain the influence of personal and job-related variables on Career growth and development. Model for effectiveness of Career growth and development through Human resource management is developed in the last section. This chapter explores as follows:

4.2. PERCENTAGE ANALYSIS

TABLE 4.2.1 AGE OF THE RESPONDENTS

S. No	AGE	RESPONDENTS	PERCENTAGE
1.	21-30	69	57.5%
2.	31-40	33	27.5%
3.	41-50	13	10.8%
4.	Above 50	5	4.2%
TOTAL		120	100.00

Source: Primary data.

Interpretation

From the above table it is interpreted that the number of respondents between age group of 21-30 years are 69 (57.5%) between 31-40 age of respondents are 33 (27.5%)

Inference

Majority (57.5 %) of the respondents are age between 21 to 30 years.

Chart 4.2.1: Age of the respondents

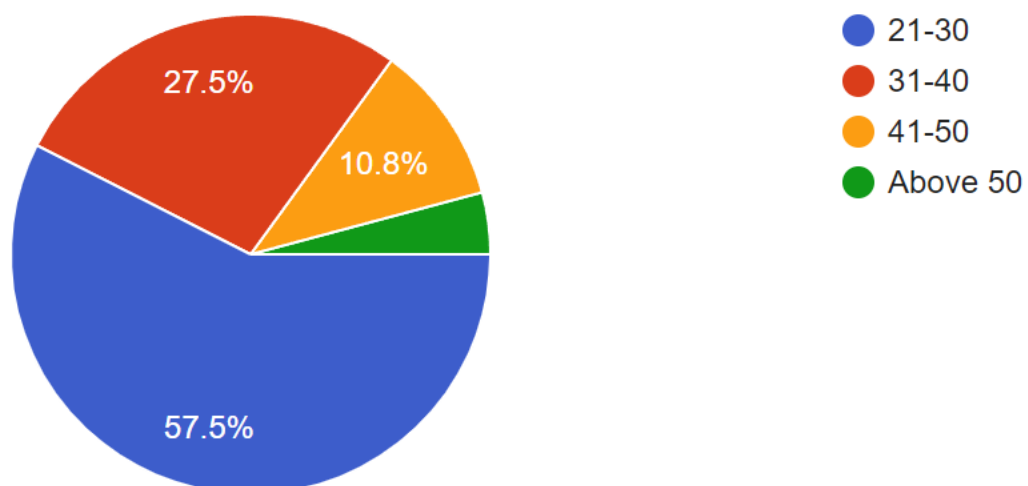


Table 4.2.2: Gender of the respondents

S NO	Gender	RESPONDENTS	PERCENTAGE
1.	Male	60	50%
2.	Female	60	50%
	Total	120	100.00

Source: Primary data.

Interpretation

From the above table it is interpreted that the number of male respondents is 50% and female respondent is 50%

Inference

Male (50%) and Female (50%) respondents are Male

Chart 4.1.2: Gender of the respondents

Gender

120 responses

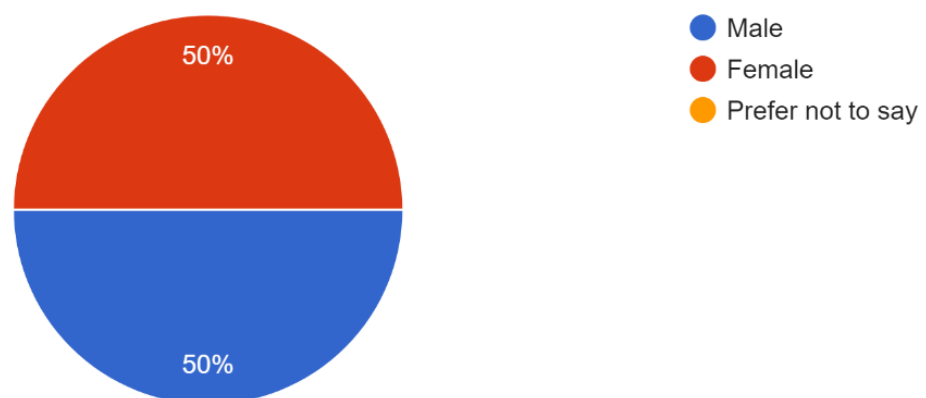


Table 4.1.3: Qualification of the respondents

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	HSC/SSLC	9	7.5%
2	DIPLOMA	15	12.5%
3	UG	69	57.5%
4	PG	278	22.5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table it is interpreted that the number of HSC/SSLC respondents is 7.5%, DIPLOMA is 12.5%, UG is 57.5% and PG is 22.5%

Inference

Majority (22.5%) of the respondents are UG

Chart 4.1.3: Qualification of the respondents

Qualification

120 responses

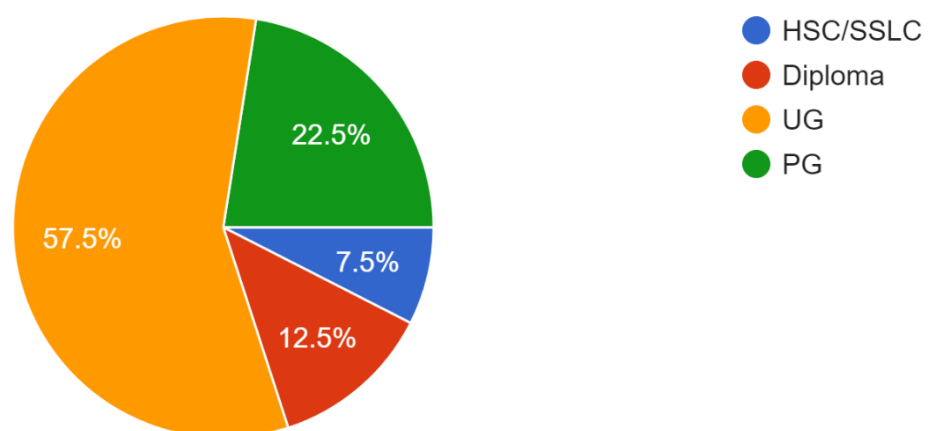


Table 4.1.4: Marital status of the respondents

S. NO	MARITAL STATUS	RESPONDENTS	PERCENTAGE
1	Single	66	55%
2	Married	54	45%
	Total	120	100.00

Source: Primary data

Interpretation

From the above table it is interpreted that the number of married respondents is 22% and Single is 55%

Inference

Majority (55%) of the respondents are Single.

Chart 4.1.4: Marital status of the respondents

Marital status

120 responses

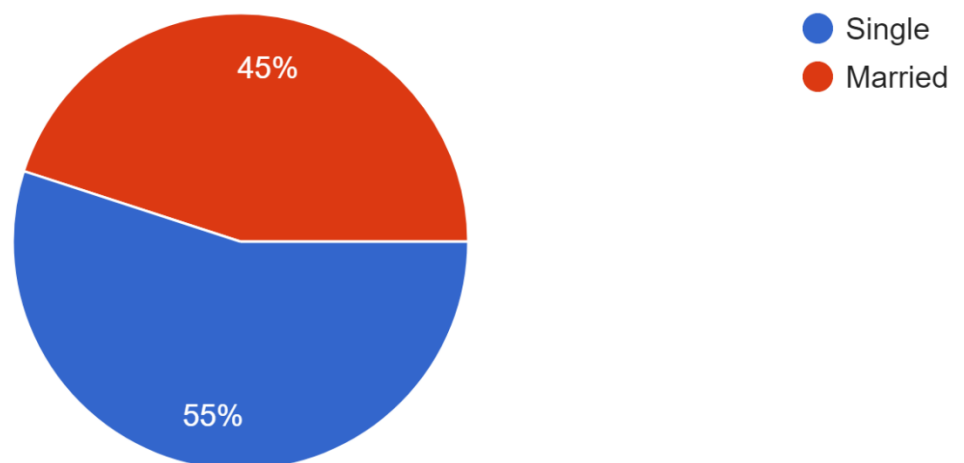


Table 4.1.5: Experience of the respondents

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	0-1 years	29	22.5%
2	1-2 years	25	20.8%
3	2-3 years	32	26.7%
4	Above 3 years	36	30%
	Total	120	100

Source: Primary data.

Interpretation

From the above table we find, 22.5% of the respondents are between 0-1 years, 20.8% of the respondents are between 1-2 years, 26.7 % of the respondents are between 2-3 years and 30% of the respondents are between above 3 years.

Inference

Majority (30%) of the respondents are having experience between above 3 years.

Chart 4.1.5: Experience of the respondents

Experience

120 responses

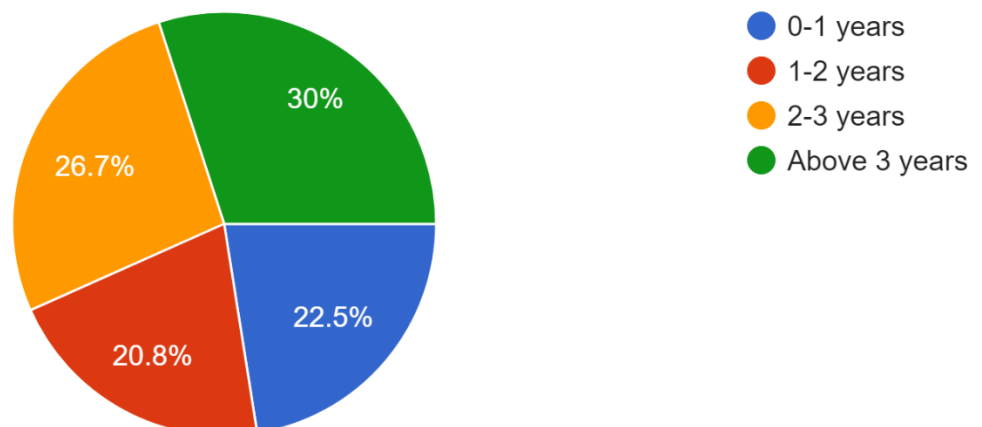


Table 4.1.6: Organization's attitude towards employee is appreciable

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Highly satisfied	36	30%
2	Satisfied	34	28.3%
3	Neutral	27	22.5%
4	Not satisfied	20	16.7%
5	Highly not satisfied	3	2.5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 30% of the respondents are Highly satisfied with management reviews and 27% of the respondents are in neutral state.

Inference

Majority (30%) of the respondents are Highly satisfied.

Chart 4.1.6: Organization's attitude towards employee is appreciable

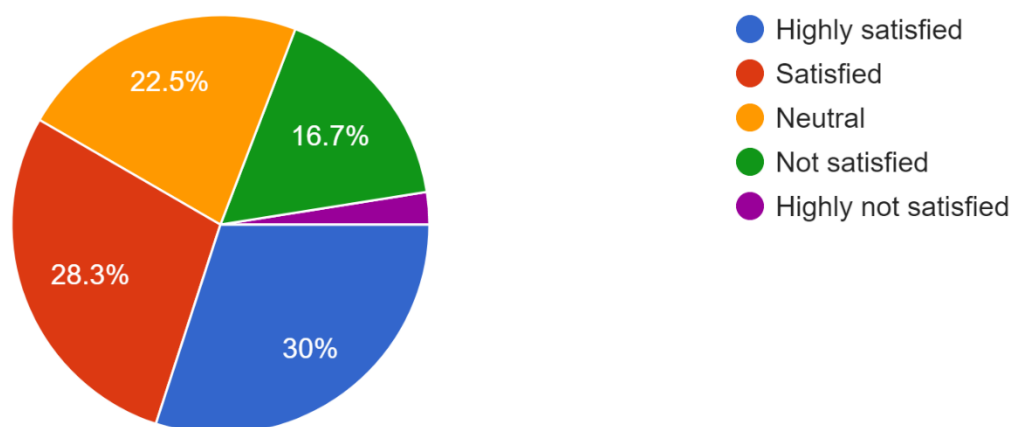


Table 4.1.7: Opportunities are always there to learn new skills from other job role

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	37	30.8%
2	Agree	45	37.5%
3	Neutral	22	18.3%
4	Disagree	12	10%
5	Strongly Disagree	4	3.3%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 37.5% of the respondents are agreeing with management reviews and 22% of the respondents are in neutral state.

Inference

Majority (37.5%) of the respondents are agreeing.

Chart 4.1.7: Opportunities are always there to learn new skills from other job role

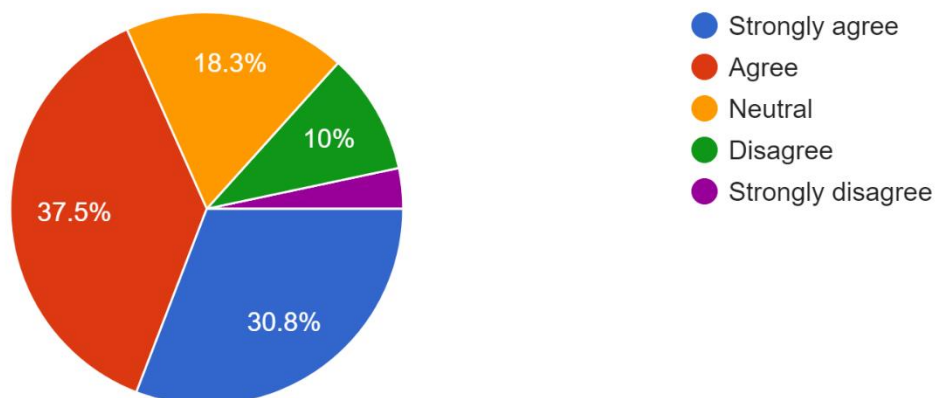


Table 4.1.8: Individual growth and development are defined

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	45	37.5%
2	Agree	32	26.7%
3	Neutral	32	26.7%
4	Disagree	8	6.7%
5	Strongly Disagree	3	2.5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 26.7% of the respondents are agreeing with management reviews and 26.7% of the respondents are in neutral state.

Inference

Majority (37.5%) of the respondents are Strongly agreeing.

Chart 4.1.8: Individual growth and development are defined

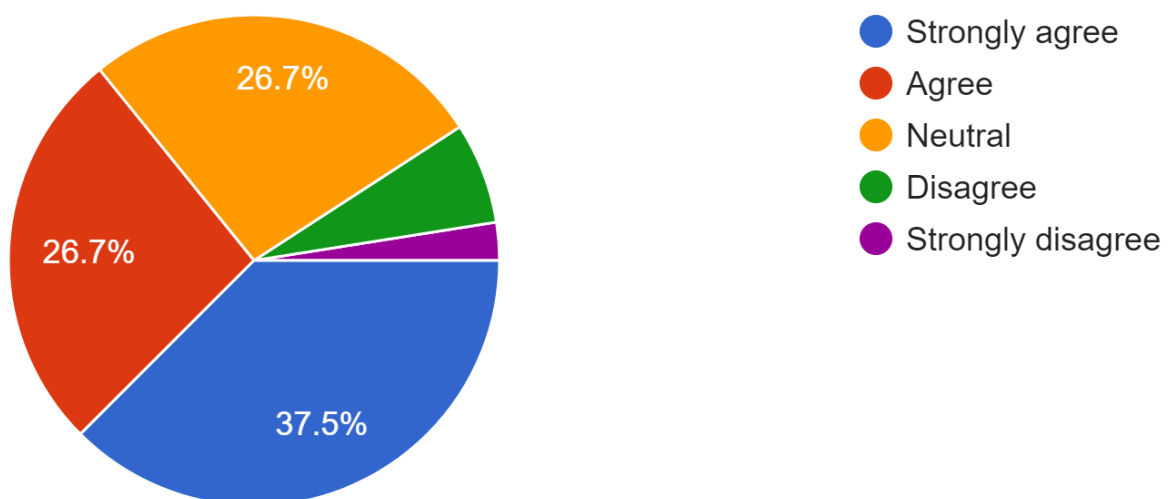


Table 4.1.9: Plenty of scope for promotions in the organization

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	32	26.7%
2	Agree	94	27.5%
3	Neutral	26	21.7%
4	Disagree	29	18.3%
5	Strongly Disagree	7	5.8%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 27.5% of the respondents are agreeing with management reviews and 21.7% of the respondents are in neutral state.

Inference

Majority (27.5%) of the respondents are agreeing.

Chart 4.1.9: Plenty of scope for promotions in the organization

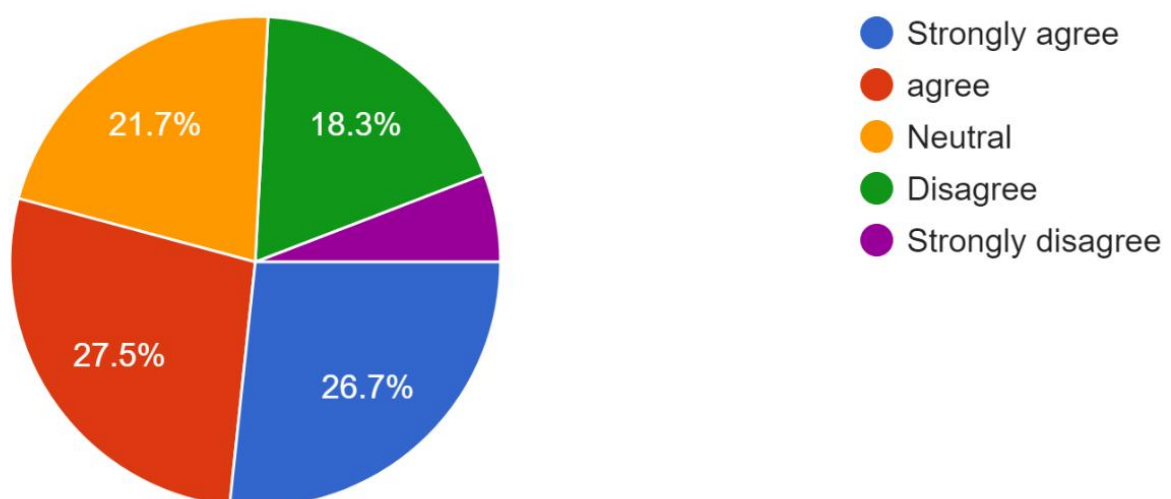


Table 4.1.10: Is your promotion and career path clear to you

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Yes	52	43.3%
2	No	39	32.5%
3	Maybe	29	24.2%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 43.3% of the respondents are accepting with management reviews and 32.5% of the respondents are not accepting.

Inference

Majority (43.3%) of the respondents are agreeing

Chart 4.1.10: Is your promotion and career path clear to you

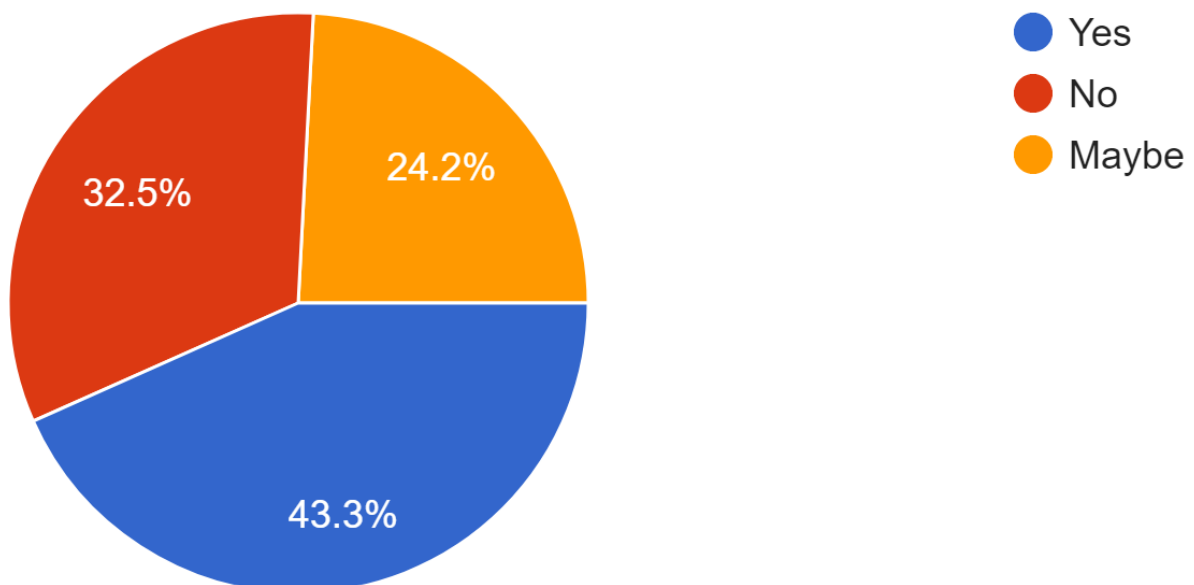


Table 4.1.11: How satisfied are you with the chances for promotion

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Highly satisfied	20	16.7%
2	Satisfied	41	34.2%
3	Neutral	36	30%
4	Not satisfied	7	14.2%
5	Highly not satisfied	6	5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 34.2% of the respondents are satisfied with management reviews and 30% of the respondents are in neutral state.

Inference

Majority (34.2%) of the respondents are satisfied.

Chart 4.1.11: How satisfied are you with the chances for promotion

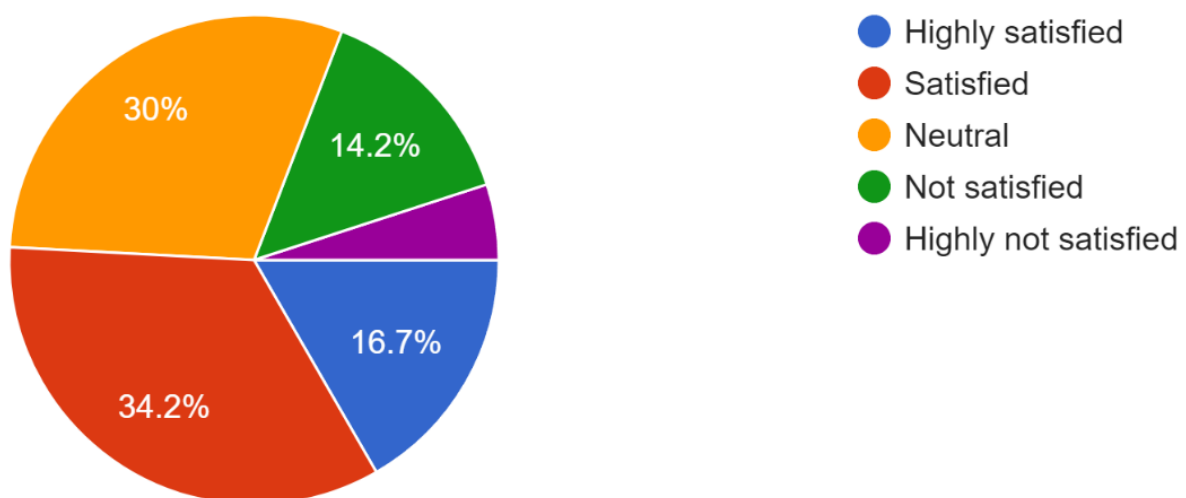


Table 4.1.12: Do you feel that you are in control of your career path and that you are progressing in both your personal and professional development at this company

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Yes	66	55%
2	No	28	23.3%
3	Maybe	26	21.7%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 55% of the respondents are accepting with management reviews and 23.3% of the respondents are not accepting.

Inference

Majority (55%) of the respondents are agreeing

Chart 4.1.12: Do you feel that you are in control of your career path and that you are progressing in both your personal and professional development at this company

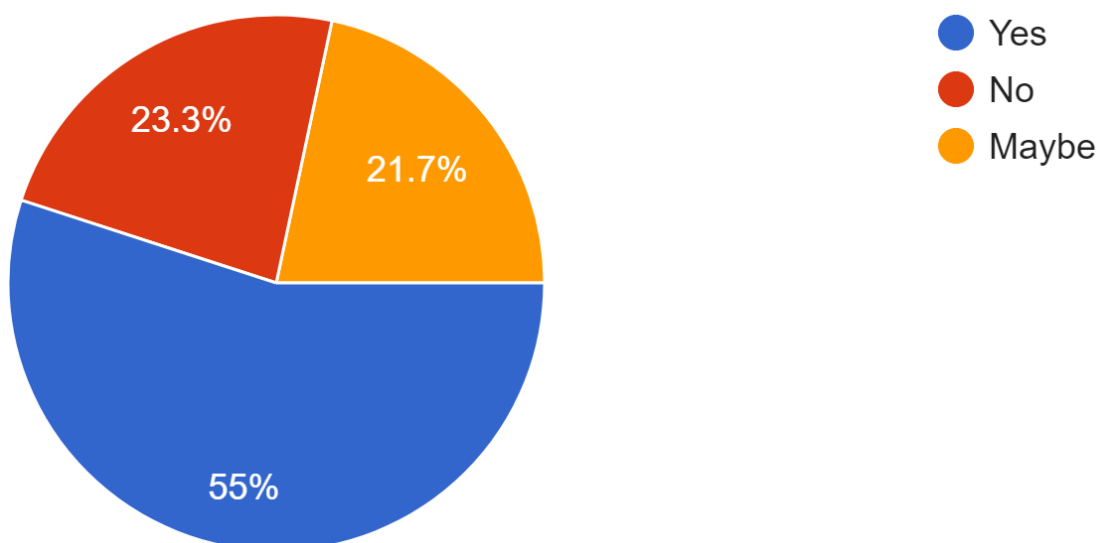


Table 4.1.13: Management encourages and provides assistance for employee's education

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	26	21.7%
2	Agree	30	25%
3	Neutral	36	30%
4	Disagree	19	15.8%
5	Strongly Disagree	9	7.5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 25% of the respondents are agreeing with management reviews and 30% of the respondents are in neutral state.

Inference

Majority (30%) of the respondents are Neutral.

Chart 4.1.13: Management encourages and provides assistance for employee's education

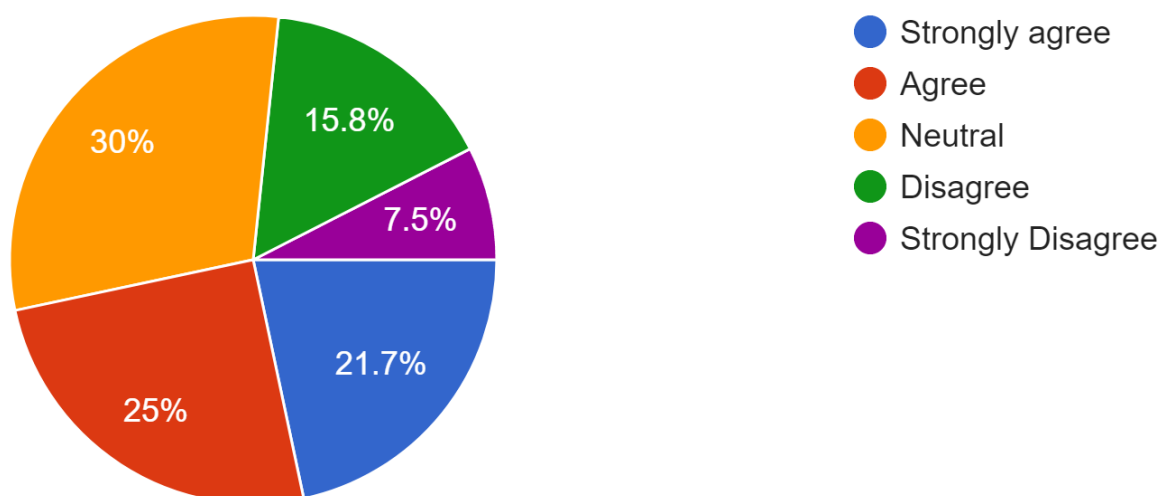


Table 4.1.14: Existing organization hierarchy supports career growth

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	28	23.3%
2	Agree	43	35.8%
3	Neutral	28	23.3%
4	Disagree	15	12.5%
5	Strongly Disagree	6	5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 35.8% of the respondents are agreeing with management reviews and 23.3% of the respondents are in neutral state.

Inference

Majority (35.8%) of the respondents are neutral.

Chart 4.1.14: Existing organization hierarchy supports career growth

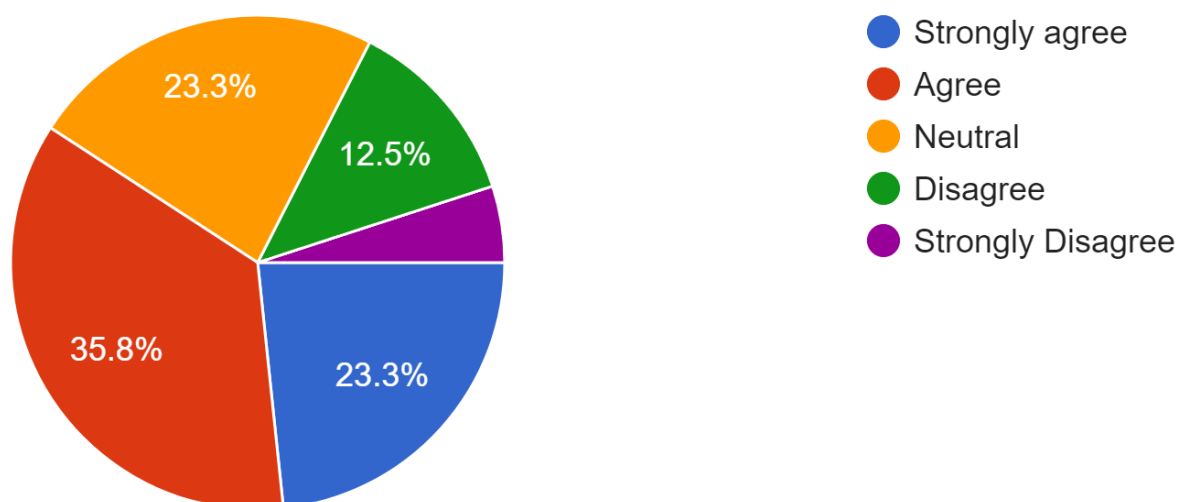


Table 4.1.15: Career development uses HR competency and attain better output

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	27	22.5%
2	Agree	42	35%
3	Neutral	27	22.5%
4	Disagree	18	15%
5	Strongly Disagree	6	5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 35% of the respondents are agreeing with management reviews and 22.5% of the respondents are in neutral state.

Inference

Majority (35%) of the respondents are neutral.

Chart 4.1.15: Career development uses HR competency and attain better output

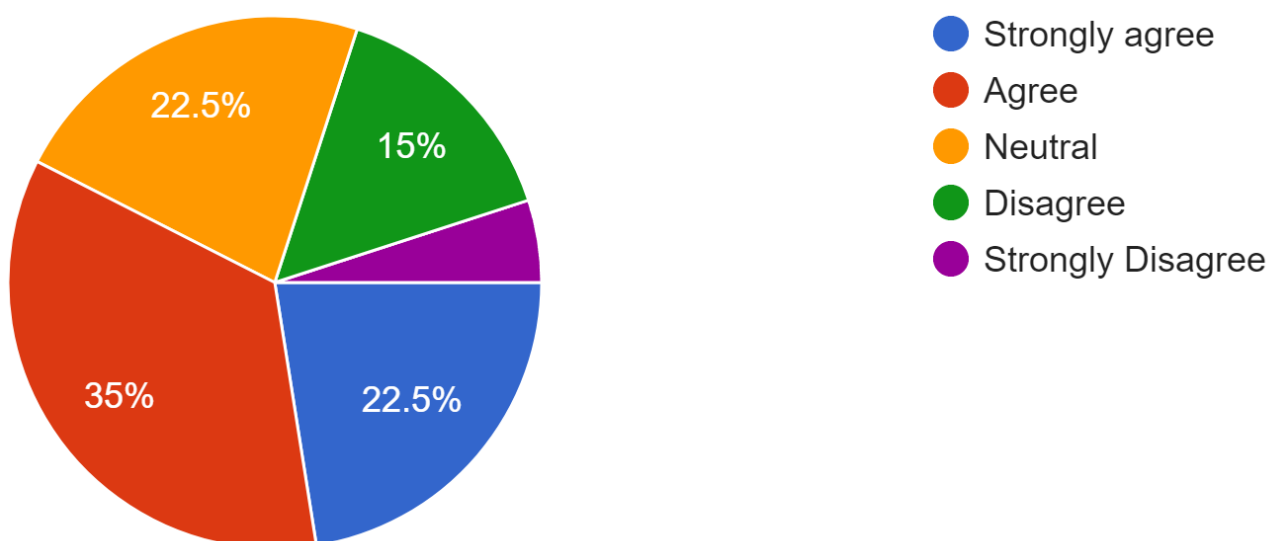


Table 4.1.16: How well does our organization support you in exploring your professional interests and goals

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE	
1	Being extremely Unsupportive	51	42.5%	
2	Being extremely supportive	69	57.5%	
	Total	120	100	

Source: Primary data.

Interpretation

From the above table, 51% of the respondents are accepting with management reviews and 69% of the respondents are not accepting.

Inference

Majority (69%) of the respondents are agreeing

Chart 4.1.16: How well does our organization support you in exploring your professional interests and goals

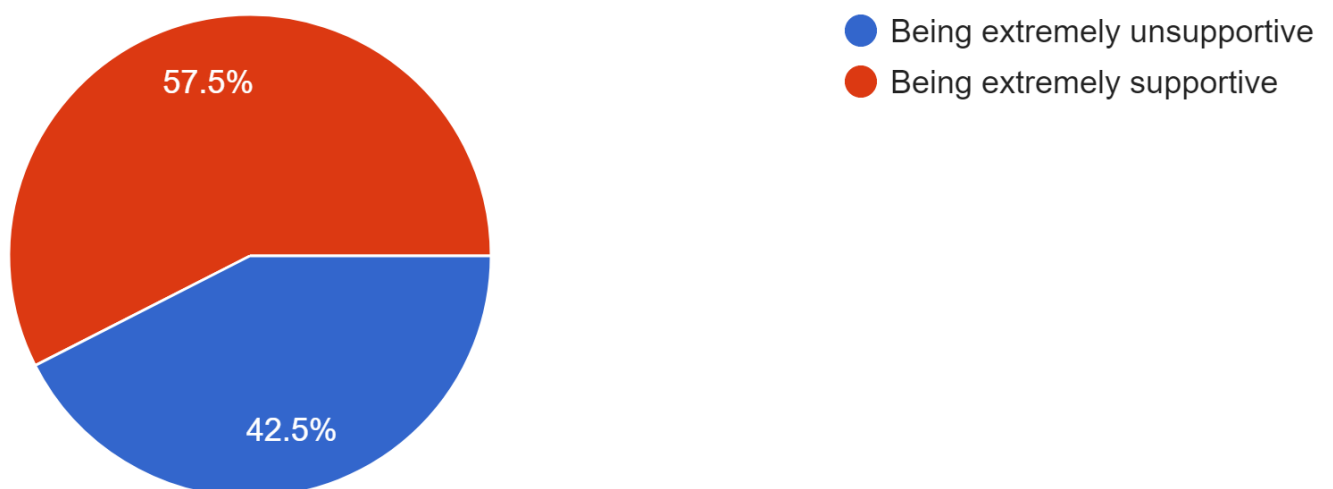


Table 4.1.17: I have the opportunity to develop my full potential

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	33	27.5%
2	Agree	32	26.7%
3	Neutral	35	29.2%
4	Disagree	12	10%
5	Strongly Disagree	8	6.7%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 26.7% of the respondents are agreeing with management reviews and 29.2% of the respondents are in neutral state.

Inference

Majority (29.2%) of the respondents are neutral.

Chart 4.1.17: I have the opportunity to develop my full potential

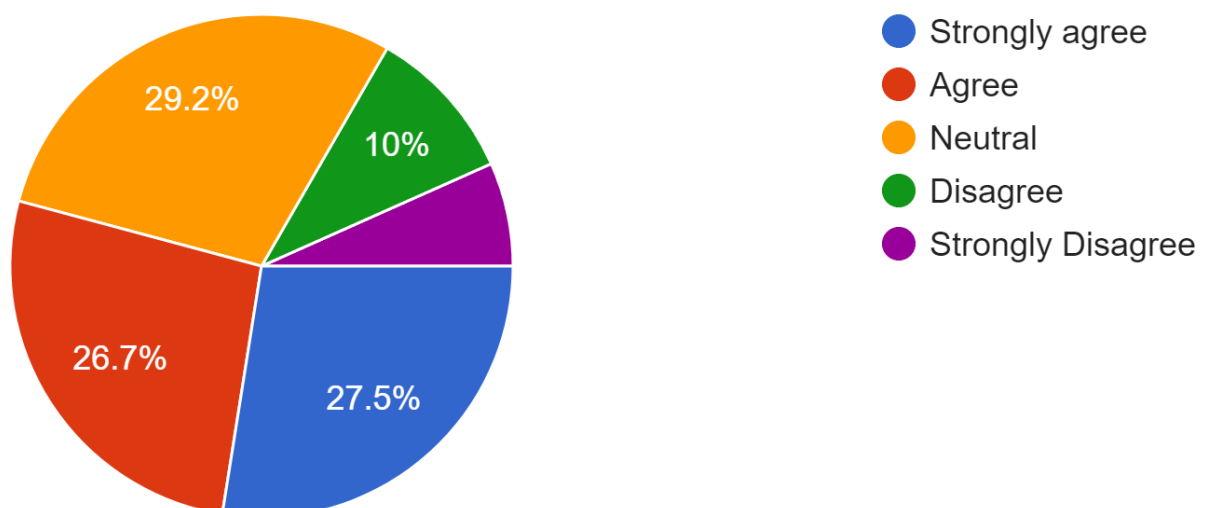


Table 4.1.18: How much opportunity do you have for professional growth in this organization

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Being no opportunity	57	47.5%
2	Being unlimited opportunity	63	52.5%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 52.5% of the respondents are accepting with management reviews and 47.5% of the respondents are not accepting.

Inference

Majority (52.5%) of the respondents are agreeing

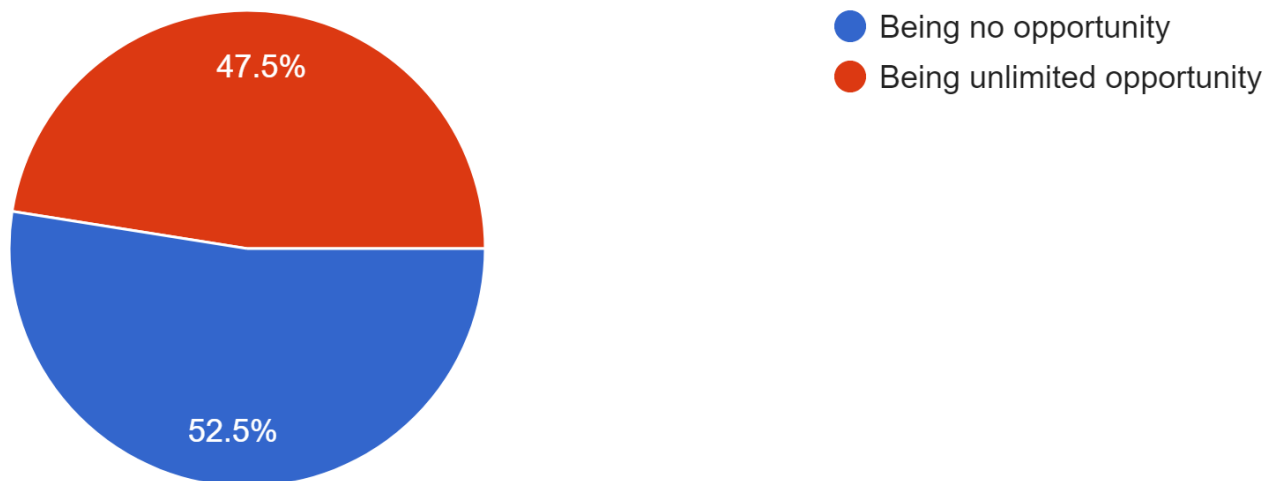


Table 4.1.19: I can predict my future career path in this organization by observing other people's experiences

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	29	24.2%
2	Agree	32	26.7%
3	Neutral	39	32.5%
4	Disagree	15	12.5%
5	Strongly Disagree	5	4.2%
	Total	120	100

Source: Primary data.

Interpretation

From the above table, 26.7% of the respondents are agreeing with management reviews and 32.5% of the respondents are in neutral state.

Inference

Majority (32.5%) of the respondents are neutral.

Chart 4.1.19: I can predict my future career path in this organization by observing other people's experiences

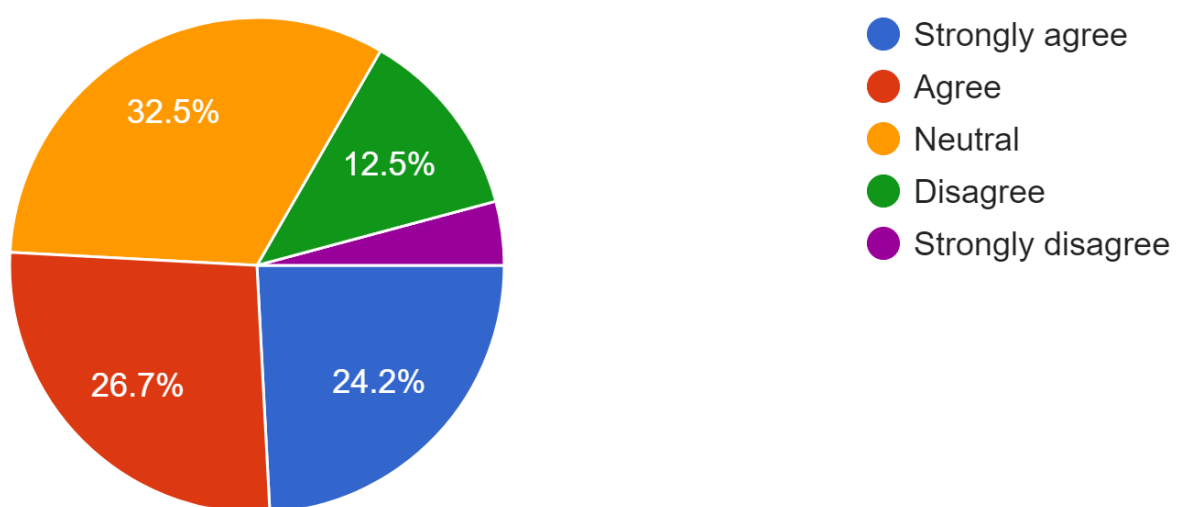


Table 4.1.20 This job allows me to sharpen my professional skills

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	31	25.8%
2	Agree	41	34.2%
3	Neutral	24	20%
4	Disagree	17	14.2%
5	Strongly Disagree	7	5.8%
	Total	120	100

Source: Primary data.

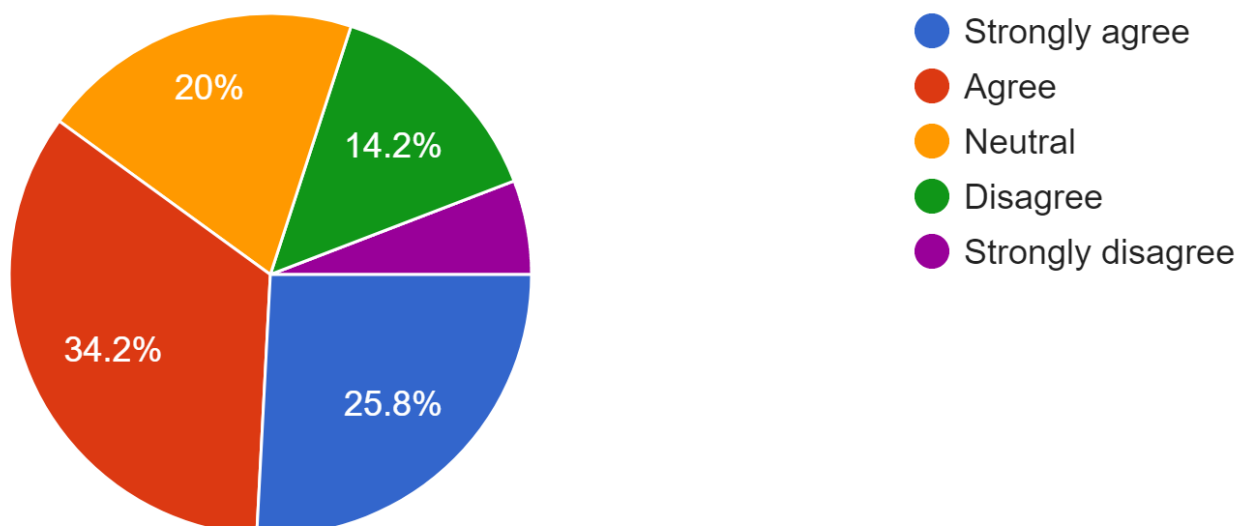
Interpretation

From the above table, 34.2% of the respondents are agreeing with management reviews and 20% of the respondents are in neutral state.

Inference

Majority (34.2%) of the respondents are agreeing.

Chart 4.1.20 This job allows me to sharpen my professional skills



STATISTICAL ANALYSIS

ONE WAY ANOVA

Hypothesis:

H0: There is no effect on experience of employees & scope for promotion in the organization

H1: There is significant relationship on experience of employees & scope for promotion in the organization

Descriptives

scopeforpromotion

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
0-1 years	27	2.33	1.271	.245	1.83	2.84	1	5
1-2 years	25	2.64	1.254	.251	2.12	3.16	1	5
2-3 years	32	2.50	1.218	.215	2.06	2.94	1	5
above 3 years	36	2.50	1.231	.205	2.08	2.92	1	5
Total	120	2.49	1.230	.112	2.27	2.71	1	5

ANOVA

scopeforpromotion

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.232	3	.411	.266	.849
Within Groups	178.760	116	1.541		
Total	179.992	119			

Post Hoc Tests

Homogeneous Subsets

scopeforpromotion

Duncan^{a,b}

experience	N	Subset for alpha = 0.05 1
0-1 years	27	2.33
2-3 years	32	2.50
above 3 years	36	2.50
1-2 years	25	2.64
Sig.		.396

Means for groups in homogeneous subsets are displayed.

- a. Uses Harmonic Mean Sample Size = 29.398.
- b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

CROSSTABS

```
/TABLES=gender BY satisficationforpromotion  
/FORMAT=AVALUE TABLES  
/STATISTICS=CHISQ  
/CELLS=COUNT EXPECTED  
/COUNT ROUND CELL.
```

Inference:

Since p value (0.849) is greater than significance value (0.05). Therefore, hypothesis H0 is not rejected, there is no significant relationship employees & scope for promotion in the organization.

CORRELATION

Hypothesis:

H0: There is no effect on scope for employees & satisfaction of employees on promotion in the organization

H1: There is significant relationship on scope for employees & satisfaction of employees on promotion in the organization

Correlations

[DataSet0]

Correlations			
		scopeforprom otion	satisfactionon promotion
scopeforpromotion	Pearson Correlation	1	.180 [*]
	Sig. (2-tailed)		.049
	N	120	120
satisfactiononpromotion	Pearson Correlation	.180 [*]	1
	Sig. (2-tailed)	.049	
	N	120	120
*. Correlation is significant at the 0.05 level (2-tailed).			

```
ONEWAY scopeforpromotion BY experience
/STATISTICS DESCRIPTIVES
/MISSING ANALYSIS
/POSTHOC=DUNCAN ALPHA(0.05).
```

Inference:

Since p value (0.010) is lesser than significance value (0.05). Therefore, hypothesis H1 is rejected, there is significant relationship on scope for employees & satisfaction of employees on promotion in the organization

Chapter 5

FINDINGS, SUGGESTIONS & CONCLUSION

CHAPTER - V

FINDINGS, SUGGESTIONS AND CONCLUSION

Data analysis and the results obtained are discussed in the previous chapter in an elaborate manner. Perception of IT employees regarding Human resource management and Peer relations are studied briefly. Relationships and impact of Human resource management and its dimension on Career growth and Development are also analyzed. Through questionnaire the responses are collected and the collected data were used for analysis. The analyzed results are presented as the findings and conclusion is prepared. Based on the findings, suggestions were presented to the enhancement of the Human resource management practices.

5.1 FINDINGS

- ❖ It was found that Majority (57.5 %) of the respondents are age between 21 to 30 years.
- ❖ It was found that Male (50%) and Female (50%) respondents are Male
- ❖ It was found that Majority (22.5%) of the respondents are UG
- ❖ It was found that Majority (55%) of the respondents are Single.
- ❖ It was found that Majority (30%) of the respondents are having experience between above 3 years.
- ❖ It was found that Majority (30%) of the respondents are Highly satisfied with the organization's attitude towards employee.
- ❖ It was found that Majority (37.5%) of the respondents are agreeing that Opportunities are always there to learn new skills from other job role.
- ❖ It was found that Majority (37.5%) of the respondents are Strongly agreeing that individual growth and development are defined.
- ❖ It was found that Majority (27.5%) of the respondents are agreeing that Plenty of scope for promotions in the organization.
- ❖ It was found that Majority (43.3%) of the respondents are agreeing that promotion and career path is clear.

- ❖ It was found that Majority (34.2%) of the respondents are satisfied with the chances for promotion in the company.
- ❖ It was found that Majority (55%) of the respondents are agreeing that career path and progressing in both personal and professional development at this company.
- ❖ It was found that Majority (30%) of the respondents are neutral with management encourages and provides assistance for employee's education.
- ❖ It was found that Majority (35.8%) of the respondents are neutral with existing organization hierarchy supports career growth.
- ❖ It was found that Majority (35%) of the respondents are neutral with career development uses HR competency and attain better output.
- ❖ It was found that Majority (69%) of the respondents are agreeing with organization support you in exploring your professional interests and goals.
- ❖ It was found that Majority (29.2%) of the respondents are neutral that they have opportunity to develop my full potential
- ❖ It was found that Majority (52.5%) of the respondents are agreeing that, they have opportunity for professional growth in this organization.
- ❖ It was found that Majority (32.5%) of the respondents are neutral with prediction of future career path in organization by observing other people's experiences.
- ❖ It was found that Majority (34.2%) of the respondents are agreeing that job allows them to sharpen their professional skills.

5.2 SUGGESTIONS

- It is found that the procedure and methods followed for human resource planning in the organization needs improvement and human resource planning lacks in concentrating on training programs for different level of employees in the organization. At this juncture Human asset planning is essential in Computer programming businesses. Along these lines HR planning procedure should cover every one of the conditions.
- All companies must have clear recruitment policy. All companies must have a clear basis of selection of employees. Campus selection ought to be additionally reinforced and to be stretched out to rural area training foundations; so talented people can be recruited. Relevant information should be provided by the organization about the job provided to the employees and they should have clear idea about their targets assigned.
- Recruitment procedure ought to be conveyed by functional supervisors in meeting with the HR division in all companies. With the goal that exceptionally skilled applicants can be recruited.
- Assessment of training and development needs ought to be embraced by all the companies. In all companies training should stream toward the path to prepare the employees actually on new advancements and just as to improve their correspondence, identity and so on.
- Employees felt discomfort for which they are allowed to express their problems minimally at an informal way, less mutual cooperation among people exist in the organization and relationship with superiors and subordinates is less. To overcome this companies are recommended to encourage Employees' participation in Management and decision making.
- It is proposed to conduct pay study by all companies. There ought to be accord among sectors with respect to the variables to be considered in deciding pay approach. Both performance appraisal and compensation survey result ought to be the reason for deciding the compensation.

- Through findings it is observed that the respondents are little unhappy about the infrastructure facilities. Hence Canteen, transportation, maternity, reward, leave travel concession, education support, leave encashment, gratuity and other benefits ought to be given by all companies.
- Grievances of all type to be addressed and solutions will be offered to the employees fruitfully. Organization should adopt good mechanism to settle the conflicts between them and the employees.
- Low turnover ventures are especially not doing great in regard of HRD policies and practices. Along these lines they are encouraged to improve HRD climate in their firm. Taking this in mind the companies have to enrich the Human resource management practices which in turn leads to development of career growth of IT employees.

LIMITATIONS OF THE STUDY

- This study has the following limitations:
- This study was conducted with six particular companies in IT sector; the findings may not be generalizable to the greater population.
- Employees doesn't find enough leisure time for responding the questionnaire.
- Employees are feeling cautious about giving responses about the practices in their company.

5.3 CONCLUSION

The industry commitment to the nation's HR has been amazing. The number of employees in companies in Chennai is found consistently expanding. The administration part and all the more so the division is intensely people driven and subsequently requires legitimate administration of its HR. The present study in such manner endeavors to comprehend the elements of human resource management and its effect on Career growth and development of employees in companies. From this we conclude that the HRM practices like HR Planning, Recruitment, Selection, Performance appraisal, Training and Development, Peer relations, grievance handling and employee involvement in decision making etc has to contribute to the growth of the company. Better Recruitment and Selection or improved Work environment and Salary administration may also produce the same result at lesser cost with more steadiness's. To make the Human Resource Management practices in the association increasingly viable, it may be better if care is taken while choosing representatives to the association and steps are taken to give progressively compelling and legitimate preparing and advancement offices to the workers of the association. companies are putting forth appealing pay packages, performance-based salary structure, better job satisfaction, career opportunities and challenging nature of jobs. Employees' motivation and retaining the talents in the organization are the main challenges faced by the companies in Chennai. The general working conditions, a reasonable pay, professional development, training and development, participation in decision making process and motivation etc. are the important factors in attracting and retaining employees in the organization. Good HRM practices brings better overall environment in the Company which leads to Career growth and development of employee's companies in Chennai.

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ANNEXURE QUESTIONNAIRE

1.Age

- a) 21-30
- b) 31-40
- c) 41-50
- d) above 50

2.Gender

- a) Male
- b) Female
- c) Others

3.Qualification

- a) HSC/SSLC
- b) Diploma
- c) UG d) PG

4.Experience

- a) 0-1years
- b) 1-2years
- c) 3-4years
- d) 5-6years
- e) above 6 years

5.Marital status

- a) Single
- b) Married**

6.Organisation's attitude towards employee are appreciable

- a) Highly satisfied

- b) Satisfied
- c) Neutral
- d) Not satisfied
- e) Highly not satisfied

7.Opportunities are always there to learn new skills from other job role

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

8.Individual growth and development are well defined

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

9.Plenty of scope for promotions in the organization

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

10.Is your promotion and career path clear to you

- a) Yes
- b) No

11.How satisfied are you with the chances for promotion

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Not satisfied
- e) Highly not satisfied

12.Do you feel that you are in control of your career path and that you are progressing in both your personal and professional development at this company

- a) Yes
- b) No

13.Management encourages and provides assistance for employee's education

- a) Highly satisfied
- b) Satisfied
- c) Neutral
- d) Not satisfied
- e) Highly not satisfied

14.Existing organization hierarchy supports career growth

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

15.Career development uses HR competency and attain better output

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

16.How well does our organization support you in exploring your professional interests and goals

- a) Being extremely unsupportive
- b) Being extremely supportive

17.I have the opportunity to develop my full potential

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

18.How much opportunity do you have for professional growth in this organization

- a) Being no opportunity
- b) Being unlimited opportunity

19.I can predict my future career path in this organization by observing other people's experiences

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

20.This job allows me to sharpen my professional skills

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

ANNEXURE II - RESEARCH ARTICLE

A STUDY ON EFFECTIVENESS OF HRM PRACTICES ON CARRER GROWTH & DEVELOPMENT OF EMPLOYEES IN NOVELNET E-SOLUTIONS PRIVATE LIMITED

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ABSTRACT

The purpose of this research is to give a brief overview about career development because many organizations and employees find it challenging to develop an effective career development strategy. This research addresses career and career development definitions, career development components, process and strategies. It also addresses the career management model, finalizing with recommendations for organizations and employees and a conclusion. Human Resources plays a vital role in the development of an organization's life cycle, from its formation to growth and then to decline. When we refer to the term human resources, it encompasses the body of knowledge, skills, creative abilities, talent and aptitudes which is available in the population. In other words, human resource may be defined as "the set of individuals who make up the workforce of the organization, business sector or economy". HR Practices related to organization relates to the management and development of the personnel who work it

INTRODUCTION

The practice called Human Resource Management (HRM) may be said to be a result of the human relations movement of the early 20th century, when the business started to increase creation of business value by understanding and strategic management and applying its principles in the management of the workforce. A key strength for organizations to face the challenges facing the business today is to have effective and competitive human resources. It can be said that sustainable development of a company could bank upon the effective management of human resources. The various programmes that have been developed in the area of HRM could be implemented in order to meet the projected staffing needs of the organization and to enhance the capabilities of the employees in carrying out the various aspects of their jobs more effectively.

REVIEW OF LITERATURE

Amaram (2005) observed that mental decision taken by employees to leave the organization and turnover is a psychological outcome of the intention to quit or to remain with the firm. Amaram noted that when the labor market is volatile, organizations make extra effort to retain their best employees and when there is high demand for talent in the labor market, retention strategies gain importance in order to enable the organization to survive in a highly competitive market place. The author has identified the two types of cost, direct and indirect of uncontrolled labor turnover, which, if not taken into account and taken care of can create a huge loss for the organizations.

Hokanson et al. (2011) in their study, highlighted some of important characteristics like career opportunities within the company, the size of the company and its internal work climate etc. in an organization as well as the environmental variables like availability of alternative employment opportunities, the prevailing economic and market conditions, etc. which has a big effect on the turnover rates. A company's reputation also helps a lot in retaining the best employees of the organization.

OBJECTIVE OF THE STUDY

1. To study the profile of the employees selected for the study.
2. To explore the Human Resource Management dimensions practices in company
3. To study the level of Career growth and Development maintained in the selected company
4. To assess the demographic variables, influence over Career growth and Development.

NEED FOR THE STUDY

- The purpose of this study was to evaluate the level of Career growth and Development through the effectiveness of Human Resource Management practices in the organizations.
- In this study Human Resource Management dimensions are studied and their practices are to be estimated and how effective they are related with the Career growth and Development.

SCOPE OF THE STUDY

- This is a comprehensive study encompassing all aspects of HRM as prevalent in the companies. Its main focus is to examine the human resource management in selected companies operating in Chennai.
- The findings and suggestions would help the companies in strengthening the HRM policies and practices
- The researcher has focused on the above key factors only and has not covered other aspects which earlier studies have concentrated on.

RESEARCH METHODOLOGY

Research Methodology is a technique to find the results of a problem given on a particular topic or problems related to research. This is otherwise called scientific assessment. This chapter presents Research design, Study Hypotheses, Source of data, Unit of analysis, Area of the study, Determination of sampling size, Sampling Frame, Sampling design, Instrument for data collection, Pilot study, Reliability and validity of the study, Statistical tests used in the research study and Limitations of the study.

DATA ANALYSIS AND INTERPRETATION

TABLE 4.2.1 AGE OF THE RESPONDENTS

S. No	AGE	RESPONDENTS	PERCENTAGE
1.	21-30	69	57.5%
2.	31-40	33	27.5%
3.	41-50	13	10.8%
4.	Above 50	5	4.2%
TOTAL		120	100.00

Source: Primary data.

Interpretation

From the above table it is interpreted that the number of respondents between age group of 21-30 years are 69 (57.5%) between 31-40 age of respondents are 33 (27.5%)

Inference

Majority (57.5 %) of the respondents are age between 21 to 30 years.

Chart 4.2.1: Age of the respondents

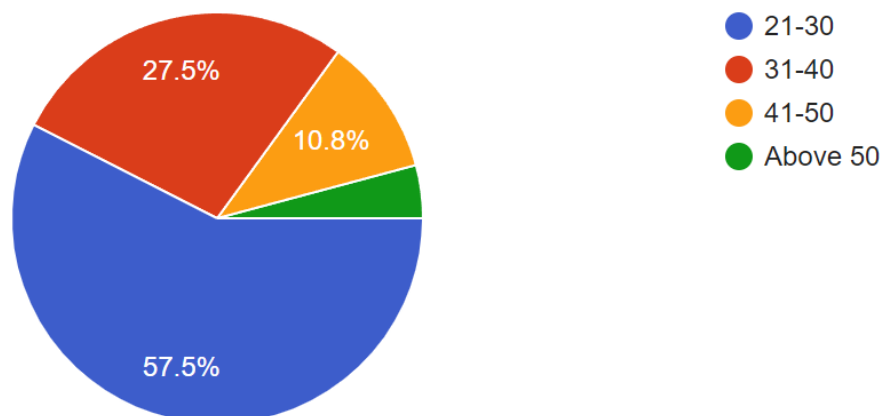


Table 4.2.2: Opportunities are always there to learn new skills from other job role

S. No	PARTICULARS	RESPONDENTS	PERCENTAGE
1	Strongly Agree	37	30.8%
2	Agree	45	37.5%
3	Neutral	22	18.3%
4	Disagree	12	10%
5	Strongly Disagree	4	3.3%
	Total	120	100

Source: Primary data.

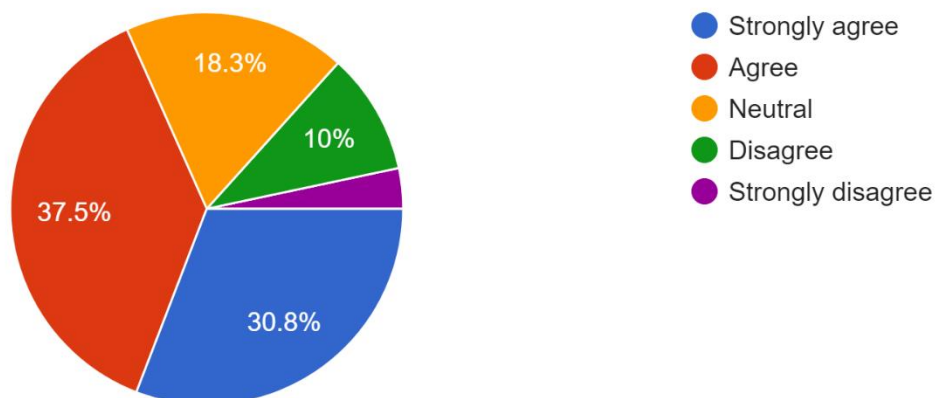
Interpretation

From the above table, 37.5% of the respondents are agreeing with management reviews and 22% of the respondents are in neutral state.

Inference

Majority (37.5%) of the respondents are agreeing.

Chart 4.2.2: Opportunities are always there to learn new skills from other job role



ONE WAY ANOVA

Hypothesis:

- **H0:** There is no effect on experience of employees & scope for promotion in the organization
- **H1:** There is significant relationship on experience of employees & scope for promotion in the organization

Descriptives

scopeforpromotion								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
0-1 years	27	2.33	1.271	.245	1.83	2.84	1	5
1-2 years	25	2.64	1.254	.251	2.12	3.16	1	5
2-3 years	32	2.50	1.218	.215	2.06	2.94	1	5
above 3 years	36	2.50	1.231	.205	2.08	2.92	1	5
Total	120	2.49	1.230	.112	2.27	2.71	1	5

ANOVA

scopeforpromotion					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.232	3	.411	.266	.849
Within Groups	178.760	116	1.541		
Total	179.992	119			

Inference:

Since p value (0.849) is greater than significance value (0.05). Therefore, hypothesis H0 is not rejected, there is no significant relationship employees & scope for promotion in the organization.

CORRELATION

Hypothesis:

H0: There is no effect on scope for employees & satisfaction of employees on promotion in the organization

H1: There is significant relationship on scope for employees & satisfaction of employees on promotion in the organization

Correlations

[DataSet0]

Correlations			
		scopeforprom otion	satisfactionon promotion
scopeforpromotion	Pearson Correlation	1	.180 [*]
	Sig. (2-tailed)		.049
	N	120	120
satisfactiononpromotion	Pearson Correlation	.180 [*]	1
	Sig. (2-tailed)	.049	
	N	120	120
*. Correlation is significant at the 0.05 level (2-tailed).			

```
ONEWAY scopeforpromotion BY experience
/STATISTICS DESCRIPTIVES
/MISSING ANALYSIS
/POSTHOC=DUNCAN ALPHA(0.05).
```

Inference:

Since p value (0.010) is lesser than significance value (0.05). Therefore, hypothesis H1 is rejected, there is significant relationship on scope for employees & satisfaction of employees on promotion in the organization

SUGGESTIONS

- Recruitment procedure ought to be conveyed by functional supervisors in meeting with the HR division in all companies. With the goal that exceptionally skilled applicants can be recruited.
- Grievances of all type to be addressed and solutions will be offered to the employees fruitfully. Organization should adopt good mechanism to settle the conflicts between them and the employees.

5.4 CONCLUSION

The industry commitment to the nation's HR has been amazing. The number of employees in companies in Chennai is found consistently expanding. The administration part and all the more so the division is intensely people driven and subsequently requires legitimate administration of its HR. The present study in such manner endeavors to comprehend the elements of human resource management and its effect on Career growth and development of employees in companies. From this we conclude that the HRM practices like HR Planning, Recruitment, Selection, Performance appraisal, Training and Development, Peer relations, grievance handling and employee involvement in decision making etc has to contribute to the growth of the company.

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