

PERSPECTIVES ON HR POLICY AND ITS EXECUTION FROM EMPLOYEES

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

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SCHOOL OF MANAGEMENT STUDIES SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY) CATEGORY-1 UNIVERSITY BY UGC

Accredited with Grade "A++" by NAACI 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI – 600 119

APRIL - 2024



SATHYABAMA

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BONAFIDE CERTIFICATE

This is to certify that this project report is the bonafide work of **CAVIN S A G (41740088)** who has done the project work entitled "**PERSPECTIVES ON HR POLICY AND ITS EXECUTION FROM EMPLOYEE**" under my supervision from to January 2024 to march 2024

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Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

CERTIFICATE OF PROJECT PROGRAM

Date: 05 - 04 - 2024

To,

HEAD OF THE DEPARTMENT
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Respected Sir / Madam,

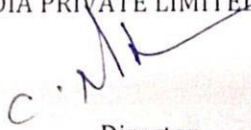
SUB.: CERTIFICATE OF PROJECT PROGRAM

I Hereby certify that **Mr. CAVIN S A G (Reg. No. 41740088)** Student of **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY**. Has undergone the internship program in our organization for the period from **02-01-2024 to 31-03-2024**.

During this tenure with us we found her sincere and hardworking we wish the great success in future.

We wish him all the best in his future endeavors.

For LLOYD SHOES INDIA PRIVATE LIMITED,


Director
(C. Magesh Kumar)



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DECLARATION

I CAVIN S A G, 41740088 here by declare that the Project Report entitled
**“PERSPECTIVES ON HR POLICY AND ITS EXECUTION FROM EMPLOYEES IN
LLOYD SHOES INDIA PRIVATE LIMITED”** done by me under the guidance of Dr.R.
BLESSIE PATHMU at SATHYABAMA INSTITUTE OF SCEINCE AND TECHNOLOGY,
CHENNAI is submitted in partial fulfilment of the requirements for the award of
BACHELOR OF COMMERCE degree.

DATE:

PLACE:

CAVIN S A G

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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, M.B.A., PH.D., Dean, School of Business Administration** and **Dr. PALANI A M.Com., M.Phil., M.B.A., Ph.D., Head, School of Business Administration** for providing me necessary support and details at the right time during the progressive reviews.

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CAVIN S A G

ABSTRACT

Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills/ motivating to high level of performances and ensuring that they continue to maintain their commitments to the organization which are essential to achieve organizational objectives. This project is meant to know the Human Resource Policies in the organization. The HR Policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR Policies is to increase efficiency by increasing motivation and thus fulfil organizational goals and objectives. The objective is to provide the reader with a framework of the HR Policy Manual and the various objectives that the different policies aim to achieve. The main focus was on the managerial levels of employees in CREATIONS INFRA INDIA PRIVATE LIMITED.

Keywords: HR policies, Employee Relationship, Organization.

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CHAPTER 1

1.1 INTRODUCTION

Understanding Employees opinions about HR policies and their implementation is crucial for fostering a positive work environment and maximizing productivity. Employees' perceptions of HR policies can significantly impact their job satisfaction, engagement, and overall morale within the organization. This study is conducted to measure the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance, and to measure the scope of application of human resource policies.

This study is conducted to measure the effect of human resource policies (planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance, and to measure the scope of application of human resource policies. These guidelines identify the organizations intention in matters of recruitment, selection, promotion, development, compensation, motivation, and otherwise leading and directing employees in the working organization. HR policies serve as a road map for the manager. HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees. Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration. Every organization needs policies to ensure consistency in action and equity in its relation with employees. Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programs can be measured.

1.2 INDUSTRY PROFILE

The shoe manufacturing industry operates within the broader footwear market, which encompasses various segments including athletic, casual, and formal footwear. This industry is characterized by continuous innovation and changing consumer preferences, with trends such as sustainability and technological advancements shaping its landscape. Major players compete in a global market place, navigating complexities in the supply chain and regulatory environment. While challenges like rising material costs persist opportunities for growth arise from expanding in to new markets and embracing technological advancement understanding consumer behaviour leveraging technological innovations are key strategies for companies aiming to thrive in the dynamic industry.

In recent years, sustainability has emerged as significant trend driving innovation in the industry. Shoe manufacturers are increasingly adopting eco-friendly materials and production methods to reduce the environmental footprint and meet the growing demand for sustainable products. Additionally, technological advancements, such as 3D printing and digital design tools are revolutionizing the manufacturing process, enabling companies to create customized and intricately designed footwear.

Despite opportunities for growth, the shoe manufacturing industry faces several challenges, including intense competition rising material costs, and fluctuating consumer demand. Moreover, navigating the complex global supply chain and adhering to stringent regulatory standards present additional hurdles for companies operating in this sector.

To succeed in this competitive landscape, shoe manufacturers must remain agile and adaptable, continuously innovating to meet the changing needs and preferences of consumers. By leveraging technology, embracing sustainability, and investing in research and development, companies can position themselves for long-term success in the ever-evolving shoe manufacturing industry.

MARKETIC SEGMENTATION

1.DEMOGRAPHIC SEGMENTATION

AGE: Targeting different age groups such as children, teenagers, adults or seniors.

GENDER: Offering products specifically designed for men, women or unisex.

INCOME: Offering different product lines targeting various income brackets.

2.GEOGRAPHIC SEGMENTATION

REGION: Tailoring products for different regions based on climate, culture, and preferences.

URBAN VS RURAL: Adapting product features and distribution channels to suit urban or rural consumers.

3.PSYCHOGRAPHIC SEGMENTATION

LIFESTYLE: Targeting consumers with specific, lifestyles such as athletes, professionals, adventurers or fashion-conscious individuals.

PERSONALITY: Crafting products and marketing messages to appeal to personalities like outdoorsy, trendy, or classic.

4.BEHAVIORAL SEGMENTATION

USAGE RATE: segmenting consumers based on how often they buy shoes.

OCCASIONS: offering shoes for different occasions like sports, work, casual wear, or formal events.

BRAND LOYALTY: targeting consumers based on their loyalty to specific shoe brand.

5.TECHNOGRAPHIC SEGMENTATION

DIGITAL ADOPTION: Targeting consumers based on their level of digital engagement and preference for online shopping.

6.ETHNOGRAPHIC SEGMENTATION

CULTURAL BACKGROUND: Understanding and catering to the preference of different cultural groups.

STATISTICS FOR THE RISE OF A SHOE MANUFACTURING COMPANY

- 1.ANNUAL REVENUE GROWTH:** 25% increase year-over-year for the 5 year.
- 2.MARKET SHARE EXPANSION:** Captured an additional 5% market share in the footwear industry in the last fiscal year.
- 3.PRODUCTION VOLUME INCREASE:** Increased production by 30% compared to the previous year, reaching 1.5 million pairs of shoes annually.
- 4.NUMBER OF NEW PRODUCTS INTRODUCED:** Introduced 50 new shoes designs in the past year, catering to various consumers preferences.
- 5.GEOGRAPHIC EXPANSION:** Expanded operations to three new countries, increasing the company's global presence.
- 6.CUSTOMER SATISFACTION METRICS:** Achieved a customer satisfaction rating of 90% based on surveys and feedback.
- 7.EMPLOYEE GROWTH AND RETENTION RATES:** Increased employee count by 20% to support business expansion, with a retention rate of 85%.
- 8.MARKETING AND ADVERTISING EFFECTIVENESS:** Generated a 40% increase in sales attributed to marketing campaigns, with a return on investment of 5:1.

COMPETITIVE LANDSCAPE

The competitive landscape in the shoe manufacturing industry is multifaceted and dynamic. At the forefront are market leaders such as Nike, Adidas, and Puma, known for their strong brand presence, extensive product lines, and global reach. These giants set the bar high, driving, innovation and dictating trends across various segment. Alongside them, niche players carve out their space by specializing in specific shoe categories, whether its performance athletics, casual wear, or luxury fashion. Emerging brands like all birds and Rothy's disrupt the status quo with sustainable practices and direct-to-consumer models, appealing to environmentally conscious consumers. Retailers and private labels also play a significant role, leveraging their distribution channels and brand partnerships to offer exclusive shoe lines. Moreover, technological innovators continuously push boundaries, introducing advancements such as 3D printing and smart footwear.

1.3 COMPANY PROFILE



Lloyd Shoes India Private Limited is a Private incorporated on 01 May 2009. It is classified as non-govt company and is registered at Registrar of Companies, Chennai. Its authorized share capital is Rs. 20,000,000 and its paid-up capital is Rs. 10,032,460. It is involved in Tanning and dressing of leather, manufacture of saddlery harness.

Lloyd Shoes India Private Limited's Annual General Meeting (AGM) was last held on N/A and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2022.

Lloyd shoe India was first set up on 2009, before in starting stage it was a small company doing job work getting small orders, and exporting the products through forward till 2013.

Directors of Lloyd Shoes India Private Limited are Scholz Ernst and Magesh Kumar Chandrasekaran.

Lloyd Shoes India Private Limited's Corporate Identification Number is (CIN) U19115TN2009PTC071509 and its registration number is 71509. Its Email address is mageshkumar@lloyd.com and its registered address is S.F.NO.251/3, NELLOREPETTAI PANCHAYAT, LINGUNDRAM VILLAGE, GUDIYATHAM, VELLORE TN 632602 IN.

MISSION, VISION AND STRATEGIES: VISIONS OF LLOYD SHOE:

- To be leaders in the industry.
- To be a state-of-the-art company.
- To get respect from peers and outsiders.
- Shop the highest level/methods in general progress in manufacturing and technology.
- Let's catch up and be the first, we will gain respect from those who care about and welfare and those around us.

MISSION OF LLOYD SHOE:

HAVE TO BE LEADERS WITH REGARD TO

- Quality
- Administration
- All aspects of running a factory to have the largest technology
- Give back to society

STATERGY OF LLOYD SHOE:

Successful Strategy – true to the motto: With one foot on tradition, and the other on the path to the future. It is people who drive the company forward to continually develop, improve and face new challenges.

PROFILE OF THE PRODUCT:

1.STROBEL SHOE SAMPLES



The Strobelt is **the fabric or non-woven material used to finish the bottom of a shoe upper**. The worker uses a Strobelt machine to make a Strobelt stitch to attach the Strobelt board to the upper. And mostly the Strobelt shoes are flexible and rubbery type of made.

The shoe contains **26 components** to make a pair to full finished. The shoe design has a unique name called kelvin. Every shoe design has a unique number called article number to differ the variations.



The shoe contains **24 components** to make a pair to full finished. The shoe design has a unique name called matern. Every shoe design has a unique number called article number to differ the variations.

2. CEMENTED SHOE SAMPLES

Cemented shoe is the hard made stiff shoe they will attach the extra component to stay the shoe stronger. Mostly this cemented shoe from all category shoes like formal also come under cemented.



The shoe contains **32 components** to make a pair to full finished. The shoe design has a unique name called EII. Every shoe design has a unique number called article number to differ the variations.



The shoe contains **22 components** to make a pair to full finished. The shoe design has a unique name called bomb hold. Every shoe design has a unique number called article number to differ the variations.

3.GROOVE SHOES:

Groove shoe is the shoe uses in the cold places in snow areas. Soles of shoes are grooved because the grooves **increase friction and give the person a good grip while walking with shoes**. For making of this shoe, materials are unique and high in cost. This kind of order is known as special order.



This shoe also come in cemented place to full finish the process. It's the model of boots variety used in snow places and slippery this kind of shoe will stay strong. the water content will not get inside the shoe that's why the groove shoe has unique orders.

The shoe contains **10 components** to make a pair to full finished. The shoe design has a unique name called scrambled.

Understanding HR Policies and Procedures

HR Policies are framed guidelines or protocols within an organization that address various aspects of human resource management. Procedures, on the other hand, are detailed steps designed for the execution of these policies

Defining HR Policies

Policies are vital statements that orchestrate the efforts of personnel towards the organisation's goals. HR policies can be as broad or specific as required and often streamlines decision-making processes across departments. They also play a critical role in conveyancing the organisation's ethics, norms, and expectations.

- Workplace Policy
- Recruitment Policy
- Time off and Leave Policies

DEFINITION

HR Policies: Organizational guidelines designed to guide day-to-day decisions in the workplace.

1.4 Types of HR Policies and How They Work

HR policies are primarily categorised into three types – statutory, compensatory, and administrative. Each type performs different functions within an organisation.

- **Statutory Policies:** These are policies implemented as per the requirements of the law. For example, minimum wage policy, provident fund policy, and policy against sexual harassment at workplace.
- **Compensatory Policies:** These are policies related to the compensation and benefits offered to employees. They encompass policies like compensation management, performance-related pay, overtime policy, and travel policy, among others.
- **Administrative Policies:** These policies cater to the administrative processes within an organization. They include policies such as attendance, dress code, and use of company resources.

1.5 Highlighting the Importance of HR Policies

HR policies hold a cardinal place in the effective functioning of an organisation. By delineating the expectations from employees and what they can expect from the company, HR policies provide a framework that helps in smooth running of operations. Not only do these policies provide employees with a road map to understand the organisation's expectations, they also ensure various compliance are adhered to, adding a layer of legal protection for both the organisation as well as its employees.

Impact of HR Policies on Employee Satisfaction:

The importance of a satisfying work environment is often underscored in the context of employee productivity and allegiance towards the organisation. HR policies strategically impact this satisfaction quotient among the employees. With an articulate policy in place, employees feel valued, secure and motivated, leading to heightened productivity and corporate loyalty. Here are some ways HR policies influence employee satisfaction:

- **Grievance Handling:** The presence of clear and fair procedures for handling employee grievances is a morale booster as it allays feelings of being unheard or incorrectly judged.
- **Fair Appraisals:** HR policies around appraisals and promotions create a transparent and fair system, encouraging employees to put forth their best efforts, and boosting their job satisfaction levels.
- **Work-Life Balance:** HR policies promoting flexible working hours, work from home or other such arrangements help employees achieve a better work-life balance, leading to increased job satisfaction.

1.6 Functions of human resource policies:

- The function of human resource policy is to act as a viable bridge between the employees and the business entity
- It lay down specific guidelines for managers and supervisors
- It helps to communicate the condition of employment to the employees
- The human resource policies have an essential function of laying down and overseeing employee expectations
- Its function includes reviewing probable changes that will have an impact on the employees at regular intervals
- It lay down the groundwork for treating all the employees in an equal and fair manner
- The human resource policy's function is to act as the stepping stone for creating the employee handbook
- Its function includes communicating the values and goals of the organization to interested stakeholders
- One of the functions of human resource policies is to communicate the method and way of implementing all the policies across all the levels in an organization
- To form the context for orientation, employee Onboarding, and supervisor training programs.
- To create a healthy environment in the workplace
- It ted to provide a clear picture of employee's career growth and development in the organization

PRINCIPLES OF HR POLICY:

- Place right person in the right place at the right time.
- Train every employee for current and future jobs.
- Establish organization as whole a co-ordination team.
- Ensure proper and adequate supply of tools and equipment's.
- Create better working conditions
- Give security with opportunity, incentive, and recognition.

1.7 NEED OF THE STUDY

- HR policies are important for employees to work for an organization.
- It helps to maintain motivation and willing work forces.
- It is an interesting and significant area for conducting research.
- They also ensure compliance with employment legislation and inform employees of their responsibilities and the Company's expectations
- HR policies provide guidelines on employer-employee relationships, which impart information on acceptable norms of behaviour, work schedules, health and safety measures, employment laws, conflict resolution and disciplinary measures.
- HR planning, hiring (recruitment and selection), training and development, payroll management, rewards and recognitions, Industrial relations, grievance handling, legal procedures.
- To have a formal Statement on corporate thinking which will serve as a guideline for actions. Promote effective management without your constant intervention
- To establish the consistency in the application
- Motivate Team Members
- Device and implement best policies

1.12 SCOPE OF THE STUDY

In any organization human resource is the most important asset. In today's current scenario, Creations Infra Nitrite Ltd. is a very large manufacturer and marketer of Interiors.

- As most of the company's overall performance depends on its employee's performance which depends largely on the HR POLICIES of the organization.
- So, the project has wide scope to help the company to perform well in today' global competition.
- The core of the project lies in analysing and assessing the organization and to design and HR policy manual for the organization.
- They provide clear communication between the organization and their employees regarding their condition of employment.
- They are a set of guidelines for supervisors and managers.
- They create a basis for developing the employee handbook.
- They establish a basis for regularly reviewing possible changes affecting employees.
- They form a context for supervisor training programs and employee orientation programs.

1.13 OBJECTIVES OF STUDY PRIMARY

OBJECTIVES:

To analysis the perception of the employees and provide the suggestion of employee's satisfaction and benefits towards HR policy and its execution in Lloyd shoes India Pvt Ltd.

SECONDARY OBJECTIVE:

1. To examine a HR policy manual for the company with special emphasis on the 'Managerial service conditions'
2. To understand the HR policies maintaining the sound relation among employees and employer
3. To know the perception of employees about leave and grievance policy.



LIMITATIONS OF STUDY

- Policies may not cover all the problems. Sometimes, unforeseen situations arise which are not covered by the existing policies.
- Policies are repeatedly used plans. They bring about rigidity in operations as they leave no room for initiative by the subordinates.
- To know whether the employees are aware of these policies and are deriving benefits for themselves as well as for the company.
- Policies are no substitute for human judgement. Policies only delimit the areas within which decisions are to be made.
- Collecting reviews from employees is little difficult via google form because few of the employees are illiterate in ana organization.
- Policies may not be ever-lasting as they lose their utility with the changes in the internal and external environment of the business.

CHAPTER 2

REVIEW OF LITERATURE

A **literature review** is a type of review article. A literature review is a scholarly paper that presents the current knowledge including substantive findings as well as theoretical and methodological contributions to a particular topic. Literature reviews are secondary sources and do not report new or original experimental work. Most often associated with academic-oriented literature, such reviews are found in academic journals and are not to be confused with book reviews, which may also appear in the same publication. Literature reviews are a basis for research in nearly every academic field.

Subramanian, V. (2005) He expresses that the recruitment and selection process in the organization and selecting the right candidate for the correct position helps employees to work in the organization in a very positive mode. The interview process should be relevant to the job profile so that the candidates will be interested in the job profile.

Maitin, T.P. (2003) In his study he explains the Human Resource Development shows the progress of the organizational growth with different process like recruitment and selection, payroll processing and maintains the rules and regulations of the office. By the way of best approach towards the employees which the in the high productive of the employees.

Singh S.K (2008) In this study He explained that for a good organizational growth employee Should maintain their involvement to yield high productivity. Employee's dedication helps him to achieve his target, and increases his quality of work. Organization should also help the employee in training him to develop his interpersonal skills. Both Employer and Employee should equally contribute each for individual's growth.

Vidya A. Salokhe (2002) In her study she explained the Human Resource department have several processes to improve the employee's individual growth in

the organization. It also helps the organization to achieve more in the profit with their effective smart work. Employees are the asset of any organization which they make profit out of them.

Venkateswaran (1997) He explains in his article about how Human resource Department helps the organization in their financial growth. For that he made an empirical study by collecting data from a sample of 132 executives of a private organization. This study helps to know how the HRD works in the organization and how for employees are benefited out of them. As a result, the HRD works in better way how such that employees are more much comfortable in the rule and regulations of the organizations. This also helps the organization to maintain a good decorum.

Tripathy (2008) He has explained that the organization have the optimum usage of Human resources in the organization. They follow the 3 C concept (i.e.) Competencies, commitment and culture. By following these 3 C cultures in the work organization give the positive results in the organization. This practice is considered to be the best result earning which resulted in the increase in the financial growth.

Patil, Kallinath S. (2007) In his study he has researched about the development of facility management industry has an important place in the growth of the country. Life Insurance Corporation is one of the major service providers in which they provide the best service. The Transmission doesn't come in a day. For that employees have put in lot of efforts to bring the service in the field of service.

V.Siva Kumar (2015) This study describes that the high level of policies increases the growth of the organization and acts as a retention strategy. From this study it is observed that employee's relationship.

Dessler (2002) human resources policies and practices needed to contribute to the greater well-being of people, allowing them greater personal and professional fulfilment. In addition to the policies and practices defined by Dessler (2002), a began considering the “involvement” policy in the group.

Sharma and Jyoti (2006) In their article they have explained about the Job Satisfaction that they finalize it the best and effective reason for an employee in the working situation. They also explain that this emotional factor helps the employee in the organization to yield best results. Dissatisfaction is one of the main reasons for attrition of employee in the organization. So, job satisfaction is the primary reason of an employee’s carrier growth and development of an organization.

Kundu. Subhash C., Diva Mahan (2009) This study is based on the "Human Resources Management Practices in Insurance Companies: The study was made in Indian and MNC's and explains the benefits of the organization is generated only by Human Resources. However, the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on them HR practices like performance appraisal, HR planning and Recruitment.

Hemant Rao (2007) In this research study he explained the changes in the role Human Resources. There was an extraordinary change in the role of Human resource department. He found that each individual should work in the organization such that they should treat the employees irrespective to cast, religion, gender etc. The productivity of the company is based on the quality of work done by the employees in the organization.

Sudham Shetty V. Naveen, Dr.D.N. Raju (2014) Their research is based on the recruitment and selection process in Cement Industry, Electronics Industry, Sugar Industry in Krishna Dt AP, India and observed that in all the selected industries of the study area recruitment is made by campus placements, job.com, data banks etc. The selection is done by evaluating the candidate's skills, knowledge and abilities which are highly required to the vacancies in selected industries.

Anupama Gupta (2010) Her study research mostly revolves around the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on day-to-day activities. It also suggested some important points to handle things better.

T.V. Rao (1999) the study in his book explains that the audit conducted describes the methods and ideas which have to be implemented in the Human Resource Audit. His Framework helps to estimate the different criteria like core competency, culture and value of the organization. By evaluating the employee's interpersonal skills, they can improve in some of the factors which are they lacking in the system. They also have broadminded people in the top-level management which helps the low and middle level employees to know about their concerns. So, they each and every employee in the organization helps them to achieve more by increasing the productivity.

Saini R.R. (2010) This study is based on the Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically, this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analysed their opinion about HRD rules and regulations. As a result of this study is qualification plays an important role in recruitment in top, middle and low-level management. The practice of selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

G.V. Chalam and L. Srinivas (2005) In their article they have made a Human Resources Department survey across 120 branches of State Bank of India at Andhra Pradesh, and defines the gender where their papers made an attempt to explore the basic gender difference. They found that the women employees have much more concern than the male employees.

Mishra and Hardwar (2002) In their research they have made an empirical study on the Private companies and their nature of work in Human resources Department. A random sample of 107 managers with different levels like low level, middle level and top-level management are taken into consideration. A questionnaire was circulated to them to know about the Human Resource department and analysed. As a result, the situation present in the HRD is satisfactory.

NP Myilswamy, Dr.R. Gayatri (2014) According to their research “A study on Due to the difficulty of evaluating the integration of human resources policies and practices (LEPAK et al, 2006), this research proposes not only to evaluate PPHR as a single construct, but also the relation of each dimension – or subsystem – on organizational citizenship behaviours, seeking to identify which policy has a greater or lesser impact on the worker’s behaviour. Thus, the six dimensions analysed are: recruitment and selection; involvement; training and development; work conditions; performance and competency assessment; and remuneration and incentives.

Demo (2012) recruitment and selection policies and practices are defined as an organization proposal to seek out employees, stimulate them to apply and select them, the involvement policy is an articulated proposal of the organization to create an affective bond with its collaborators, contributing to their well-being, in terms of recognition, relationship, participation and communication. The training and development policy includes the provision to employees of the systematic acquisition of skills and the encouragement of continuous learning and knowledge production.

T. Suhasini and Dr. K. Kalpana (2018) The study reveals that relevance of HRM policy studies to the organizations. However, the urgency for new studies on the HRM was highlighted, since some policies, despite their strategic nature for organizations, are still little investigated. This is the case for recruitment and selection and evaluation of performance and skills, as well as studies relating HRM policies to other variables of organizational behaviour and the effort to construct and validate measurement instruments.

Cam Caldwell Ph d and Larry (2004) Floyd the focus of this article is to explain the key elements of research opportunities grow as new and different practices are proposed, with no indication of saturation. Other institutions can use the opportunity to stimulate the academic production, focusing on research related to other HRM policies, such as performance and competency, working conditions and rewards, given the identified gaps. The joint production of these groups can strengthen the lines of research on HRM policies and include Brazil as a reference on the international scenario.

M. Madhyvadany, S. Panboli (2019) The performance and competency evaluation policy involve assessing the performance and skills of workers, subsidizing decisions about promotions, career planning and development. The author also grouped the issues of compensation and incentives, encompassing rewards on performance and employee competencies in terms of remuneration and incentives. Given this conceptual field presented and the objectives of the research, the PPHR scale elaborated by Demo (2012) is an adequate instrument.

Albrecht S.L, Bakker A.B, Gruman J.A, Macey W.H and Saks A.M(2015) these practices necessary to manage people at work, specifically in the aspects related to hiring, training, evaluation, remuneration and the provision of a good and secure environment for company employees. For the author, there were five main policies and practices that constituted people management in organizations by the HR area: recruitment and selection, training and development, remuneration, performance appraisal and working conditions.

Udai Pareek & T.V. Rao (1999) In his study he explains that the limitations of Human Resource Department where they need to improve in the personal growth of employee and the organization. In his he elaborately explains about the importance of the training and Development, HR Audit, Planning and Development, Organizational Behaviours. This also gives the lots of information about the Educational Institutes and lot of professional people.

Wright et al (2003) with their study entitled “The impact of HR practices on performance of business units”; the study evaluates the HR practices and organisation commitment on the operating performance and profitability of business units. The purpose of this study is to examine the relationship between HR practices and firm performance in a way that improves the casual inferences that can be drawn. Questionnaires were used to survey employee attitude. So, business units were sampled within on large corporation. The articles revealed that both organisational commitment and HR practices are significantly related operational measure of performance, as well as operating expenses and pre-tax profits.

Bulbul Kar, Dr Biswadeep Mishra (2016) integrated set of planned and intended strategies, policies and practices for managing people in an organization; and HRM practices as the activities actually implemented and experienced by employees, and that can be objectively verified. The authors emphasize the integration that must exist between HR management practices and the internal and external contingencies of the organization.

Mariyam Imna; Zubair Hassan Human resource policies have impact on the employees in the organization. The main purpose of this research paper is to analyse the factor which influence the employees in the organization. The most human resource policies related to recruitment, training, reward, compensation, performance appraisal, training and development, career development etc. The policies will have impact on the employees who are working in the organization.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHOD DATA COLLECTION

The research has chosen the questionnaire methods of data collection. Due to limited time in hand. While designing the data collection procedure, adequate safeguard against bias and unreliability must be ensured. Researcher has examined the collections of data for completeness, comprehensibility, consistency and reliability. Research is also gathered secondary data which has already been collected and analysed by someone else. He got various information from journals, historical documents, magazines and reports prepared by the researchers. For the present piece of research, the investigators have used the following methods.

✓ Questionnaire

✓ Interview

✓ Observation

In this study **Descriptive research Design** is used.

3.2 SAMPLING TECHNIQUES

In this study probability sampling was employed. However, the type of probability sampling used is "Simple random sampling" where the samples are drawn by generating random members.

SIMPLE RANDOM SAMPLING

Simple random sampling is a sampling technique where every item in the population has an even chance and likelihood of being selected in the sample. Here selection of item completely depends on chance or by probability and therefore this sampling technique is also sometimes known as a method of chances. This process and techniques are known as simple random sampling, and should not be confused with **systematic random sampling**. A simple random sample is a fair sampling technique.

3.3 SOURCES OF DATA

For any study there must be data for analysis purpose. Without data there is no means of study. Data collection plays an important role in any study. It can be collected from various sources.

Primary sources:

The Primary data was collected from the respondents by administering a structured questionnaire and also through observation, interview & discussion with management. The researcher collected primary data through structured questionnaire and interview.

Secondary Sources:

Apart from Primary data collected, the data collected through text books, the records of CREATIONS INFRA DEVELOPERS, Journals from Library, and Internet is used for the study.

3.4 STRUCTURE OF QUESTIONNAIRE

In this study, the primary data is collected through questionnaire from the respondents directly. A questionnaire consists of a number of questions printed or typed in a definite order on a form. Here, open ended, close ended questions, rank order, rating scale are used in the questionnaire.

3.5 SAMPLE SIZE

The same size of the study is 130 respondents and it's found by Rao soft sample calculator. The respondents are Employees of the Creations Infra India private limited.

3.6 PERIOD OF STUDY

The period of time is taken to conduct the survey and prepare the research paper is 3 months.

3.7. ANALYTICAL TOOLS

The data has been analysed using the following methods,

- ✓ Descriptive Analysis
- ✓ Chi-square Analysis
- ✓ One Way ANOVA Test

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 DESCRIPTIVE ANALYSIS

Table:4.1.1 showing the age of the respondents

PARTICULARS	NO OF RESPONDENTS	%
21-30 years	75	57.3
31-40 years	26	19.8
41-50 years	22	16.8
ABOVE 50 years	8	6.1
Total	131	100

Age

131 responses

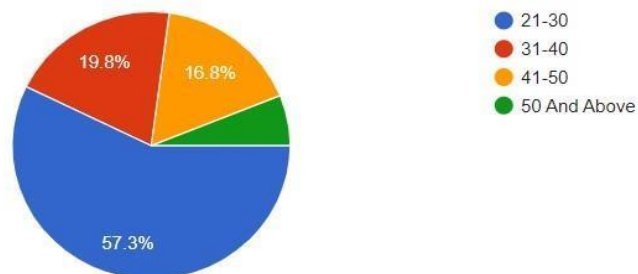


Table:4.1.1 showing the age of the respondents

INTERPRETATION:

From the above table, it is interpreted that 57.3% respondents are 21-30 years, 19.8% of the respondents are 31-40 years, 16.8% of the respondents are 41-50 years, 6.1% of the respondent are 50 years and above.

INFERENCE:

Majority (57.3%) of the respondents from 21-30 years

Table:4.1.2 showing the gender of the respondents

PARTICULARS	NO OF RESPONDENTS	%
Male	75	57.3
Female	55	42
Transgender	1	0.7
Total	131	100

Gender

131 responses

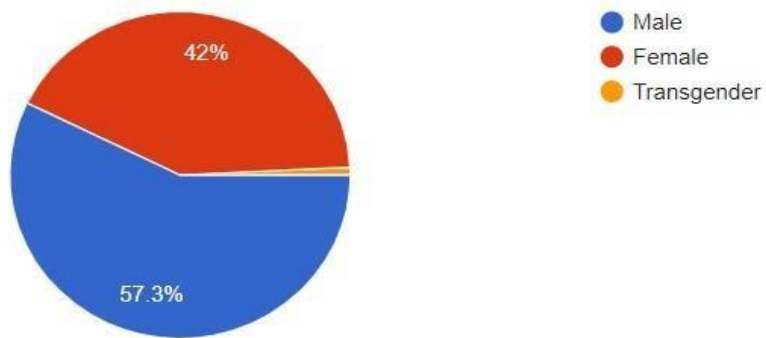


Chart:4.1.2 showing the gender of the respondents

INTERPRETATION:

From the above table, its interpreted that 57.3% of the respondents are male, 42% of the respondents are female, 0.7% of the respondents are transgender.

INFERENCE:

Majority (57.3%) of the respondents from male.

Table :4.1.3 showing the qualification of the respondents

PARTICULARS	NO OF RESPONDENTS	%
sslc	14	10.7
hsc	23	17.6
ug	71	54.2
pg	23	17.6
Total	131	100

Qualification

131 responses

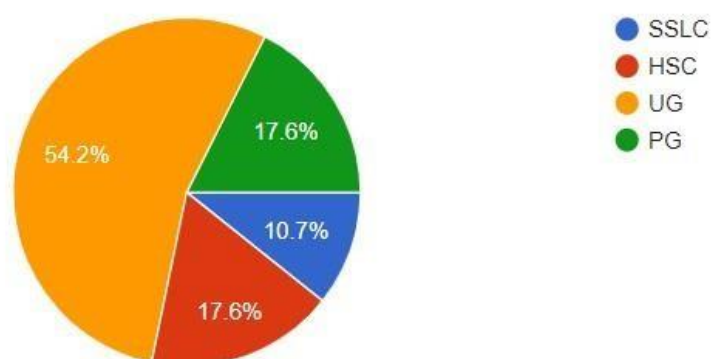


Chart:4.1.3 showing the qualification of the respondents

INTERPRETATION:

From the above table, its interpreted that 10.7% of the respondents are SSLC, 17.6% of the respondents are HSC, 54.2% of the respondents are UG, 17.6% of the respondents are PG.

INFERENCE:

Majority (54.2%) of the respondents from UG.

Table:4.1.4 showing the job role of the respondents

PARTICULARS	NO OF RESPONDENTS	%
Senior employees	36	27.5
Junior employees	62	47.3
Managing executives	22	16.8
HR executives	11	8.4
Total	131	100

Job Role

131 responses

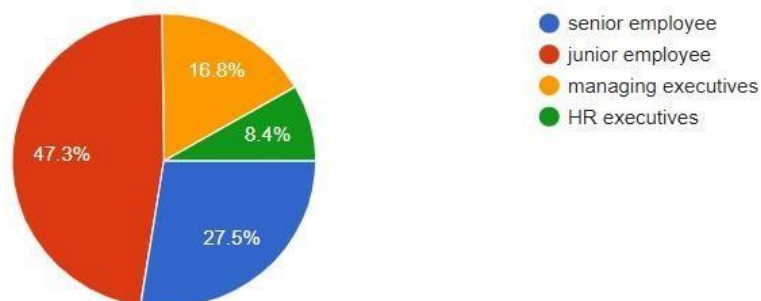


Chart:4.1.4 showing the job role of the respondents

INTERPRETATION:

From the above table, its interpreted that 27.5% of the respondents are senior employee, 47.3% of the respondents are junior employee, 16.8% of the respondents are managing executives, 8.4% of the respondents are HR executives.

INFERENCE:

Majority (47.3%) of the respondents from Junior employees.

Table:4.1.5 showing the experience of the respondents

PARTICULARS	NO OF RESPONDENTS	%
Less than 1 year	51	38.9
1-5 tear	35	26.7
Above 5 years	30	22.9
Above 10 years	15	11.5
Total	131	100

Experience

131 responses

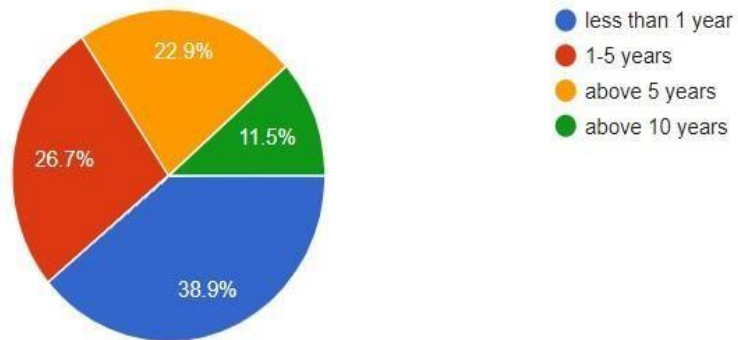


Chart:4.1.5 showing the experience of the respondents

INTERPRETATION:

From the above table, its interpreted that 38.9% of the respondents are less than 1 year, 26.7% of the respondents are 1-5 year, 22.9% of the respondents are above 5 years, 11.5% of the respondents are above 10 years.

INFERENCE:

Majority (38.9%) of the respondents from less than 1 year.

Table:4.1.6 showing the understandability of HR policy in organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very well	46	35.1
Well	48	36.6
Moderately	31	23.7
Not well	3	2.3
Not at all	3	2.3
Total	131	100

How will do you understand the HR policies of our organization?

131 responses

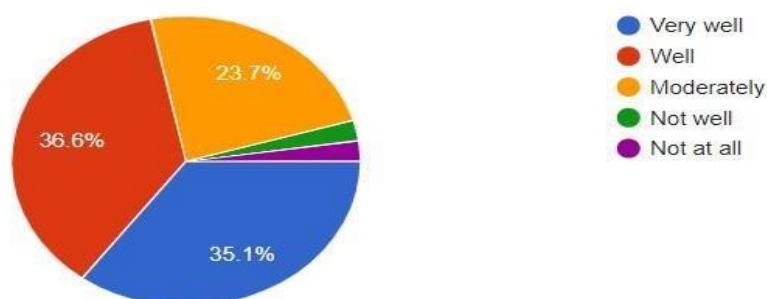


Chart:4.1.6 showing the understandability of HR policy in organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 35.1% of the respondents are responded very well, 36.6% of the respondents are responded well, 23.7% of the respondents are responded moderately, 2.3% of the respondents are responded not well, 2.3% of the respondents are responded not at all.

INFERENCE:

Majority (36.6%) of the respondents are responded well.

Table:4.1.7 showing the understandability of HR policy in organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Clear	58	44.3
Somewhat clear	53	40.5
Unclear	9	6.9
Accessible	10	7.6
Not accessible	1	0.8
Total	131	100

How do you rate the clarity and accessibility of the HR policy?

131 responses

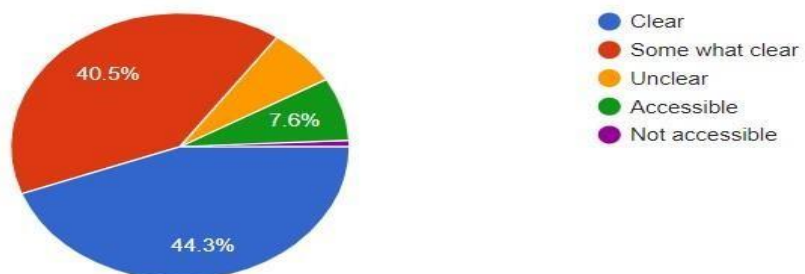


Chart:4.1.7 showing the understandability of HR policy in organization from the respondents

INTERPRETATION:

From the above table, it is interpreted that 44.3% of the respondents are responded clear, 40.5% of the respondents are responded somewhat clear, 6.9% of the respondents are responded unclear, 7.6% of the respondents are responded accessible, 0.8% of the respondents are responded not accessible.

INFERENCE:

Majority (44.3%) of the respondents are responded clear.

Table:4.1.8 showing the overall impact on HR policy on job satisfaction and engagement within the organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very effective	56	42.7
Effective	53	40.5
Somewhat effective	14	10.7
Ineffective	5	3.8
Very ineffective	3	2.3
Total	131	100

What overall impact do you think HR policies have on your job satisfaction and engagement within the organization

131 responses

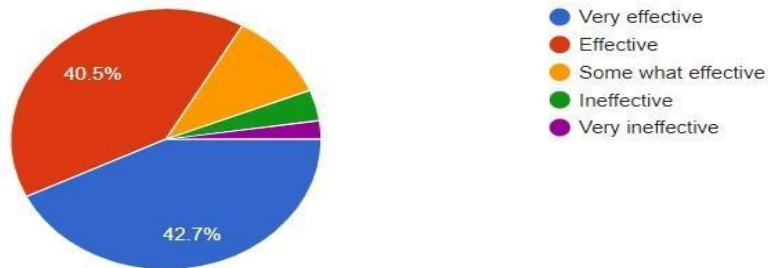


Chart:4.1.8 showing the overall impact on HR policy on job satisfaction and engagement within the organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 42.7% of the respondents are responded very effective, 40.5% of the respondents are responded effective, 10.7% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 2.3% of the respondents are responded very ineffective.

INFERENCE:

Majority (42.7%) of the respondents are responded very effective.

Table:4.1.9 showing the effectiveness of HR policy and its execution within the organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very effective	48	36.6
Effective	54	41.2
Somewhat effective	22	16.8
Ineffective	5	3.8
Very ineffective	2	1.5
Total	131	100

How effectively do you think HR policies are implemented with the organization?

131 responses

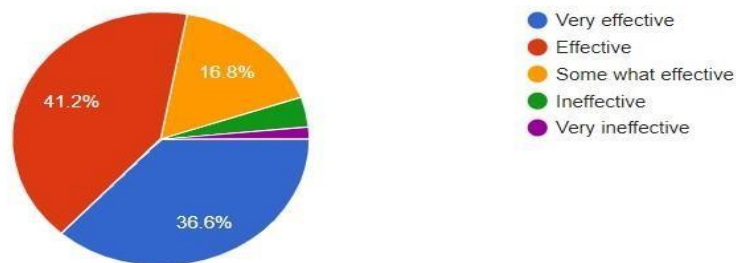


Chart:4.1.9 showing the effectiveness of HR policy and its execution within the organization from the respondents

INTERPRETATION:

From the above table, it is interpreted that 36.6% of the respondents are responded very effective, 41.2% of the respondents are responded effective, 16.8% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 1.5% of the respondents are responded very ineffective.

INFERENCE:

Majority (41.2%) of the respondents are responded effective.

Table:4.1.10 showing the execution of HR policy in day-to-day operations within the organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very well	43	32.8
Well	57	43.5
Adequately	27	20.6
Poorly	1	0.8
Very poorly	3	2.3
Total	131	100

How well do you think HR policies are executed in day to day operations?

131 responses

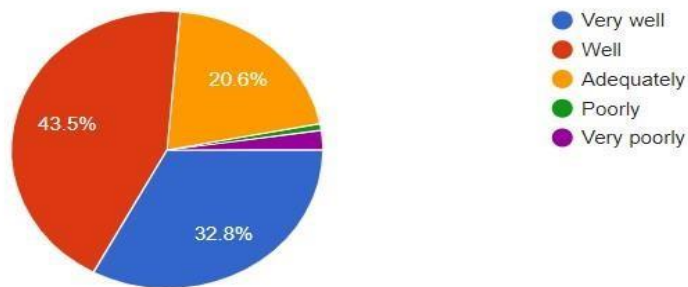


Chart:4.1.10 showing the execution of HR policy in day-to-day operations within the organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 32.8% of the respondents are responded very well, 43.5% of the respondents are responded well, 20.6% of the respondents are responded adequately, 0.8% of the respondents are responded poorly, 2.3% of the respondents are responded very poorly.

INFERENCE:

Majority (43.5%) of the respondents are responded well.

Table:4.1.11 showing the organization ensurance uniformly in policy enforcement throughout all departments from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very consistency	40	30.5
Consistency	44	33.6
Neutral	36	27.5
Inconsistency	6	4.6
Very inconsistency	5	3.8
Total	131	100

How can the organization ensure uniformly in policy enforcement throughout all departments?

131 responses

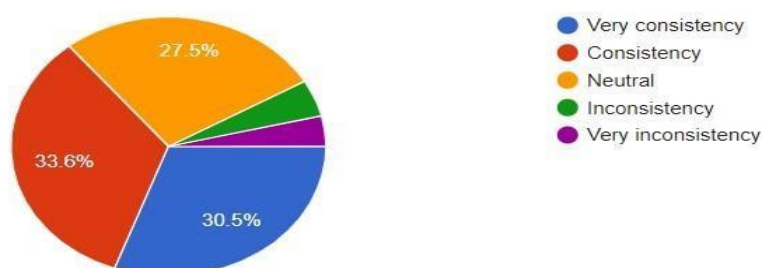


Chart:4.1.11 showing the organization ensurance uniformly in policy enforcement throughout all departments from the respondents

INTERPRETATION:

From the above table, its interpreted that 30.5% of the respondents are responded very consistency, 33.6% of the respondents are responded consistency, 27.5% of the respondents are responded neutral, 4.6% of the respondents are responded inconsistency, 3.8% of the respondents are responded very inconsistency.

INFERENCE:

Majority (33.6%) of the respondents are responded consistency.

Table:4.1.12 showing the influence of HR policy in company culture and employee engagement from the respondent

PARTICULARS	NO OF RESPONDENTS	%
Very positive	37	28.2
Positive	57	43.5
Neutral	32	24.4
Negative	1	0.8
Very negative	4	3.1
Total	131	100

How do you think HR policies influence the company culture and employee engagement?

131 responses

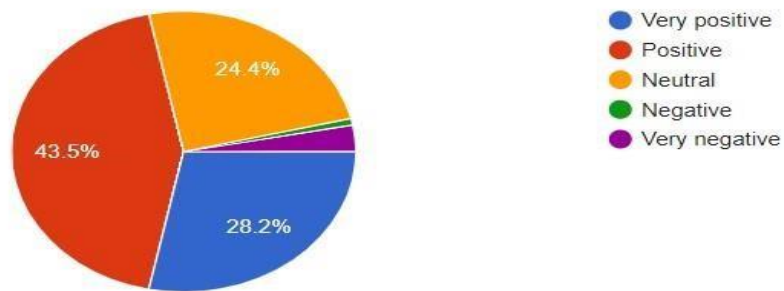


Chart:4.1.12 showing the influence of HR policy in company culture and employee engagement from the respondent

INTERPRETATION:

From the above table, its interpreted that 28.2% of the respondents are responded very positive, 43.5% of the respondents are responded positive, 24.4% of the respondents are responded neutral, 0.8% of the respondents are responded negative, 3.1% of the respondents are responded very negative.

INFERENCE:

Majority (43.5%) of the respondents are responded positive.

Table:4.1.13 showing the training conducted by the trainer on the areas can be shown any development from the respondents.

PARTICULARS	NO OF RESPONDENTS	%
Strongly agree	42	32.1
Agree	67	51.1
Neither agree nor disagree	14	10.7
Disagree	4	3.1
Strongly disagree	4	3.1
Total	131	100

Based on the training conducted by the trainer on the areas can be shown any development

131 responses



Chart:4.1.13 showing the training conducted by the trainer on the areas can be shown any development from the respondents.

INTERPRETATION:

From the above table, its interpreted that 32.1% of the respondents are responded strongly agree, 51.1% of the respondents are responded agree, 10.7% of the respondents are responded neither agree nor disagree, 3.1% of the respondents are responded disagree, 3.1% of the respondents are responded strongly disagree.

INFERENCE:

Majority (51.1%) of the respondents are responded agree.

Table:4.1.14 showing the progress of HR policy and its implementation within the project timeline in the Organization from the respondents.

PARTICULARS	NO OF RESPONDENTS	%
On track	55	42
Behind schedule	40	30.5
Ahead of schedule	27	20.6
Not proper	5	3.8
Go on the flow	4	3.1
Total	131	100

How will you rate the progress of HR policy implementation with the project timeline?

131 responses



Chart:4.1.14 showing the progress of HR policy and its implementation within the project timeline in the Organization from the respondents.

INTERPRETATION:

From the above table, its interpreted that 42% of the respondents are responded on track, 30.5% of the respondents are responded behind schedule, 20.6% of the respondents are responded ahead of schedule, 3.8% of the respondents are responded not proper, 3.1% of the respondents are responded go on the flow.

INFERENCE:

Majority (42%) of the respondents are responded on track.

Table:4.1.15 showing the satisfaction of current HR policies in the Organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very satisfied	44	33.6
Satisfied	53	40.5
Neutral	22	16.8
Dissatisfied	5	3.8
Very dissatisfied	7	5.3
Total	131	100

How satisfied are you with the current HR policies in our organization?

131 responses

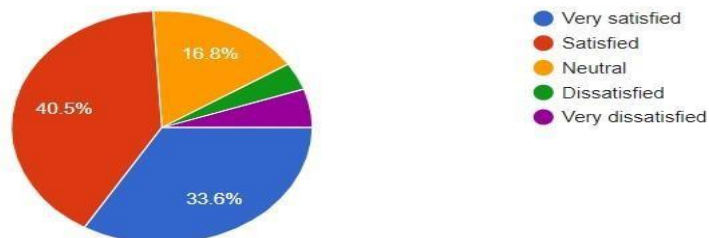


Chart:4.1.15 showing the satisfaction of current HR policies in the Organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 33.6% of the respondents are responded very satisfied, 40.5% of the respondents are responded satisfied, 16.8% of the respondents are responded neutral, 3.8% of the respondents are responded dissatisfied, 5.3% of the respondents are responded very dissatisfied.

INFERENCE:

Majority (40.5%) of the respondents are responded satisfied.

Table:4.1.16 showing the effectiveness of HR policies in addressing Workspace issues and concerns in the organization from the respondents.

PARTICULARS	NO OF RESPONDENTS	%
Very effective	45	34.4
Effective	58	44.3
Neutral	20	15.3
Ineffective	5	3.8
Very ineffective	3	2.3
Total	131	100

How effective do you find the current HR policies in addressing workplace issues and concerns?

131 responses

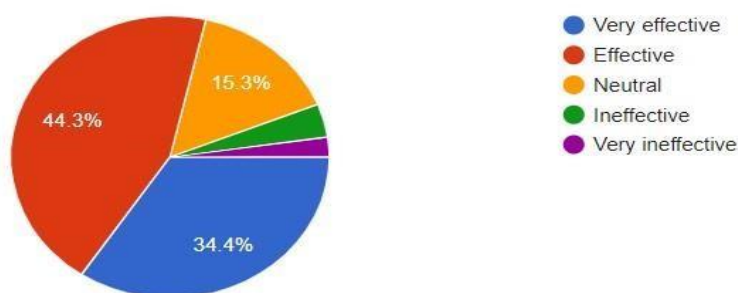


Chart:4.1.16 showing the effectiveness of HR policies in addressing Workspace issues and concerns in the organization from the respondents.

INTERPRETATION:

From the above table, its interpreted that 34.4% of the respondents are responded very effective, 44.3% of the respondents are responded effective, 15.3% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 2.3% of the respondents are responded very ineffective.

INFERENCE:

Majority (44.3%) of the respondents are responded effective.

Table:4.1.17 showing the level of communication and transparency regarding changes or updates to HR policies in the organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Excellent	50	38.2
Good	59	45
Fair	162	12.2
Poor	2	1.5
Very poor	4	3.1
Total	131	100

How would you rate the level of communication and transparency regarding changes or updates to HR policies?

131 responses

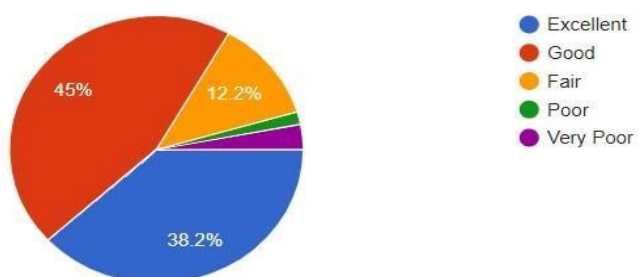


Chart:4.1.17 showing the level of communication and transparency regarding changes or updates to HR policies in the organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 38.2% of the respondents are responded excellent, 45% of the respondents are responded good, 12.2% of the respondents are responded fair, 1.5% of the respondents are responded poor, 3.1% of the respondents are responded very poor.

INFERENCE:

Majority (45%) of the respondents are responded good.

Table:4.1.18 showing the whether the HR policies support employee wellbeing and work life balance in the organization from the respondents.

PARTICULAR	NO OF RESPONDENTS	%
Strongly supportive	37	28.2
Supportive	56	42.7
Neutral	26	19.8
Not supportive	7	5.3
Strongly not supportive	5	3.8
Total	131	100

To what extend do you think HR policies support employee well - being and work – life balance?

131 responses

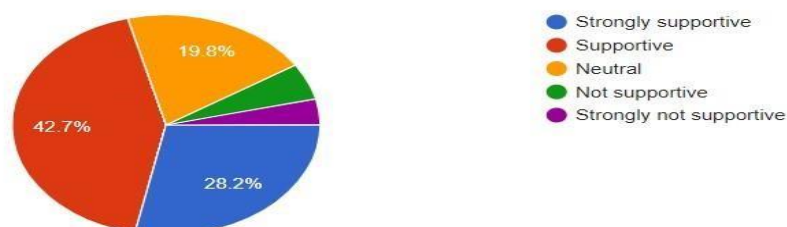


Chart:4.1.18 showing the whether the HR policies support employee wellbeing and work life balance in the organization from the respondents.

INTERPRETATION:

From the above table, its interpreted that 28.2% of the respondents are responded strongly supportive, 42.7% of the respondents are responded supportive, 19.8% of the respondents are responded neutral, 5.3% of the respondents are responded not supportive, 3.8% of the respondents are responded strongly not supportive.

INFERENCE:

Majority (42.7%) of the respondents are responded supportive.

Table:4.1.19 showing the satisfaction with the procedures in place for resolving conflict or grievances related to HR policies in the organization from the respondents

PARTICULARS	NO OF RESPONDENTS	%
Very satisfied	53	40.5
Satisfied	58	44.3
Neutral	15	11.5
Dissatisfied	4	3.1
Very dissatisfied	1	0.8
Total	131	100

How satisfied are you with the procedures in place for resolving conflict or grievances related to HR policies?

131 responses

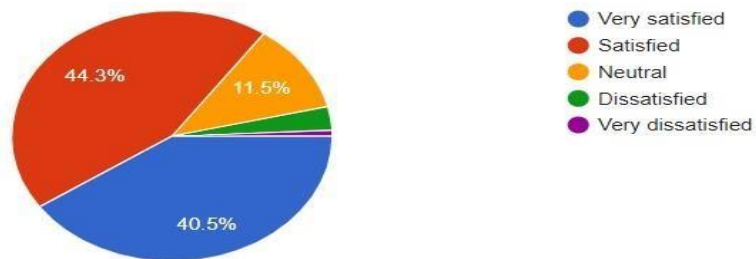


Chart:4.1.19 showing the satisfaction with the procedures in place for resolving conflict or grievances related to HR policies in the organization from the respondents

INTERPRETATION:

From the above table, its interpreted that 40.5% of the respondents are responded very satisfied, 44.3% of the respondents are responded satisfied, 11.5% of the respondents are responded neutral, 3.1% of the respondents are responded dissatisfied, 0.8% of the respondents are responded very dissatisfied.

INFERENCE:

Majority (44.3%) of the respondents are responded satisfied.

4.2 Chi-Square test:

What overall impact do you think HR policies have on your job satisfaction and engagement within the organization

vs

How effectively do you think HR policies are implemented with the organization

H0 (NULL-HYPOTHESIS) = There is no significant relationship between what overall impact do you think HR policies have on your job satisfaction and engagement within the organization and how effectively do you think HR policies are implemented with the organization.

H1 (ALTERNATE-HYPOTHESIS) = There is a significant relationship between what overall impact do you think HR policies have on your job satisfaction and engagement within the organization and how effectively do you think HR policies are implemented with the organization.

Crosstabs:

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
What overall impact do you think HR policies have on your job satisfaction and engagement within the organization * How effectively do you think HR policies are implemented with the organization?	131	100.0%	0	0.0%	131	100.0%

What overall impact do you think HR policies have on your job satisfaction and engagement within the organization * How effectively do you think HR policies are implemented with the organization? Crosstabulation

		How effectively do you think HR policies are implemented with the organization?					Total	
		Effective	Ineffective	Some what effective	Very effective	Very ineffective		
What overall impact do you think HR policies have on your job satisfaction and engagement within the organization	Count	0	0	0	1	0	1	
	Expected Count	.4	.0	.2	.4	.0	1.0	
	Effective	Count	30	1	11	11	0	53
	Expected Count	21.8	2.0	8.9	19.4	.8	53.0	
	Ineffective	Count	3	1	1	0	0	5
	Expected Count	2.1	.2	.8	1.8	.1	5.0	
	Some what effective	Count	5	2	5	2	0	14
	Expected Count	5.8	.5	2.4	5.1	.2	14.0	
	Very effective	Count	15	1	5	34	0	55
	Expected Count	22.7	2.1	9.2	20.2	.8	55.0	
	Very ineffective	Count	1	0	0	0	2	3
	Expected Count	1.2	.1	.5	1.1	.0	3.0	
Total	Count	54	5	22	48	2	131	
Expected Count	54.0	5.0	22.0	48.0	2.0	131.0		

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	125.883 ^a	20	<.001
Likelihood Ratio	55.552	20	<.001
N of Valid Cases	131		

a. 22 cells (73.3%) have expected count less than 5. The minimum expected count is .02.

At 5% level of significance and DF (22) the table value is 125.883

Calculated value = 0.02

Significance value (p=0.05)>calculated value

H0 is accepted.

INFERENCE:

The results of the "Pearson Chi-Square" says that **X (22) = 125.883, p=0.01** these tells us that there is a statistically no significant association between overall impact do you think HR policies have on your job satisfaction and engagement within the organization and effectively do you think HR policies are implemented with the organization.

4.3 ONE WAY ANOVA TEST

Hypothesis is set between overall impact on HR policy have on your job satisfaction and engagement within the organisation and effective implementation of HR policy in organisation from employer and employees.

NULL HYPOTHESIS

H0 = There is no statistically significant relationship overall impact on HR policy have on your job satisfaction and engagement within the organisation and effective implementation of HR policy in organisation from Employer and Employees.

ALTERNATIVE HYPOTHESIS

H1 = There is a statistically significant relationship overall impact on HR policy have on your job satisfaction and engagement within the organisation and effective implementation of HR policy in organisation from Employer and Employees

RESULT: Significant value $0.002 < 0.005$ H0 is accepted.

➔ Oneway

Descriptives									
job									
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum	Between-Component Variance
					Lower Bound	Upper Bound			
2	5	3.40	1.140	.510	1.98	4.82	2	5	
3	22	3.91	.811	.173	3.55	4.27	2	5	
4	54	4.02	.879	.120	3.78	4.26	1	5	
5	50	4.54	.908	.128	4.28	4.80	1	5	
Total	131	4.18	.932	.081	4.01	4.34	1	5	
Model	Fixed Effects		.889	.078	4.02	4.33			
	Random Effects			.217	3.49	4.87			.119

ANOVA					
job					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	12.542	3	4.181	5.287	.002
Within Groups	100.420	127	.791		
Total	112.962	130			

ANOVA Effect Sizes^{a,b}

			95% Confidence Interval	
			Lower	Upper
job	Eta-squared	.111	.018	.204
	Epsilon-squared	.090	-.005	.185
	Omega-squared Fixed-effect	.089	-.005	.184
	Omega-squared Random-effect	.032	-.002	.070

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

b. Negative but less biased estimates are retained, not rounded to zero.

Post Hoc Tests

Multiple Comparisons

Dependent Variable: job

Tukey HSD

(I) implementation	(J) implementation	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
2	3	-.509	.441	.656	-1.66	.64
	4	-.619	.416	.448	-1.70	.46
	5	-1.140 [*]	.417	.036	-2.23	-.05
3	2	.509	.441	.656	-.64	1.66
	4	-.109	.225	.962	-.69	.48
	5	-.631 [*]	.227	.032	-1.22	-.04
4	2	.619	.416	.448	-.46	1.70
	3	.109	.225	.962	-.48	.69
	5	-.521 [*]	.175	.018	-.98	-.07
5	2	1.140 [*]	.417	.036	.05	2.23
	3	.631 [*]	.227	.032	.04	1.22
	4	.521 [*]	.175	.018	.07	.98

*. The mean difference is significant at the 0.05 level.

Homogeneous Subsets

job

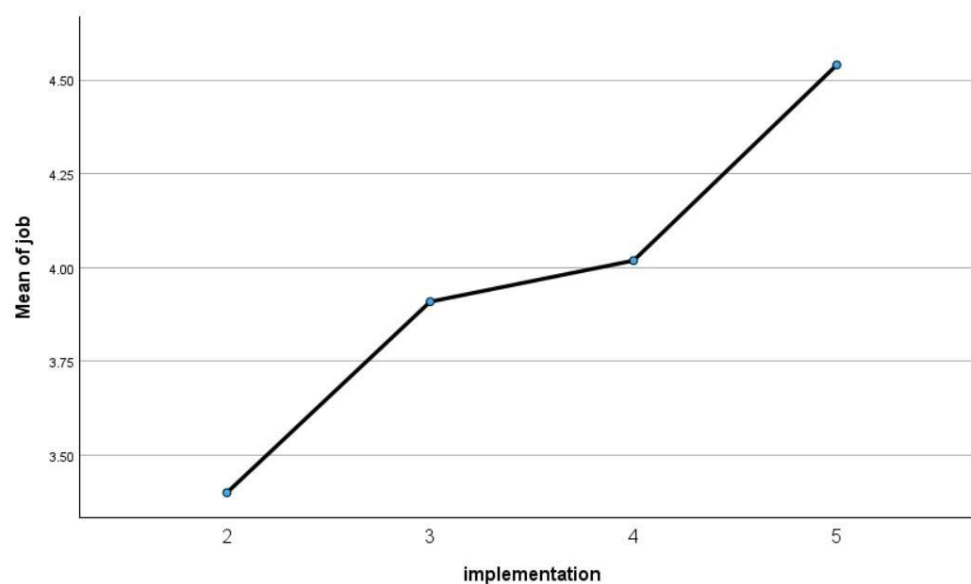
Tukey HSD^{a,b}

implementation	N	Subset for alpha = 0.05	
		1	2
2	5	3.40	
3	22	3.91	3.91
4	54	4.02	4.02
5	50		4.54
Sig.		.257	.241

Means for groups in homogeneous subsets are displayed.

- a. Uses Harmonic Mean Sample Size = 14.086.
- b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

Means Plots



CHAPTER 5

FINDINGS

- 57.3% respondents are 21-30 years, 19.8% of the respondents are 31-40 years, 16.8% of the respondents are 41-50 years, 6.1% of the respondent are 50 years.
- Majority (57.3%) of the respondents from 21-30 years.

- 57.3% of the respondents are male, 42% of the respondents are female, 0.7% of the respondents are transgender.
- Majority (57.3%) of the respondents from male.

- 10.7% of the respondents are SSLC, 17.6% of the respondents are HSC, 54.2% of the respondents are UG, 17.6% of the respondents are PG.
- Majority (54.2%) of the respondents from UG.

- 27.5% of the respondents are senior employee, 47.3% of the respondents are junior employee, 16.8% of the respondents are managing executives, 8.4% of the respondents are HR executives.
- Majority (47.3%) of the respondents from Junior employees.

- 38.9% of the respondents are less than 1 year, 26.7% of the respondents are 1-5 year, 22.9% of the respondents are above 5 years, 11.5% of the respondents are above 10 years.
- Majority (38.9%) of the respondents from less than 1 year.

- 35.1% of the respondents are responded very well, 36.6% of the respondents are responded well, 23.7% of the respondents are responded moderately, 2.3% of the respondents are responded not well, 2.3% of the respondents are responded not at all.
- Majority (36.6%) of the respondents are responded well.

- 44.3% of the respondents are responded clear, 40.5% of the respondents are responded somewhat clear, 6.9% of the respondents are responded unclear, 7.6% of the respondents are responded accessible, 2.3% of the respondents are responded not accessible.
- Majority (44.3%) of the respondents are responded clear.

- 42.7% of the respondents are responded very effective, 40.5% of the respondents are responded effective, 10.7% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 2.3% of the respondents are responded very ineffective.
- Majority (42.7%) of the respondents are responded very effective.

- 36.6% of the respondents are responded very effective, 41.2% of the respondents are responded effective, 16.8% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 1.5% of the respondents are responded very ineffective.
- Majority (41.2%) of the respondents are responded effective.

- 32.8% of the respondents are responded very well, 43.5% of the respondents are responded well, 20.6% of the respondents are responded adequately, 0.8% of the respondents are responded poorly, 2.3% of the respondents are responded very poorly.
- Majority (43.5%) of the respondents are responded well.

- 30.5% of the respondents are responded very consistency, 33.6% of the respondents are responded consistency, 27.5% of the respondents are responded neutral, 4.6% of the respondents are responded inconsistency, 3.8% of the respondents are responded very inconsistency.
- Majority (33.6%) of the respondents are responded consistency.

- 28.2% of the respondents are responded very positive, 43.5% of the respondents are responded positive, 24.4% of the respondents are responded neutral, 0.8% of the respondents are responded negative, 3.1% of the respondents are responded very negative.
- Majority (43.5%) of the respondents are responded positive.

- 32.1% of the respondents are responded strongly agree, 51.1% of the respondents are responded agree, 10.7% of the respondents are responded neither agree nor disagree, 3.1% of the respondents are responded disagree, 3.1% of the respondents are responded strongly disagree.
- Majority (51.1%) of the respondents are responded agree.

- 42% of the respondents are responded on track, 30.5% of the respondents are responded behind schedule, 20.6% of the respondents are responded ahead of schedule, 3.8% of the respondents are responded not proper, 3.1% of the respondents are responded go on the flow.
- Majority (42%) of the respondents are responded on track.

- 33.6% of the respondents are responded very satisfied, 40.5% of the respondents are responded satisfied, 16.8% of the respondents are responded neutral, 3.8% of the respondents are responded dissatisfied, 5.3% of the respondents are responded very dissatisfied.
- Majority (40.5%) of the respondents are responded satisfied.

- 34.4% of the respondents are responded very effective, 44.3% of the respondents are responded effective, 15.3% of the respondents are responded somewhat effective, 3.8% of the respondents are responded ineffective, 2.3% of the respondents are responded very ineffective.
- Majority (44.3%) of the respondents are responded effective.

- 38.2% of the respondents are responded excellent, 45% of the respondents are responded good, 12.2% of the respondents are responded fair, 1.5% of the respondents are responded poor, 3.1% of the respondents are responded very poor.
- Majority (45%) of the respondents are responded good.

- 28.2% of the respondents are responded strongly supportive, 42.7% of the respondents are responded supportive, 19.8% of the respondents are responded neutral, 5.3% of the respondents are responded not supportive, 3.8% of the respondents are responded strongly not supportive.
- Majority (42.7%) of the respondents are responded supportive.

- 40.5% of the respondents are responded very satisfied, 44.3% of the respondents are responded satisfied, 11.5% of the respondents are responded neutral, 3.1% of the respondents are responded dissatisfied, 0.8% of the respondents are responded very dissatisfied.
- Majority (44.3%) of the respondents are responded satisfied.

CHAPTER 6

6.1 SUGGESTION

- Ensure clear and transparent communication about HR policies and any changes being made. Employees should feel informed and involved in the decision-making process.
- Involve employees in the creation or revision of HR policies. This can be done through focus groups, committees, or town hall meetings to gather input and perspectives from different departments and levels within the organization.
- Provide training sessions or workshops for employees to understand HR policies and procedures better. This will help ensure compliance and reduce misunderstandings.
- Ensure that HR policies are implemented consistently and fairly across the organization. This helps build trust and confidence among employees in the HR department.
- Regularly review HR policies to ensure they are up-to-date and aligned with the organization's goals and values. Make necessary adjustments based on feedback from employees and changes in laws or regulations.
- Make HR policies easily accessible to employees through an online portal or intranet. Provide clear instructions on how to access relevant information and who to contact for assistance.
- Continuously seek ways to improve HR policies and processes based on feedback and best practices. Encourage a culture of continuous improvement within the HR department and the organization as a whole.

6.2 CONCLUSION

- The Policy of the company provides facilities for all round growth of Individuals by training in-house and outside the organization, Reorientation, lateral mobility and self-development through self-motivation.
- The Policy grooms every individual to realize his potential in all facets While contributing to attain higher organizational and personal goals.
- The Policy builds teams and foster team-work as the primary instrument in all activities.
- The Policy implements equitable, scientific and objective system of rewards, incentives and control.
- The Policy recognizes worth contributions in time and appropriately, so as to maintain a high level of employee motivation and morale.
- The employees understand how their work goals relate to company goals.
- Company inspires the employees to do their best work every day.

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QUESTIONNAIRE

1.Name

2.Age

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

3.Gender

- a) Male
- b) Female
- c) Transgender

4.Qualification

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

5.Job role

- a) senior employee
- b) junior employee
- c) managing executives
- d) others
- e) above 10 years

6.Experience

- a) less than 1 year
- b) 1-5 years
- c) above 5 years
- d) above 10 years

7.How will do you understand the HR policies of our organization? a)

Very well

- b) Well
- c) Moderately
- d) Not well
- e) Not at all

8. How do you rate the clarity and accessibility of the HR policy? a)

Clear

- b) Somewhat clear
- c) Unclear
- d) Not accessible
- e) Accessible

9. What overall impact do you think HR policies have on your job satisfaction and engagement within the organization?

- a) Very effective
- b) Effective
- c) Somewhat effective
- d) Ineffective
- e) Very ineffective

10.How effectively do you think HR policies are implemented with the organization?

- a) Very effective
- b) Effective
- c) Somewhat effective
- d) Ineffective
- e) Very ineffective

11.How well do you think HR policies are executed in day-to-day operations?

- a) Very well
- b) Well
- c) Adequately
- d) Poorly
- e) Very poorly

12.How can the organization ensure uniformly in policy enforcement throughout all departments?

- a) Very consistency
- b) Consistency
- c) Neutral
- d) Inconsistency
- e) Very inconsistency

13.How do you think HR policies influence the company culture and employee engagement?

- a) Very positive
- b) Positive
- c) Neutral
- d) Negative
- e) Very negative

14. Based on the training conducted by the trainer on the areas can be shown any development

- a) Strongly agree
- b) Agree
- c) Neither agree nor disagree
- d) Strongly disagree
- e) Disagree

15. How will you rate the progress of HR policy implementation with the project timeline?

- a) On track
- b) Behind schedule
- c) Ahead of schedule
- d) Not proper
- e) Go on the flow

16. How satisfied are you with the current HR policies in our organization? a)

- Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied

17. How effective do you find the current HR policies in addressing workplace issues and concerns?

- a) Very effective
- b) Effective
- c) Neutral
- d) Ineffective
- e) Very ineffective

18.How would you rate the level of communication and transparency regarding changes or updates to HR policies?

- a) Excellent
- b) Good
- c) Fair
- d) Poor
- e) Very poor

19.To what extend do you think HR policies support employee well - being and work – life balance?

- a) Strongly supportive
- b) Supportive
- c) Neutral
- d) Not supportive
- e) Strongly not supportive

20.How satisfied are you with the procedures in place for resolving conflict or grievances related to HR policies?

- a) Very satisfied
- b) Satisfied
- c) Neutral
- d) Dissatisfied
- e) Very dissatisfied