

**A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS
IMPLEMENTATION
OF
CREATION INFRA INDIA PRIVATE LIMITED**

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

By

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SCHOOL OF BUSINESS ADMINISTRATION

SATHYABAMA

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

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

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI - 600 119

April – 2021



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **PAVITHRA DEVI V 39410144** who has done the project work entitled “**A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS IMPLEMENTATION**” under my supervision from to January 2021 to March 2021.

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DECLARATION

I PAVITHRA DEVI. V 39410144 here by declare that the Project Report entitled **“A Study on the Performance of HR policies and its Implementation of Creation Infra India Private Limited”** done by me under the guidance of Dr. N. Kumar M.A, M. PHIL, PH. D, MBA at SATHYABAMA INSTITUTE OF SCEINCE AND TECHNOLOGY, CHENNAI is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

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PAVITHRA DEVI V

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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 fulfill 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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LIST OF ABBREVIATIONS

- HRM – Human Resources Management
- VS _ Visualization Software
- FDS - Functional Design Specification
- GCC - Gulf Corporation Council
- ITCC - Interior Turnkey Contracting Company
- MNC - Multinational Corporation
- HRD - Human Resources Development

INTRODUCTION

CHAPTER 1

1.1 INTRODUCTION

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 interior design market is a crafty science enhancing the interiors of a space to achieve a healthier and aesthetically pleasing environment. The interior design business is developing rapidly in the Indian market. Interior Design in India comprises of architects, interior designers, trade members, and educationists in the planning, designing and decorating the interior spaces. The growth in interior design is attributed to the growing Indian real estate market, growing population, rising income levels, and urbanization. Other factors that lead to a surge in demand for Interior designing services include smart homes, the influence of social media, and changes in the living standards and lifestyle of the people.

People are choosing theme-based designs for their commercial and residential spaces. Countless themes like the Mediterranean Style, the European Style, the Ethnic Indian Style of Design and Decor are getting common nowadays. New innovations are taking place to make homes more techs friendly. Virtual Reality is disrupting the interior designing industry and has made visualizing and experimenting process easy for both client and designers. However, the cost of using this technology is too high for incorporating in the industry. Some of the factors that restrain the growth of the market are high gestation periods for the project.

SCOPE OF THE REPORT

A complete background analysis of India Interior Design Market which includes an assessment of the emerging market trends by segments, significant changes in

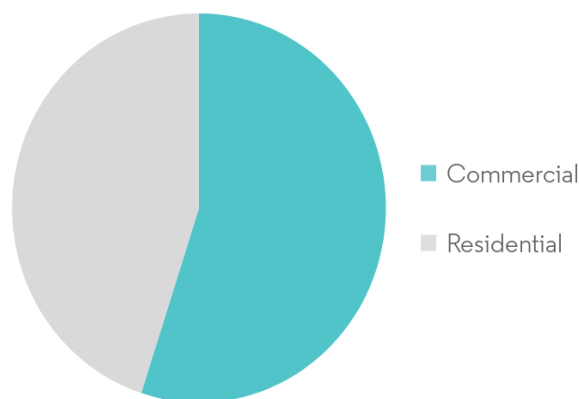
By end use	Residential Commercial
By Type of Decoration	Renovation New

the market dynamics, and the market overview is covered in the report. The report also offers market estimates of the segments and market size. The company profile of key players is provided along with an in-detailed analysis of strategies adopted.

COMMERCIAL INTERIOR DESIGN IS GROWING IN THE MARKET

With the steady growth in the demand from the commercial real estate, the interior designing solution has emerged as a progressive trend in the market. As commercial space demand surges, the sector is expected to further witness a tremendous opportunity to leverage in the coming years. With the visible transition in the Indian work culture, office furniture and interiors have seen a major evolution. Office commercial spaces are expected to opt-out for various interior design services in the market. Old and established offices will also consider refurbishing their office spaces along with start-ups and new offices. Hotels are also coming up with design guidelines and pose as trendsetters combining creativity and sustainability.

India Interior Design Market, By End-Use, 2019



Source : Mordor Intelligence



Figure 1.2.1 Interior Design Market Range Chart

Interior design is a multi-faceted industry in which innovative and technical design concepts finish or modify an interior environment to the specifications of the clients. The interior design industry includes firms that primarily deal with the planning,

designing, and management of projects within a variety of interior spaces. Interior design companies and design consultants must consider the required building codes and health and safety regulations for all projects. Designers must also take into account any electrical and mechanical needs, interior fittings, furniture, traffic patterns, and floor planning. Profitability of interior design companies depends upon the volume of the projects they take on, as well as the accuracy of bidding, and timely delivery and completion of projects.

Reports in this section include, but are not limited to, different components of the market, such as decorating and decoration products merchants, design in furnishings, office and industrial interior design, painting and remodelling, industry analysis for different countries, and transportation of materials used by interior designers.

Market segmentation

3D Visualization Software for Interior Designers market is split by Type and by Application. For the period 2016-2026, the growth among segments provides accurate calculations and forecasts for revenue by Type and by Application. This analysis can help you expand your business by targeting qualified niche markets.

Market segment by Type covers

Cloud Based

On-premises

RISE IN NUMBER OF INTERIOR DESIGNERS ACROSS INDIA

There are growing investments in real estate in India. The market is primarily seeing investments in commercial real estate and co-working spaces. As the real estate market is projected to grow in future the interior designing services will also be required for the same. There are growing investments in tier 1 and tier 2 cities in the nation which is leading to a rise in the number of interiors designing and designers in India in these cities. Various architectures are shifting to the Interior

designing market in India. The data also shows that the Interior Designing industry is more concentrated in urban areas.



Source : Confederation of Indian Industry



Figure 1.2.2 Number of Interior Designers across India

COMPETITIVE LANDSCAPE

The India Interior Design Market is fragmented and competitive in nature. Due to a lot of traction in the market for interior design services, there is crowding of designers and studios which is driving profitability low, but the market is expected to show growth in the coming years. Small and medium-sized designing companies dominated the market. The major players in the industry include Aamir & Hameed, Livspace Lipika Sud Interior Pt. Ltd., FDS, Chaukor Studio, among others.

1.3 COMPANY PROFILE

Creation Infra India Private Limited Express Started his 23 Year career, delivering multimillion dollar Infra contracts in the GCC countries Transformed Creation form an Interior Contracting Company into leading ITCC providing design & allied services to large enterprises, government institutions and private organization.

VISION & MISSION

The purpose of all human activity is to make life better. Creations believe in improving life through innovative ideas. Through innovations we constantly endeavour to bring better services and processes that bring greater value to society

CORE PURPOSE

“Improve Life through Innovative Ideas & Services”

VISION

- We are role model enterprise, respected globally for excellence in quality and innovative services
- We enhance stakeholder value while adhering to the code of responsible care and ethical values
- We are an employer of choice and preferred business partner Worldwide.

CORPORATE VALUES

- Creations believe in honouring its commitment, integrity and transparency are an integral part of our relationship with customers, Employees, Society.
- Respect for life: The Company believes that life in all its forms must be respected and values our people. Our Employees are our values creators whose efforts, Creativity and bond we cherish. Our Customers who reward us for our value creations and stakeholders, who are committed to us in our Endeavour to improve life we also recognize and respect our environment and take every effort to preserve it.

VALUE STATEMENT

- **INTEGRITY:** We are open, ethical, transparent & uncompromising in our work.
- **DECISIVENESS:** Set a goal, analyse the facts and work on alternatives and conclude them in fixed time frames.
- **TEAM SPIRIT:** We encourage group interaction and working Together. United and collective drive achieves the desired goal.
- **COMMITMENT:** We keep all promises made within and outside the company. Caring we are concerned for our environment, society and employees and work for their betterment.
- **EXCELLENCE:** We are a role model and benchmark company for our products, Service and business processes.
- **INNOVATION:** We nurture creativity and encourage application of knowledge and ideas in all facets of our business.

BOARD OF DIRECTOR

Shri T E GIRIDHARA RAJ He is the founder of the Company and is associated with it since 2nd May 1987, Right from the date of inception of the Company. He is a well-known Industrialist, having 27 years of versatile experience in the Corporation Limited. He is the Chairman of both the Companies.

Shri, CHANDRA SEKAR RAO Vice Chairman & Managing Director He is Post Graduate in Business Administration closely associated with the Company for 20 years. He is a Managing Director of the Company and successfully looking after day today affairs of the Company from 1960.

Shri MURALI DHARAN V, Managing Director He is a Post Graduate in Business Administration. He is actively associated with the Company since 1990 and is a Managing Director of the Company from 1.12.1990.

Shri PAVITHRA She is a well-known Industrialist. He is a financial expert and a person upholding the highest virtues. He provided exemplary leadership as the

Chairman of the Company for a period of 27 years. He is associated with the BLS group of Companies for past many years.

Shri PRIYA She is a Chartered Accountant having vast experience in the field of Finance. He is a Managing Director of Motilal Finance Limited and also a Director and member of Audit Committee of Financial Services Limited.

Shri SHANTHINI She is Post Graduate in Business Administration actively associated with the company in the past 20 years; she is Director of the company and successfully looking after day-to-day affairs of the company from 2000.

Creations '5 C to success

Commitment

- Take ownership of project by assigning the right people with the right attitude and passion for the job.
- Training and qualified personnel with proven track record from varied disciplines. Proven processes to aggressively monitor project quality, cost and timeliness.

Capability

- Trained and qualified personnel with proven track record from varied disciplines. Proven process to aggressively monitor project quality, cost and timeliness.

Capacity

- To deliver end-to-end service anytime, anywhere through in-house expertise supported by trusted pool of sub-vendors

Comprehensive

- Seamless multi-disciplinary suite of service to cater to all requirements.

Customization

- Ability to tailor the service offering best suited to meet your financial and operational objectives.

1.4 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
- Improve Employers Branding

1.5 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's 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 form a basis for treating all employees fairly and equally.
- 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.

1.6 OBJECTIVES OF STUDY

PRIMARY OBJECTIVES

- To study the amendments made in the HR Policies of CREATION INFRA INDIA PRIVATE LIMITED the time of incorporation.

SECONDARY OBJECTIVES

- To Study the amendments in the base policy and prepare a final policy.
- To Examine a HR Policy manual for the company with special emphasis on the “Managerial Service Conditions”
- To understand the HR policies maintaining the sound relation among Employees & Employer.
- To find out the employees’ satisfaction towards satisfied with the implementation of policy in organization.



Table 1.6.1 HR policies

1.7 LIMITATIONS OF STUDY

- HR policies are an important for employees work for Organization.
- It helps to maintain motivation and willing work forces.
- It is an interesting and significant area for conducting research.
- It aims to study an understanding to which the employees be satisfied under the human resources system of the organizations
- To study the human resources needs of an organization
- To study the main processes of employee resorting and development
- To know whether the employees are aware of these policies and are deriving benefits for themselves as well as for the company.
- To provide a such conditions of employment that enable the personnel to develop a sincere sense of unity with the organizations and to carry out their duties in the most willing and effective manner.

CHAPTER 2

2.1 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

- ❖ **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 their 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.
- ❖ **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.
- ❖ **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. They also identified that both monetary and non-monetary incentives are given to the employees to motivate them for better.
- ❖ **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.
- ❖ **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.
- ❖ **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.
- ❖ **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.
- ❖ **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.

- ❖ **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.

- ❖ **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.

- ❖ **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

- ❖ **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. Female employees have higher attitude of respecting the organization and Human resource department. They also have good source of Loyalty towards Bank work.
- ❖ **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.
- ❖ **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
- ❖ **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, seeking to harmonize the person's competencies with characteristics and demands of the organization. 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 to meet the objectives of this study.

- ❖ **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

- ❖ **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.

- ❖ **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.

- ❖ **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.

- ❖ **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 hand collection procedure, adequate safeguard against bias and unreliability must be ensured. Researcher has examined the collections of data for completeness, comprehensibility, consistently 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 report 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 the type of probability sampling is used is “Simple random sampling” where in the samples are drawn by generating random members.

3.2.1 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 techniques is also sometimes is 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: Table Showing the Age of the Respondents

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
20 – 30 years	79	59.4%
31 – 40 years	42	31.6%
41 – 50 years	10	7.5%
50 years and above	2	1.5%
Total	133	100

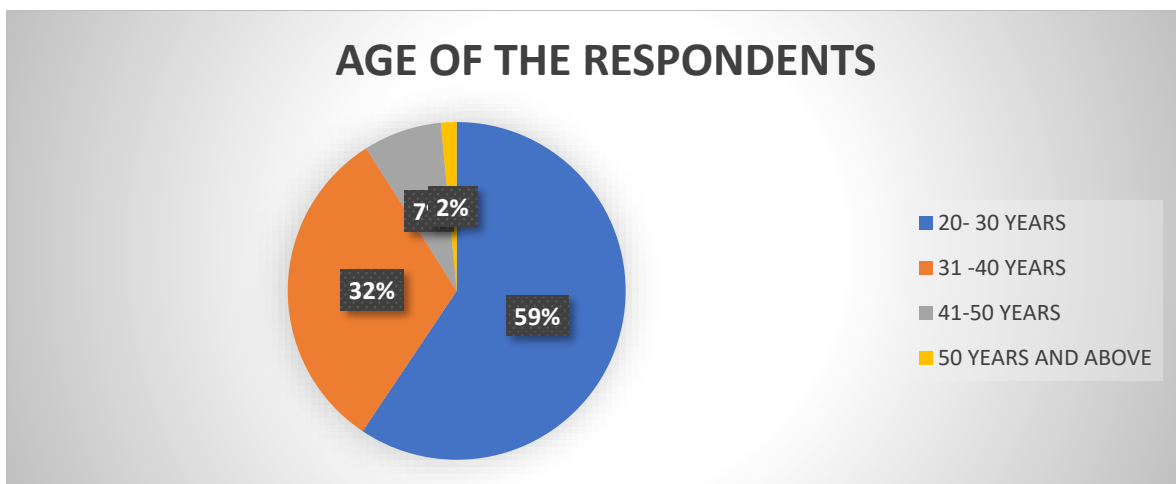


Chart 4.1.1: Chart Showing the Age of the Respondents

INTERPRETATION

From the Above table, its interpreted that 59.4% of the respondents are 20-30 years,31.6% of the respondents are 31-40 years,7.5% of the respondents are 41-50 years,1.5% of the respondents are 50 years and above.

INFERENCE

Majority (59.4%) of the respondents from 20 -30 Years.

Table 4.1.2: Table showing the gender

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Male	78	58.6%
Female	55	41.4%
Total	133	100

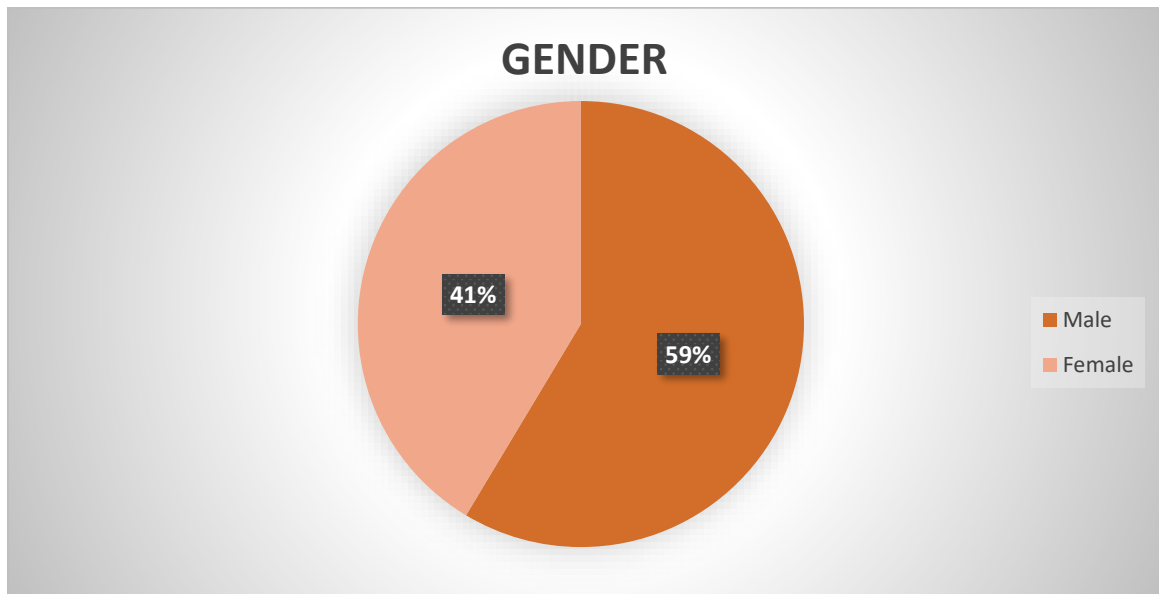


Chart 4.1.2: Chart Showing the Gender

INTERPRETATION

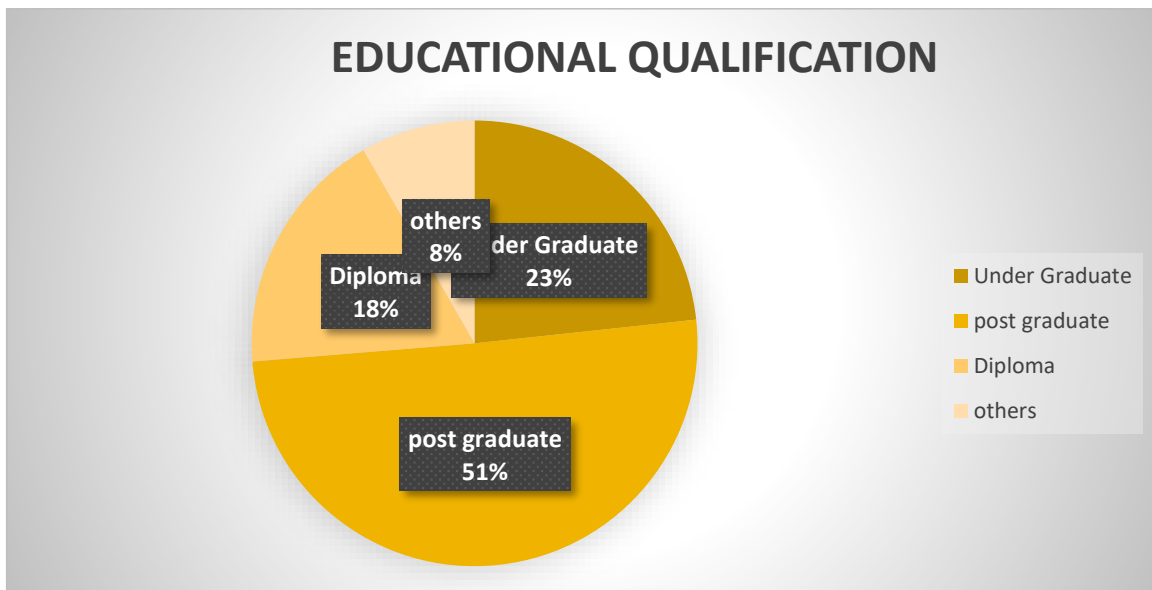
From the Above table, it's interpreted that 58.6% of the respondents are Male, 41.4% of the respondents are Female.

INFERENCE

Majority (58.6%) of the respondents from Male.

Table 4.1.3: Table Showing the Educational Qualification

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Under Graduate	31	23.3 %
Post Graduate	67	50.4 %
Diploma	24	18 %
Others	11	8.3 %
Total	133	100



4.1.3: Chart Showing the Educational Qualification

INTERPRETATION

From the Above table, it's interpreted that 23.3% of the respondents are Under Graduate, 50.4 % of the respondents are Post Graduate, 18 % of the respondents are Diploma and 8.3 % of the respondents are others.

INFERENCE

Majority (50.4 %) of the respondents from Post Graduate.

Table 4.1.4: Table Showing the Department

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Finance	17	23.3 %
HR	39	50.4 %
Production	10	18 %
Sales	32	8.3 %
others	15	9%
Total	133	100

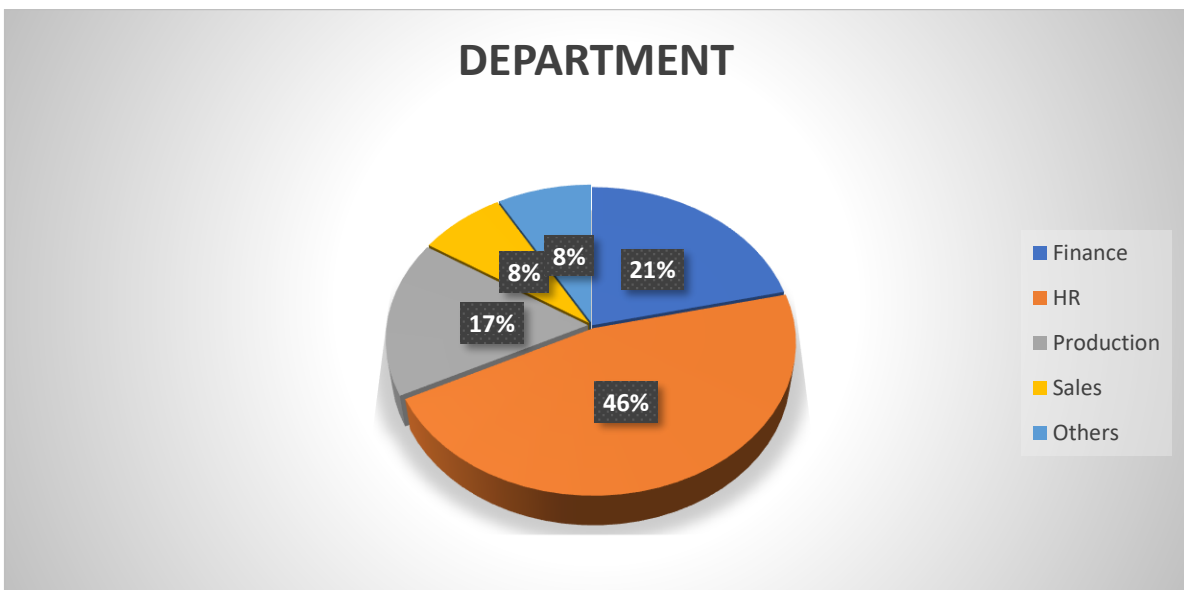


Chart 4.1.4: Chart Showing the Department

INTERPRETATION

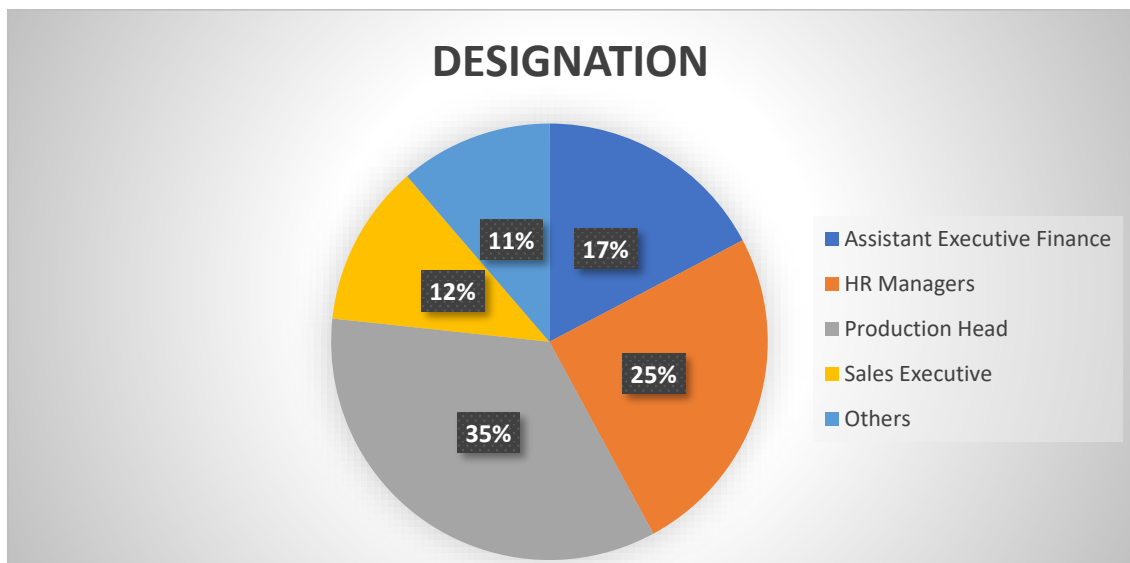
From the Above table, it's interpreted that 23.3% of the respondents are finance 50.4 % of the respondents are HR, 18 % of the respondents are Production, and 8.3 % of the respondents are sales,9 % of the respondents are others.

INFERENCE

Majority (50.4 %) of the respondents from HR.

Table 4.1.5: Table Showing the Designation

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Assistant Executive Finance	23	17.3 %
HR Managers	33	24.8 %
Production Head	46	34.6%
Sales Executive	16	12%
Others	15	11.3 %
Total	133	100



4.1.5: Chart Showing the Designation.

INTERPRETATION

From the Above table, it's interpreted that 17.3 %of the respondents are Assistant Executive Finance, 24.8 %of the respondents are HR Managers, 34.6% of the respondents are Production Head,11.3 %of the respondents are Sales Executive, and 12%of the respondents are others.

INFERENCE

Majority (34.6%) of the respondents from Production.

Table 4.1.6: Table Showing the Income of the Respondents per Month

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
10000 to 25000	57	42.9%
25000 to 45000	48	36.1%
45000 to 60000	27	21.1%
60000 and above	10	7.5 %
Total	133	100

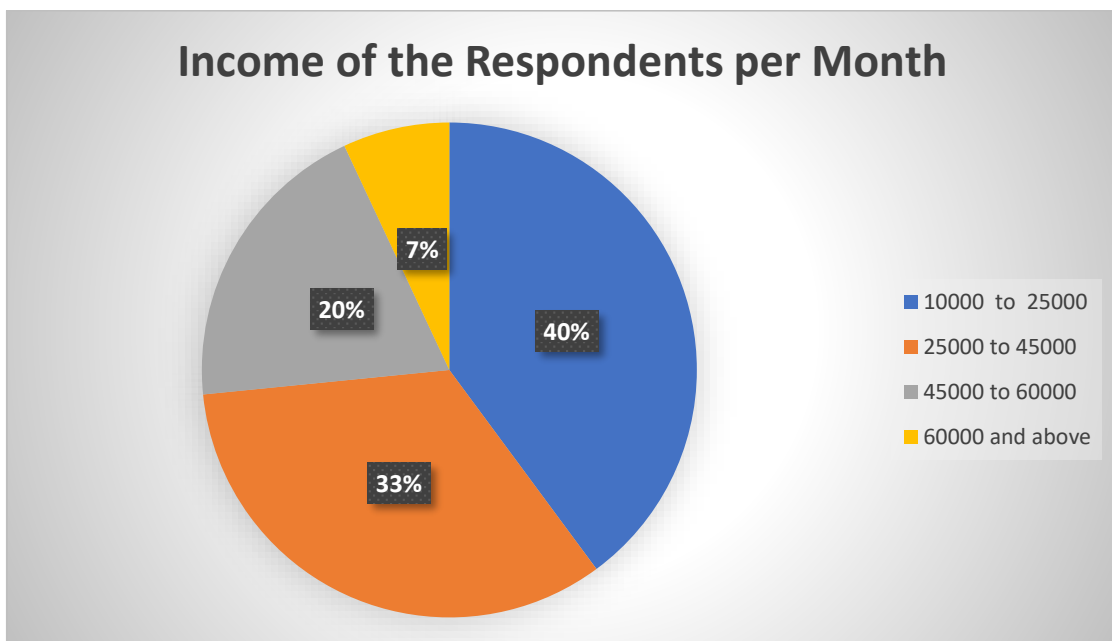


Chart 4.1.6: Chart Showing Income of the Respondent

INTERPRETATION

From the Above table, it's interpreted that 42.9% of the respondents are 10000 to 25000, 36.1% of the respondents are 25000 to 45000, 21.1% of the respondents are 45000 to 60000, and 7.5 % of the respondents are 60000 and above.

INFERENCE

Majority (42.9%) of the respondents are from 10000 to 25000.

A. RECRUITMENT AND SELECTION

Table 4.1.7: Table showing the jobs and get placement

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Placement cells	30	23.3 %
Through websites	60	45.1%
Newspaper advertisement	28	21.5%
Referrals	15	11.3 %
Total	133	100

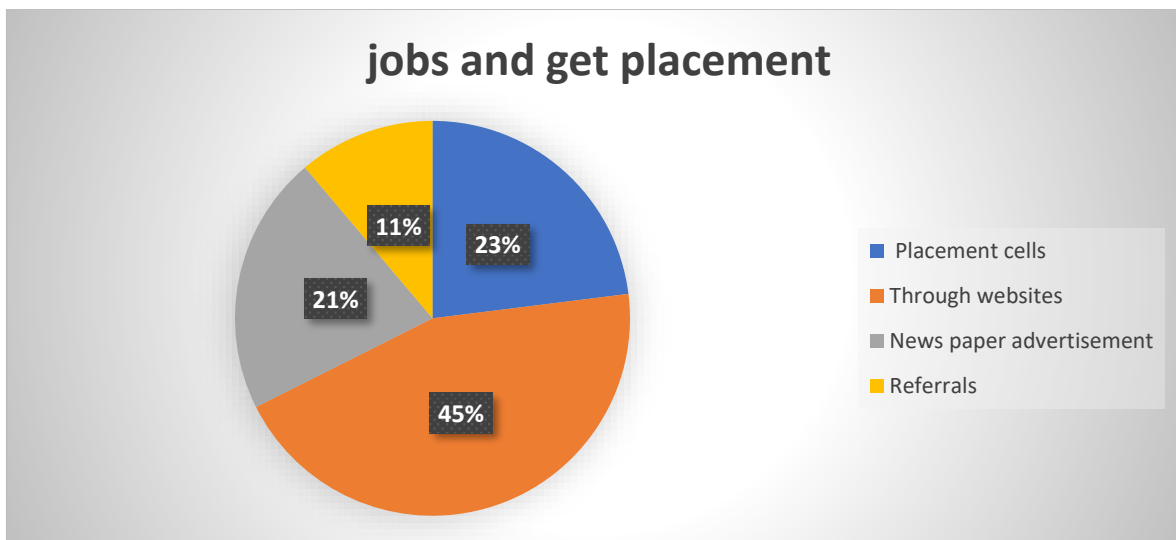


Chart 4.1.7: Chart Showing the Income Per Month

INTERPRETATION

From the Above table, it's interpreted that 23.3% of the respondents are Placement cells, 45.1% respondents are through websites, 21.5% of the respondents are Newspaper advertisement and 11.3% of the respondents are referrals.

INFERENCE

Majority (45.1%) of the respondents from Through Websites.

Table 4.1.8: Table showing the letters you received from the company

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Offer letter	44	33.1%
Acceptance letter	39	29.3 %
Joining letter	33	24.8%
None	16	12.0%
Total	133	100

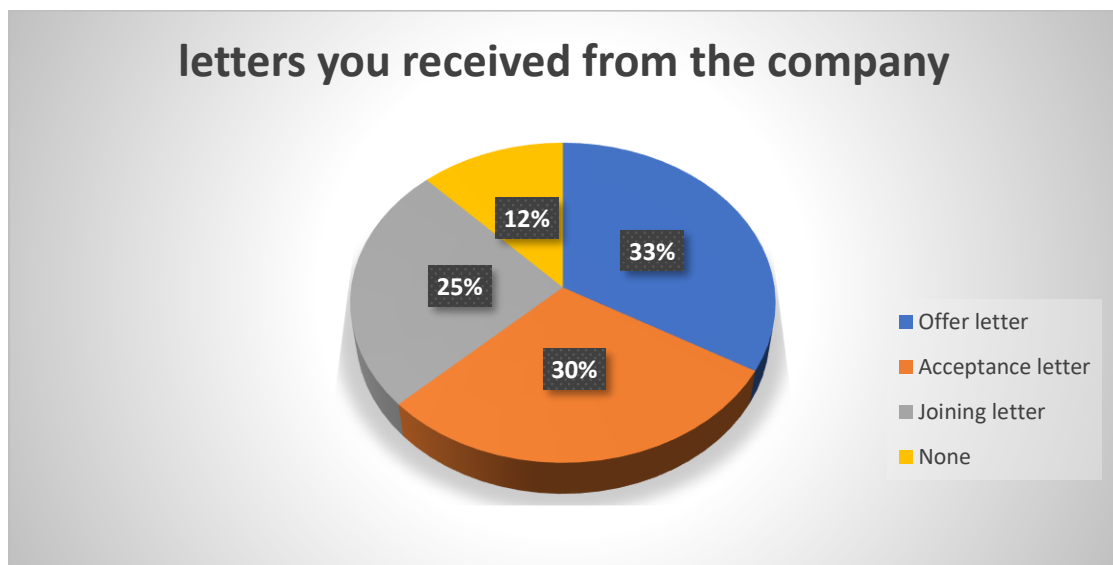


Chart 4.1.8: Chart showing the letters you received from the company

INTERPRETATION

From the Above table, it's interpreted that 33.1%of the respondents are Offer letter, 29.3 %respondents are Acceptance letter,24.8% of the respondents are

Joining letter and 12.0%of the respondents are None.

INFERENCE

Majority (33.1%) of the respondents from Offer letter.

Table 4.1.9: Table showing the Recruitment team conducted induction program

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
About Company	37	25.8%
Product Training	50	37.6%
Legal &Statutory legislation	34	25.6%
None	13	9.8%
Total	133	100

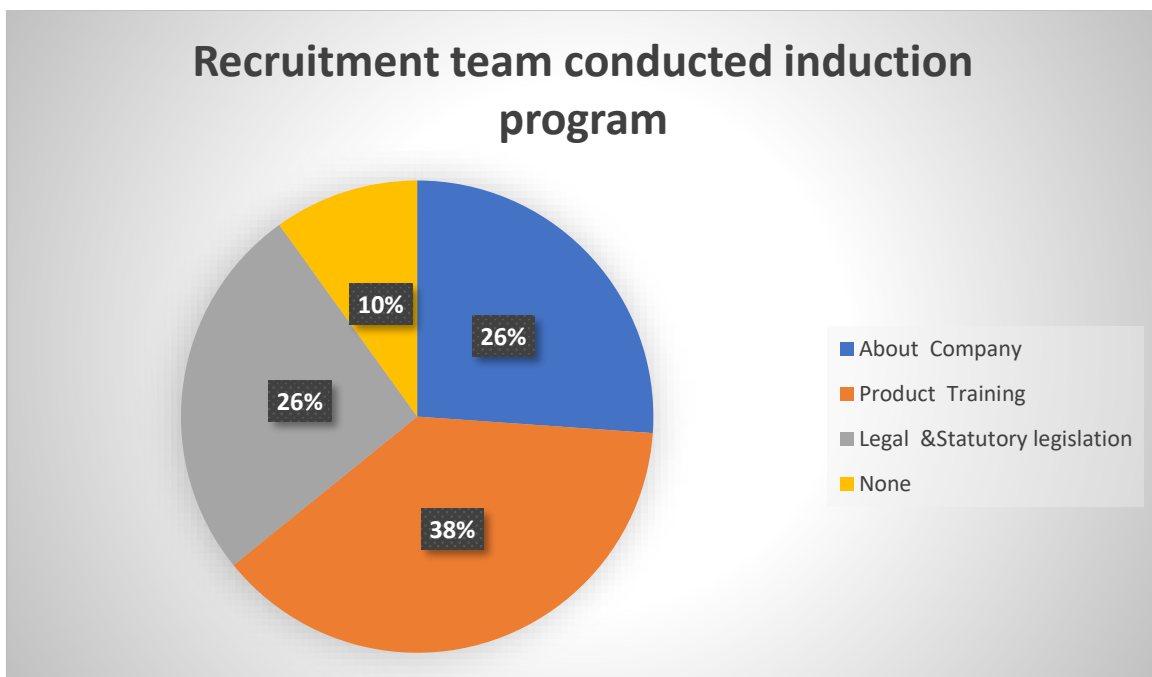


Chart 4.1.9: Chart showing the Recruitment team conducted induction program

INTERPRETATION

From the Above table, it's interpreted that 25.8%of the respondents are About Company, 37.6%respondents are Product Training,25.6% of the respondents are Legal &Statutory legislation and 9.8%of the respondents are none.

INFERENCE

Majority (37.6%) of the respondents from Product Training.

Table 4.1.10: Table showing Whether you satisfied with the recruitment team

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Satisfied	61	45.9%
Highly dissatisfied	4	3.0%
Neither satisfied or nor dissatisfied	17	12.8%
Highly satisfied	43	32.3%
Dissatisfied	8	6.0%
Total	133	100

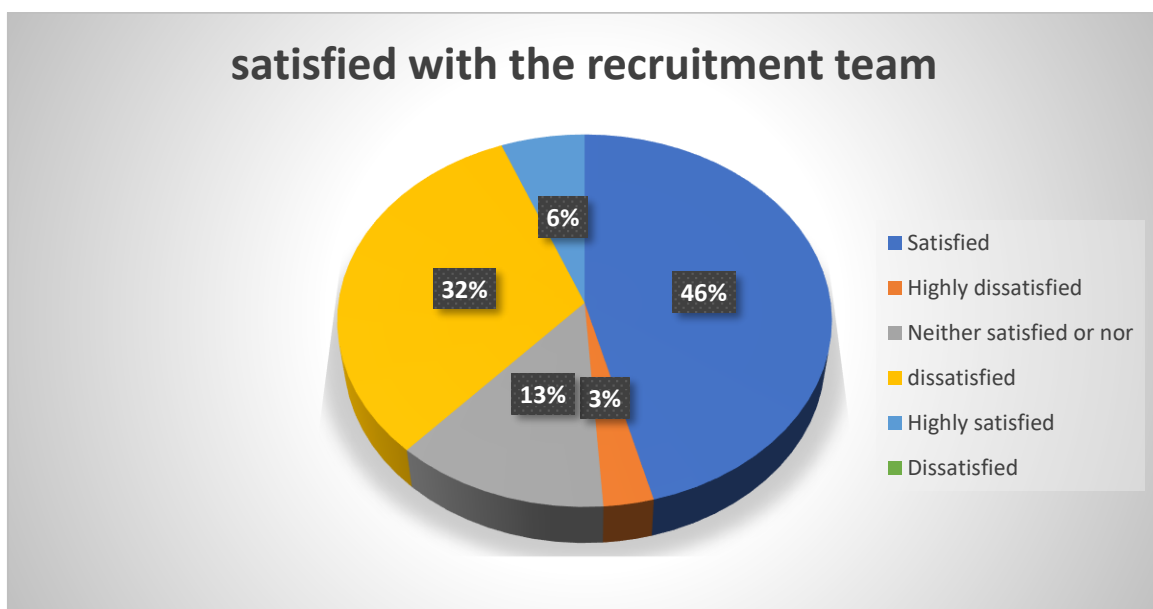


Chart 4.1.10: Chart showing the satisfied with the recruitment team

INTERPRETATION

From the above table it is interpreted that 45.9% of the respondent satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents Neither satisfied or nor dissatisfied, 32.3% of the respondents Highly satisfied, 6% of the respondents Dissatisfied.

INFERENCE

Majority (54.9%) of the respondents from Satisfied.

B. TRAINING AND DEVELOPMENT

Table 4.1.11: Table showing the conducting training on any areas

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
HR & Admins	21	15.8%
Finance	64	48.1%
Production	38	28.6%
Safety	10	7.5%
Total	133	100

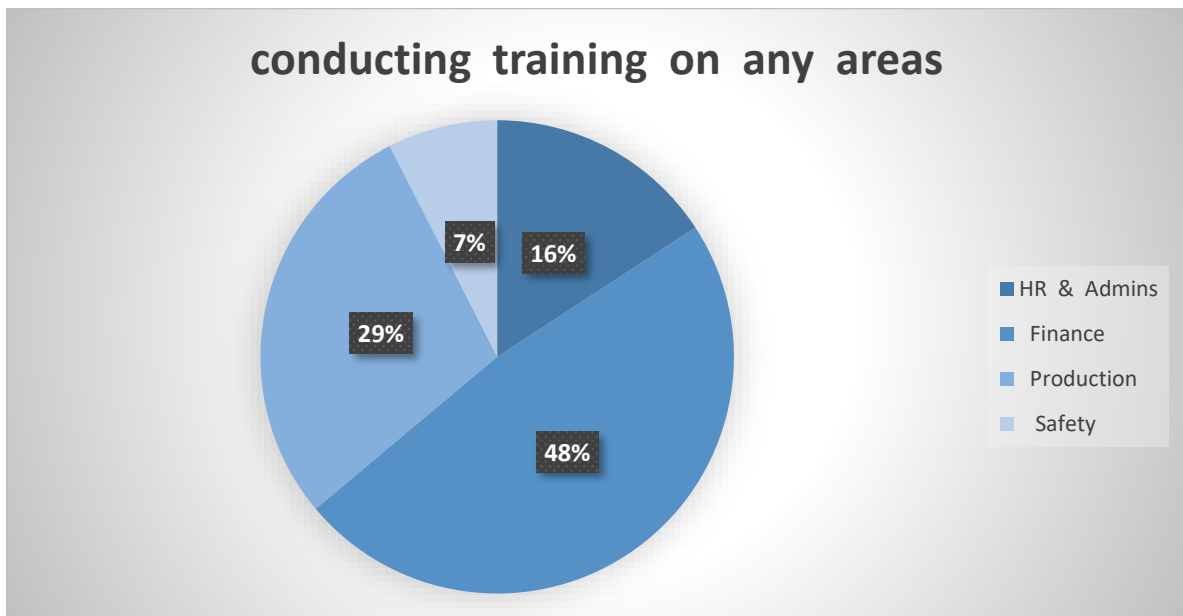


Chart 4.1.11: Chart showing the conducting training on any areas

INTERPRETATION

From the Above table, it's interpreted that 15.8% of the respondents are HR & Admins, 48.1% of the respondents are Finance, 28.6% of the respondents are Production and 7.5% of the respondents are Safety.

INFERENCE

Majority (48.1%) of the respondents from Finance.

Table 4.1.12: Table showing the trainer is component and Knowledge person

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Excellent	21	15.8%
Fair	64	48.1%
Average	38	28.6%
Poor	10	7.5%
Total	133	100

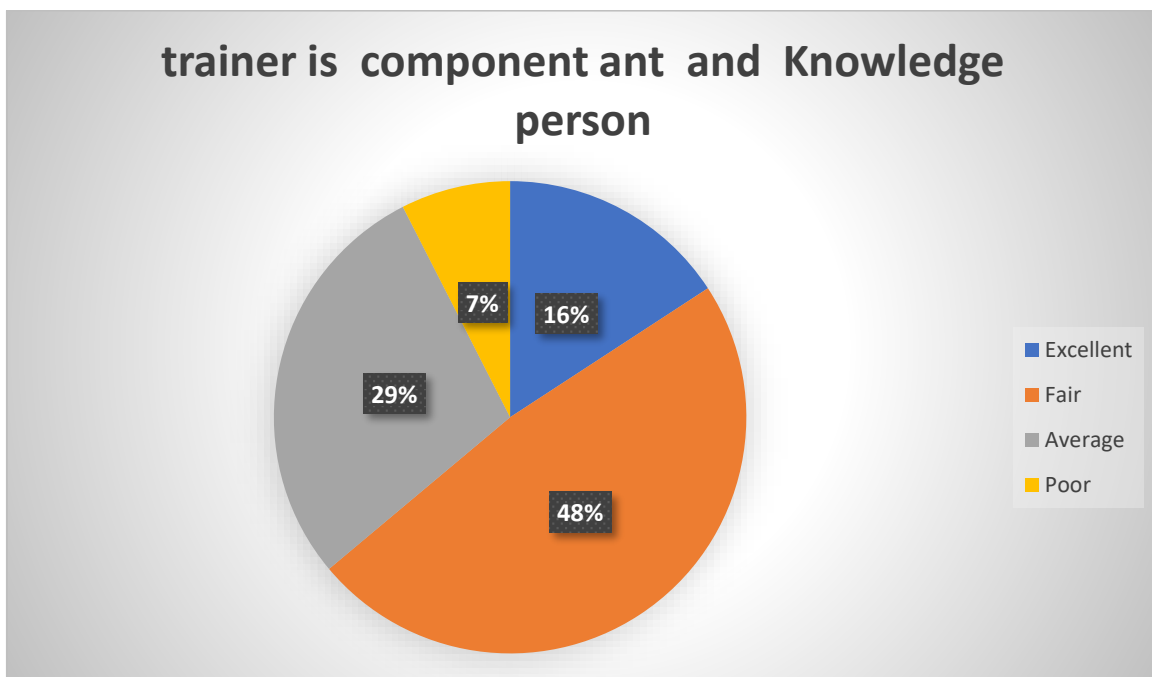


Chart 4.1.12: Chart showing the trainer is component and Knowledge person

INTERPRETATION

From the Above table, it's interpreted that 15.8% of the respondents are excellent, 48.1% respondents are Fair, 28.6% of the respondents are Average and 7.5%of the respondents are Poor.

INFERENCE

Majority (48.1%) of the respondents from Fair.

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

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	70	52.6%
Disagree	13	9.8%
Neither agree nor disagree	27	20.3%
Strongly agree	5	3.8%
Strongly disagree	18	13.5%
Total	133	100

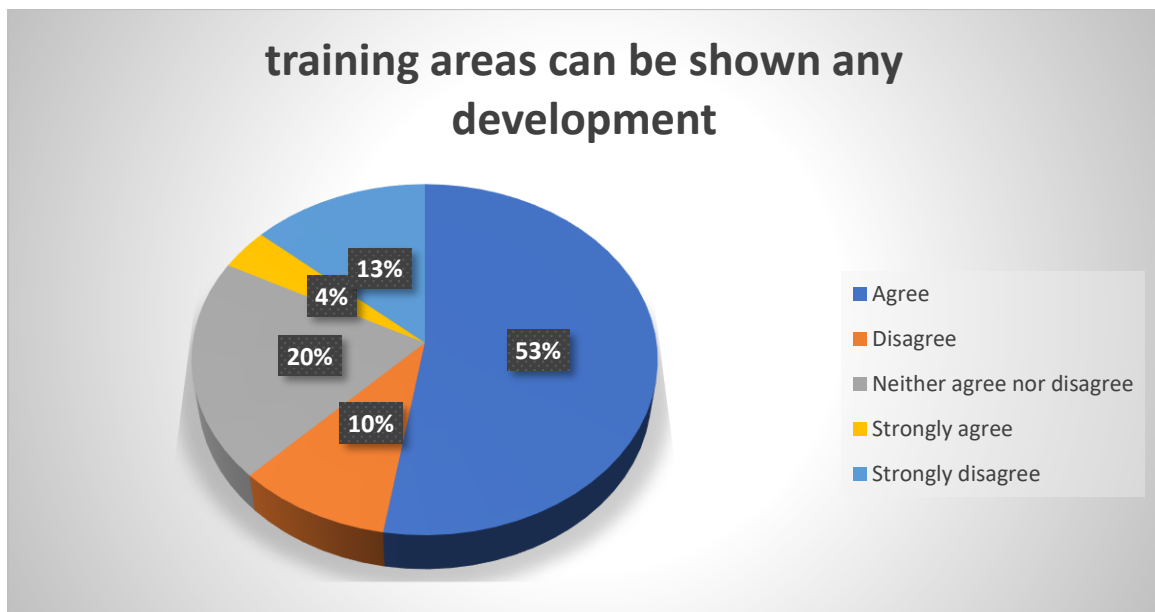


Chart 4.1.13: Chart showing the training areas can be shown any development

INTERPRETATION

From the above table it is interpreted that 52.6% of the respondents agreed, 9.8% of the respondents disagreed, 20.3% of the respondents neither agreed nor disagreed, 3.8% of the respondents strongly agreed, 13.5% of the respondents strongly disagreed.

INFERENCE

Majority (52.6%) of the respondents from Agree.

Table 4.1.14: Table showing the training areas you are interested

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
welfare	18	13.5%
Fire and safety	39	29.3%
Management And skills	56	42.1%
Time management	20	15.0%
Total	133	100

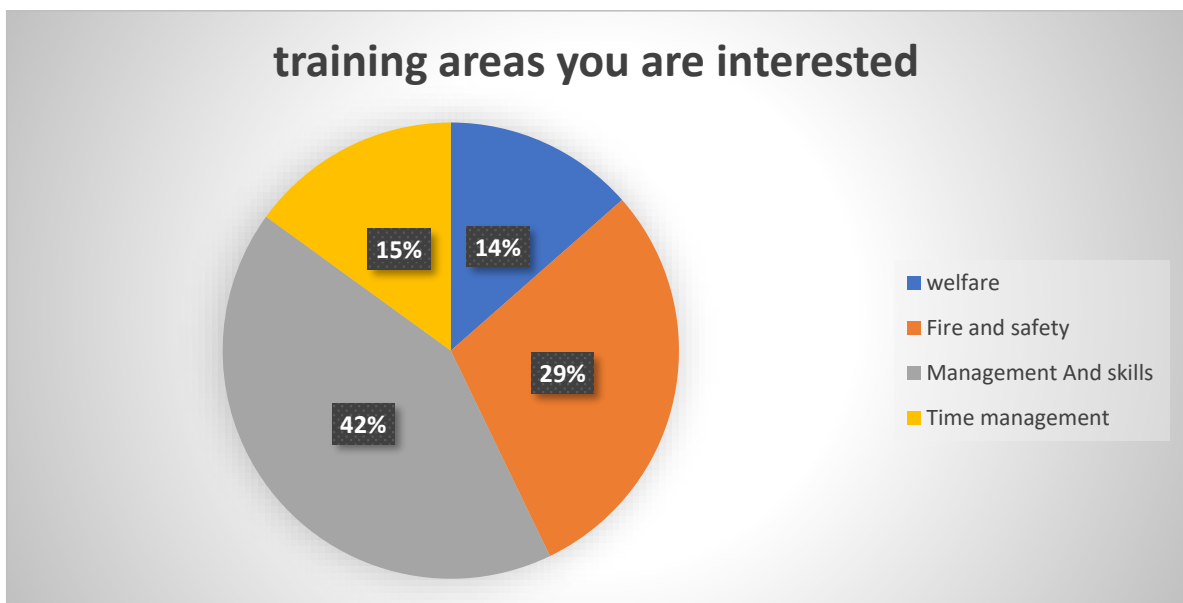


Chart 4.1.14: Chart showing the training areas you are interested

INTERPRETATION

From the Above table, it's interpreted that 13.5% of the respondents are welfare, 29.3% respondents are Fire and safety, 42.1% of the respondents are Management and skills and 15.0% of the respondents are Time management.

INFERENCE

Majority (42.1%) of the respondents from Management And skills.

C. PERFORMANCE APPRAISAL

Table 4.1.15: Table showing the performance appraisal for the employees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Monthly	21	15.8%
Quarterly	40	30.1%
Half yearly	52	39.1%
Annually	18	13.5%
Total	133	100

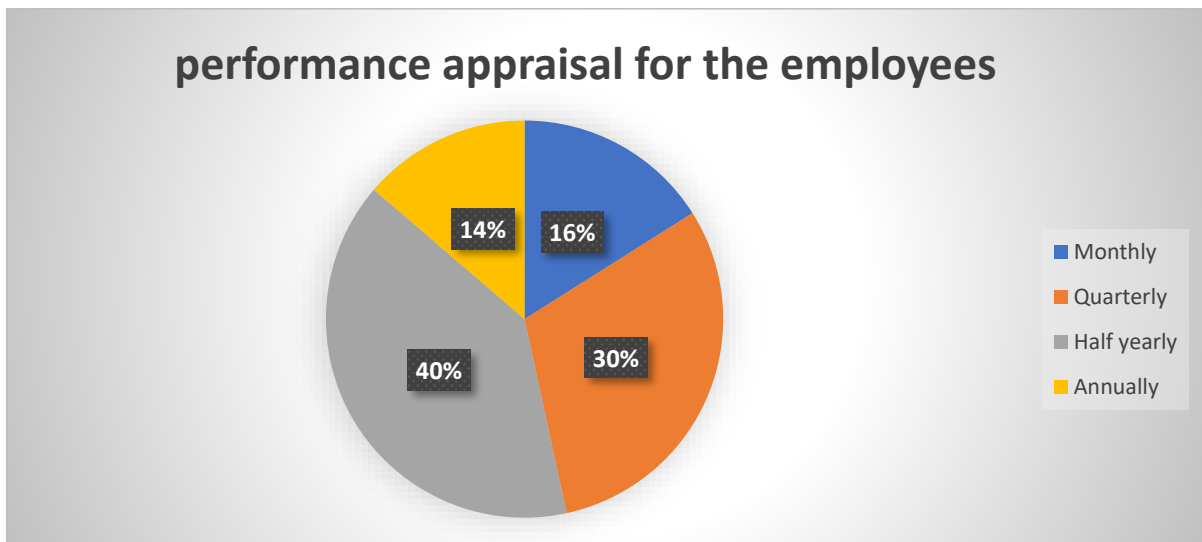


Chart 4.1.15: Chart showing the performance appraisal for the employees

INTERPRETATION

From the Above table, it's interpreted that 15.8% of the respondents are Monthly, 30.1% respondents are Quarterly, 39.1% of the respondents are half yearly and 13.5% of the respondents are Annually.

INFERENCE

Majority (39.1%) of the respondents from half yearly.

Table 4.1.16: Table showing the Department conducting the Performance Appraisal

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Subordinates	48	36.1%
HR & Admins	49	36.9%
Finance	18	13.5%
Production	18	13.5%
Total	133	100

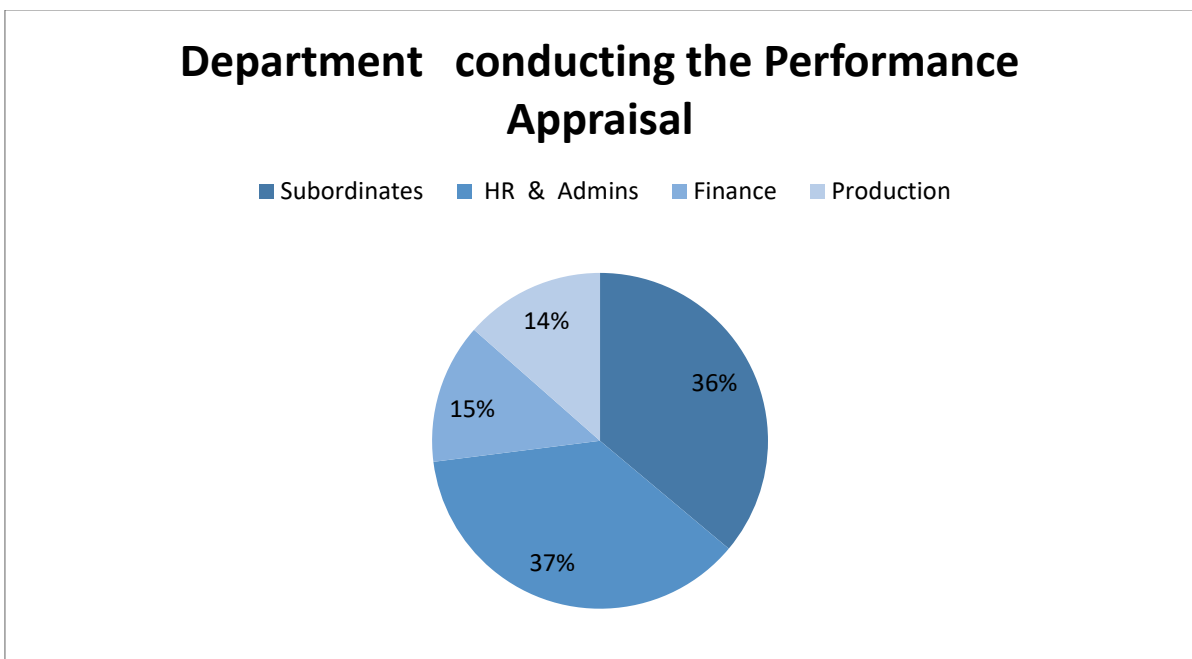


Chart 4.1.16: Chart showing the Department conducting the Performance Appraisal

INTERPRETATION

From the Above table, it's interpreted that 36.1% of the respondents are Subordinates, 36.9% respondents are HR & Admins, 13.5% of the respondents are Finance and 13.5% of the respondents are Production.

INFERENCE

Majority (37%) of the respondents from HR & Admins.

Table 4.1.17: Table showing the Appraisal conductivity on what degrees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
80 %	31	23.3%
160 %	41	30.8%
320 %	15	11.3%
360 %	46	34.6%
Total	133	100

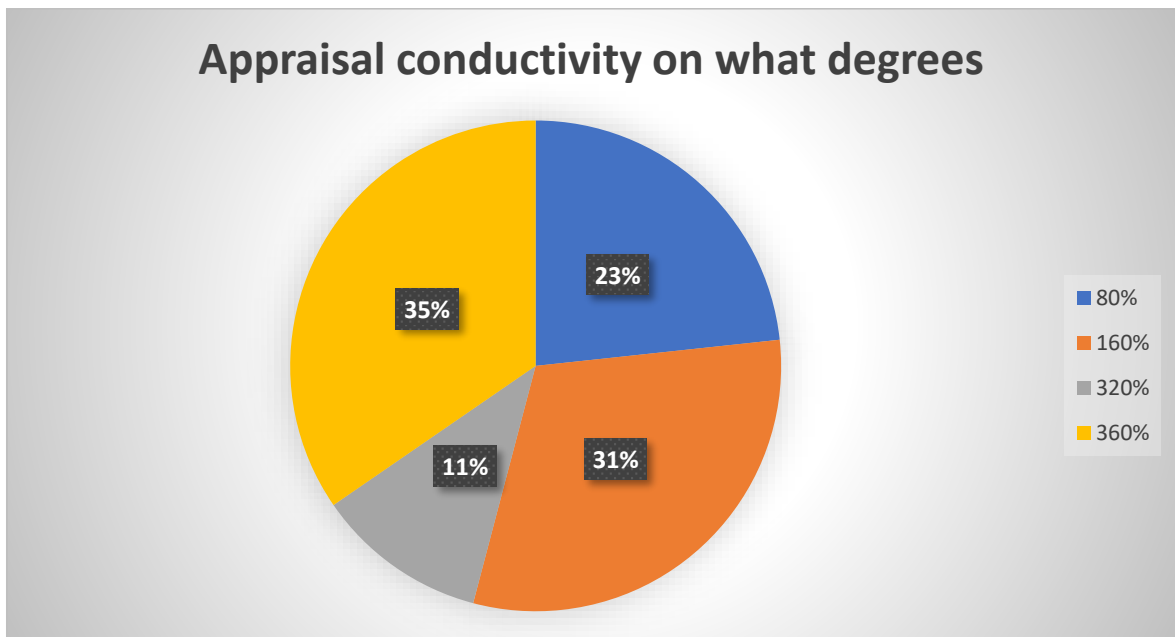


Chart 4.1.17: Chart showing the Appraisal conductivity on what degrees

INTERPRETATION

From the Above table, it's interpreted that 23.3% of the respondents are 80%, 30.8% respondents are 160%, 11.3% of the respondents are 320% and 34.6% of the respondents are 360%.

INFERENCE

Majority (34.6%) of the respondents from 360%.

Table 4.1.18: Table showing the Final Decisions made by the superiors

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Management	30	22.6%
Manager	42	31.6%
Reporting Manager	15	11.3%
Others	19	14.3%
Total	133	100

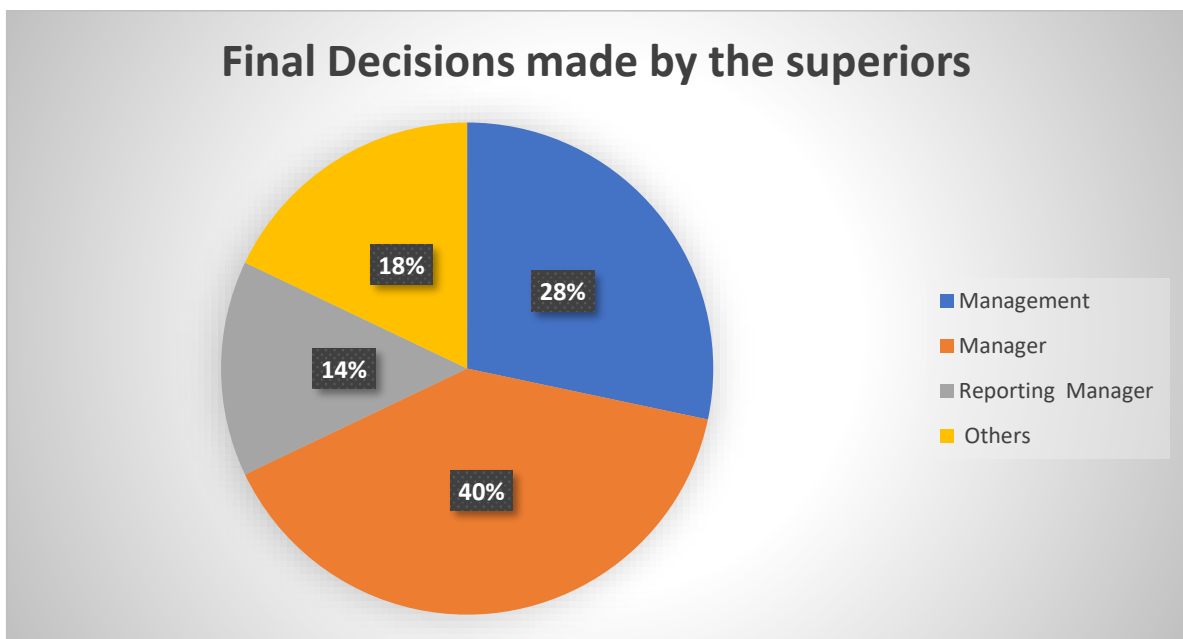


Chart 4.1.18: Chart showing the Final Decisions made by the superiors

INTERPRETATION

From the Above table, it's interpreted that 22.6% of the respondents are Management, 31.6% respondents are Manager, 11.3% of the respondents are Reporting manager and 14.3% of the respondents are others.

INFERENCE

Majority (40%) of the respondents from Managers.

4. STATUTORY COMPLIANCE

Table 4.1.19: Table showing the Awareness of social legislative

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Excellent	31	23.3%
Fair	35	26.3%
Unfair	47	15.0%
None	20	35.3%
Total	133	100

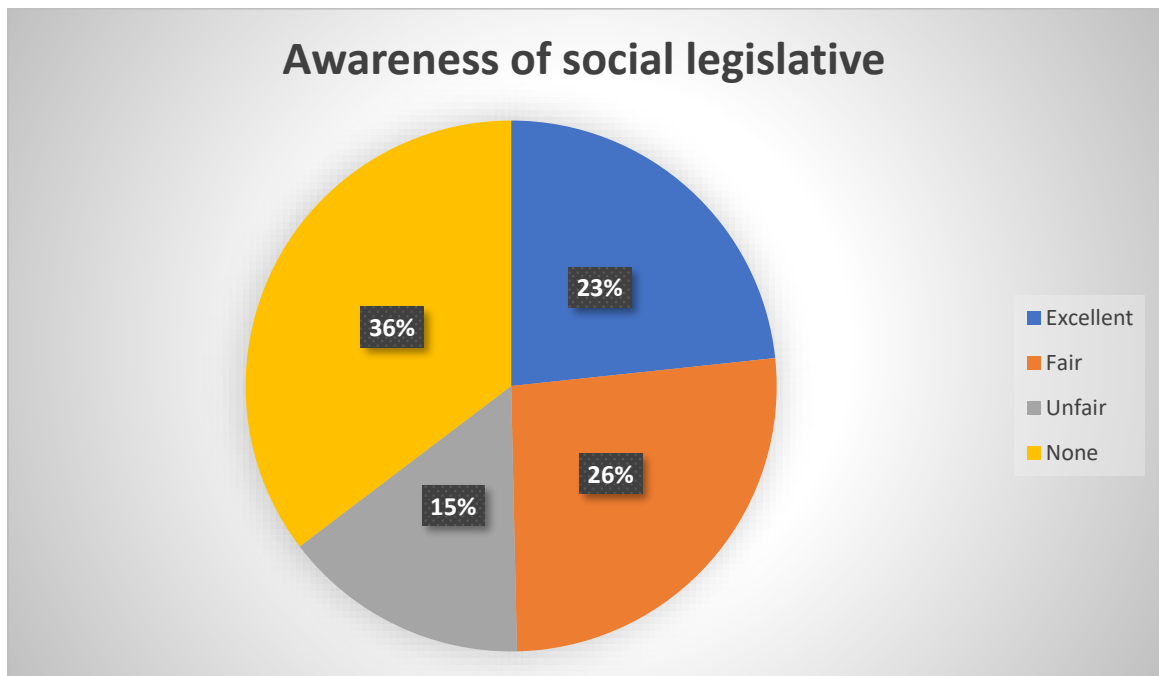


Chart 4.1.19: Chart showing the Final Decisions made by the superiors

INTERPRETATION

From the Above table, it's interpreted that 23.3% of the respondents are Excellent, 26.3% respondents are Fair, 15.0% of the respondents are Unfair and 35.3% of the respondents are None.

INFERENCE

Majority (26.3%) of the respondents from none.

Table 4.1.20: Table showing the Statutory Obligations of PF & ESI

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
PF 12% ESI 0.75%	29	21.8%
PF 8.33% ESI 3.25 %	36	27.1%
Both A & B	49	36.8%
All the above	18	13.5%
Total	133	100

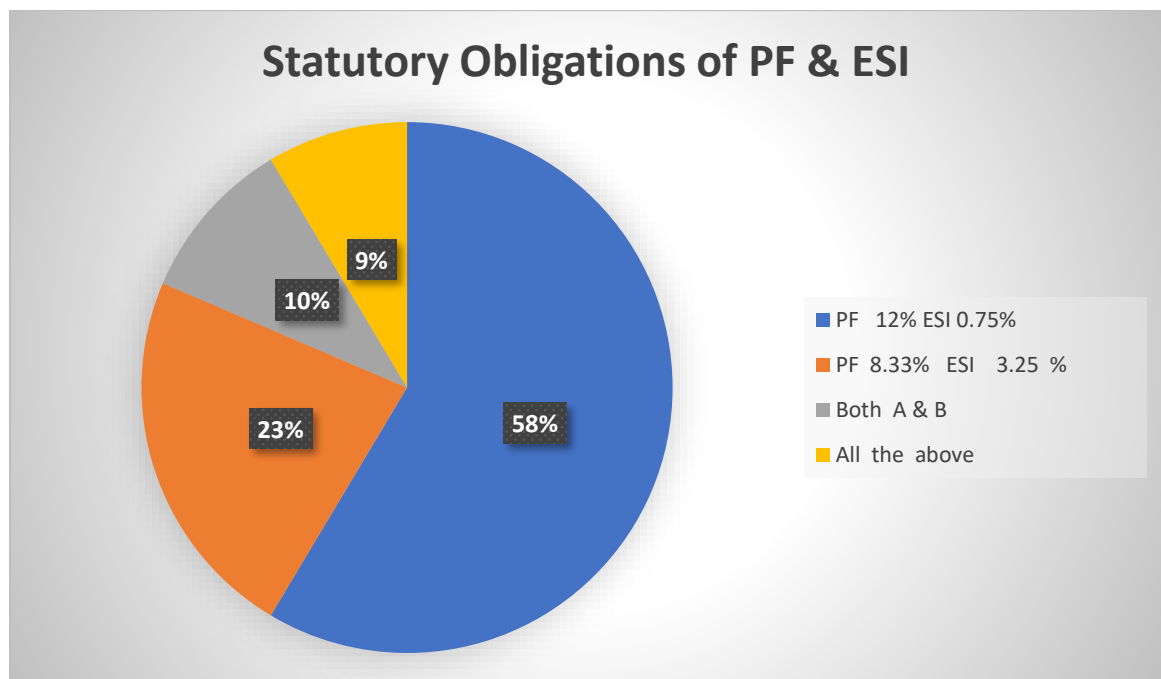


Chart 4.1.20: Chart showing the Statutory Obligations of PF & ESI

INTERPRETATION

From the Above table, it's interpreted that 21.8% of the respondents are PF 12% ESI 0.75%, 27.1% respondents are PF 8.33% ESI 3.25 %, 36.8% of the respondents are Both A & B and 13.5% of the respondents are All the above.

INFERENCE

Majority (36.8%) of the respondents from Both A & B.

Table 4.1.21: Table showing the profession Tax Contribution

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Complied	32	24.1%
Not complied	35	26.3%
Ignore	39	29.3%
Company not willing	12	9.0%
Total	133	100

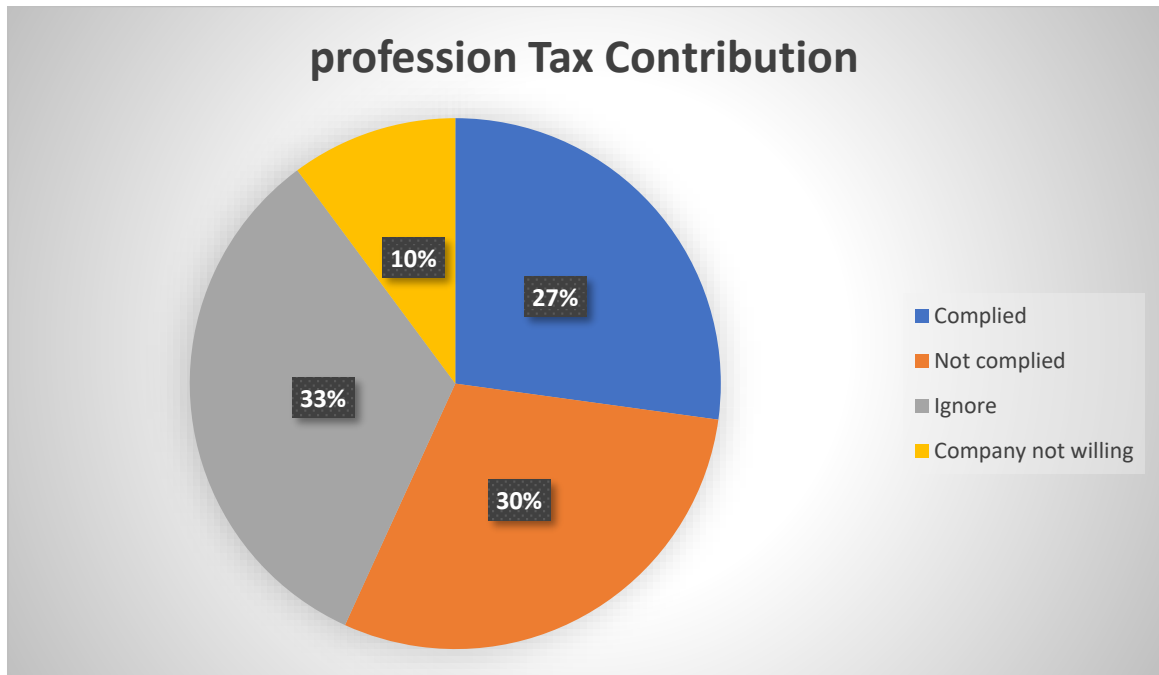


Chart 4.1.21: Chart showing the profession Tax Contribution

INTERPRETATION

From the Above table, it's interpreted that 24.1% of the respondents are Complied, 26.3% respondents are Not complied, 29.3% of the respondents are Ignore and 9.0% of the respondents are Company not willing.

INFERENCE

Majority (29.3%) of the respondents from Ignore.

Table 4.1.22: Table showing the There is the equal contribution of 12% each from Employer and Employees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	5	3.8%
Disagree	20	15.0%
Neither agree nor disagree	71	53.4%
Strongly agree	5	3.8%
Strongly disagree	32	24.1%
Total	133	100

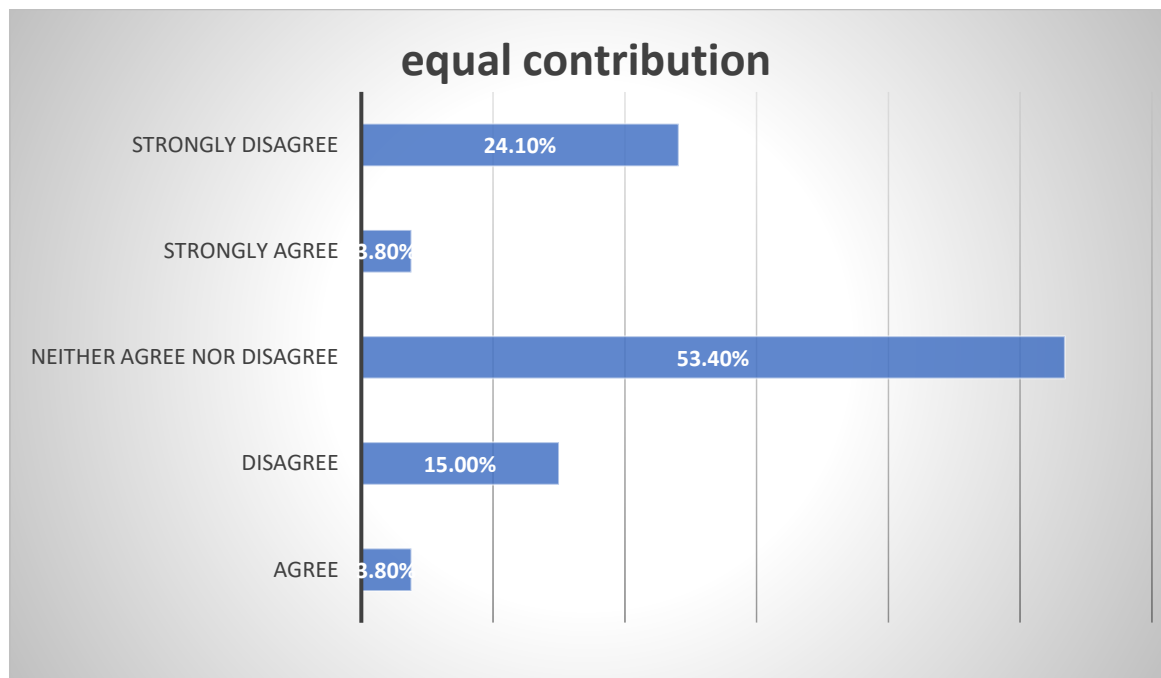


Chart 4.1.22: Chart showing the contributed towards labours welfare act

INTERPRETATION

From the Above table, it's interpreted that 21.8% of the respondents are Employer cont. 12, 27.1% respondents are Employees cont.20, 36.8% of the respondents are Employer cont. 7 and 13.5% of the respondents are Employer cont. 14.

INFERENCE

Majority (36.8%) of the respondents from Employer cont. 7.

5. LEAVE POLICY

Table 4.1.23: Table showing the Aware about Leave policy

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Sick Leave	21	15.8%
Privilege Leave	48	36.1%
Casual Leave	43	32.1%
All the above	21	15.8%
Total	133	100

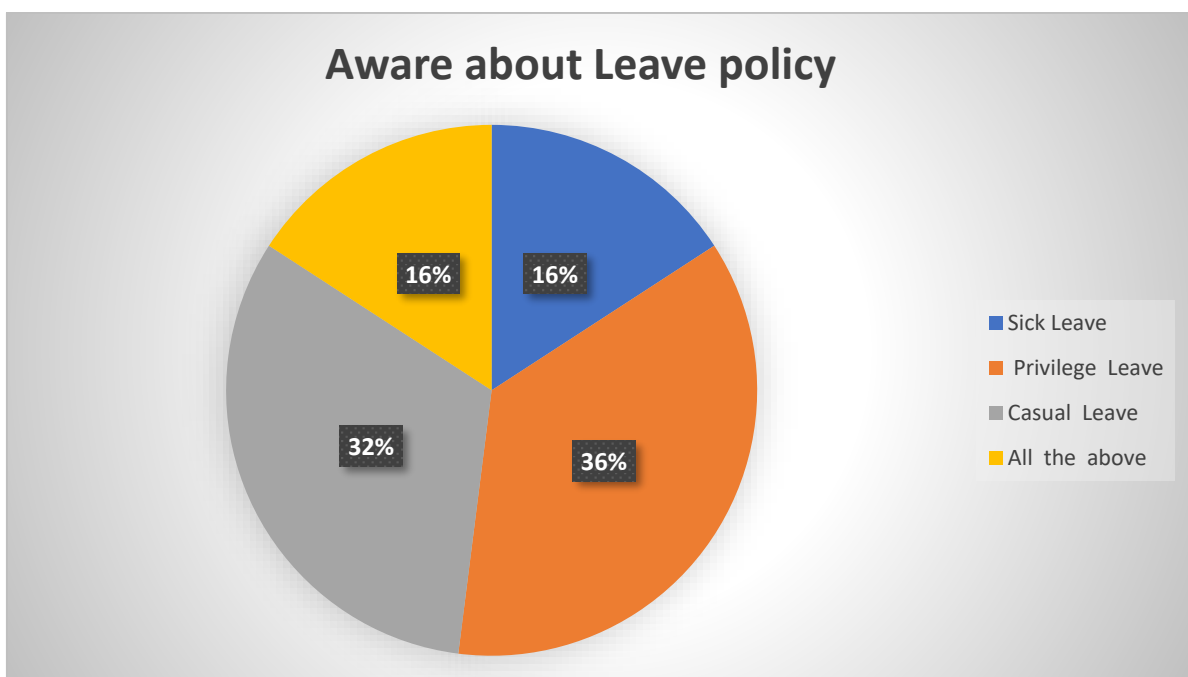


Chart 4.1.23: Chart showing the Aware about Leave policy

INTERPRETATION

From the Above table, it's interpreted that 15.8% of the respondents are Sick Leave, 36.1% respondents are Privilege Leave, 32.1% of the respondents are Casual Leave and 15.8% of the respondents are All the above.

INFERENCE

Majority (36.1%) of the respondents from Privilege Leave.

Table 4.1.24: Table showing the awhile the leave or not

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Chronically	20	15.0%
Frequently	45	33.8%
Will not take leave	37	27.8%
Incase emergency situation	31	23.3%
Total	133	100

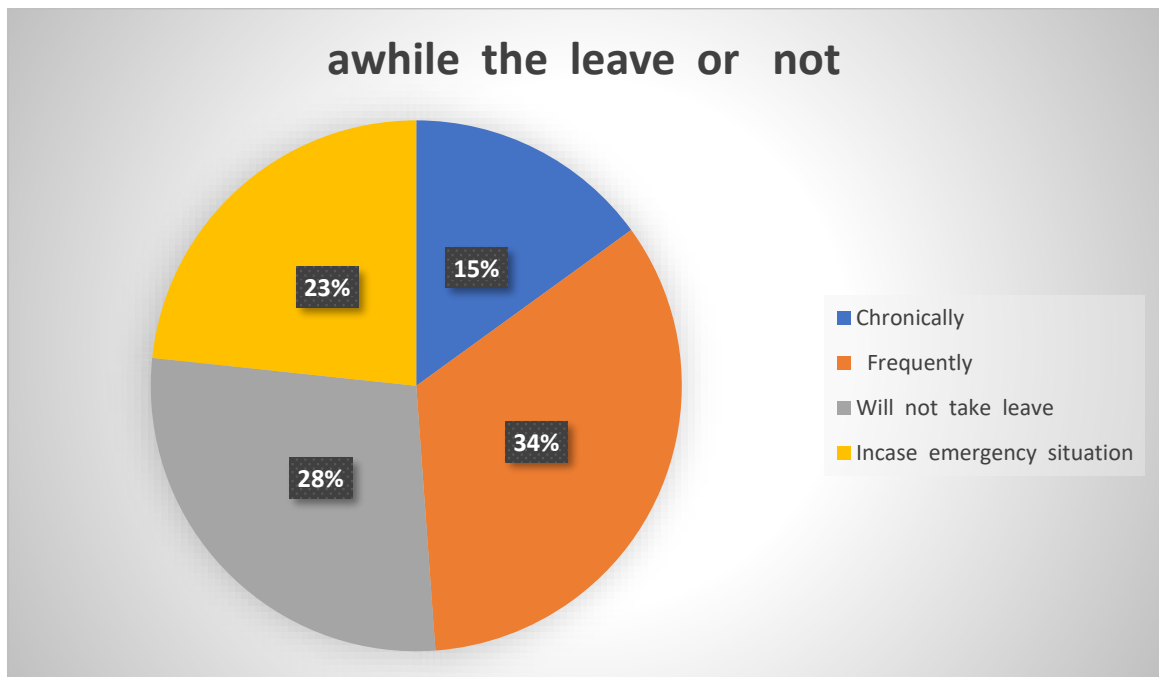


Chart 4.1.24: Chart showing the awhile the leave or not

INTERPRETATION

From the Above table, it's interpreted that 15.0% of the respondents are Chronically, 33.8% respondents are Frequently, 27.8% of the respondents are Will not take leave and 23.3% of the respondents are Incise emergency situation.

INFERENCE

Majority (33.8%) of the respondents from Will not take leave.

Table 4.1.25 Table Showing the are you feel company leave policies are able to meet your needs?

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	61	45.9%
Disagree	4	3.0%
Neither agree nor disagree	17	12.8%
Strongly agree	43	32.3%
Strongly disagree	8	6.0%
Total	133	100

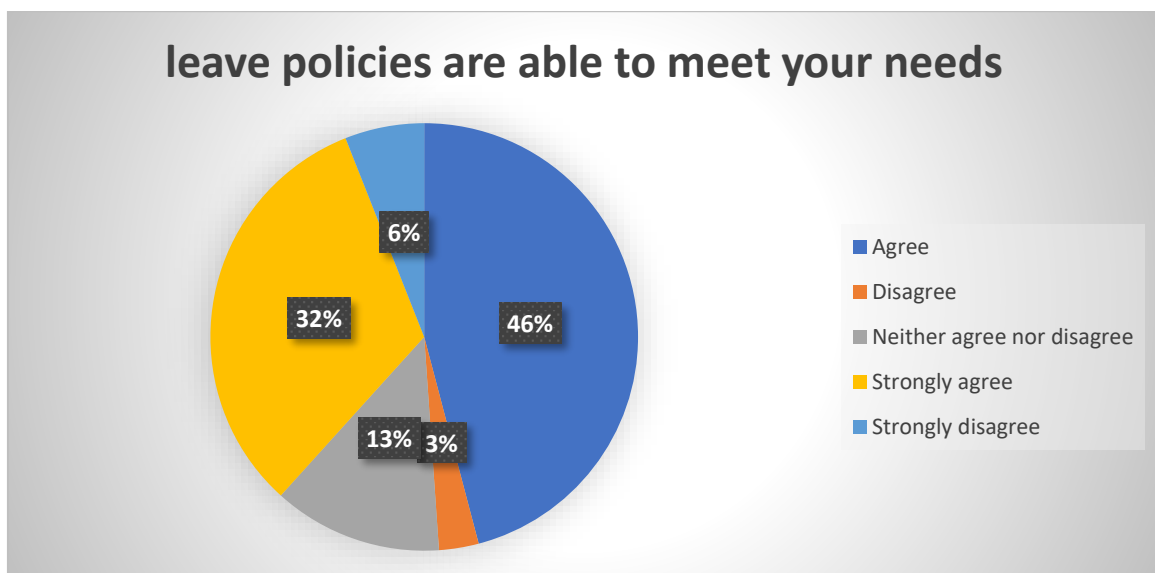


Chart 4.1.25: Chart showing the leave policies are able to meet your needs

INTERPRETATION

From the above table it is interpreted that 45.9% of the respondents agreed, 3% of the respondents disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% of the respondents strongly agreed, 6% of the respondents strongly disagreed.

INFERENCE

Majority (54.9%) of the respondents agree.

Table 4.1.26: Table showing the leave application shall be approved by whom

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Managers	35	26.3%
Deputy Managers	36	26.8%
Management	45	33.8%
On my own accord	18	13.5%
Total	133	100

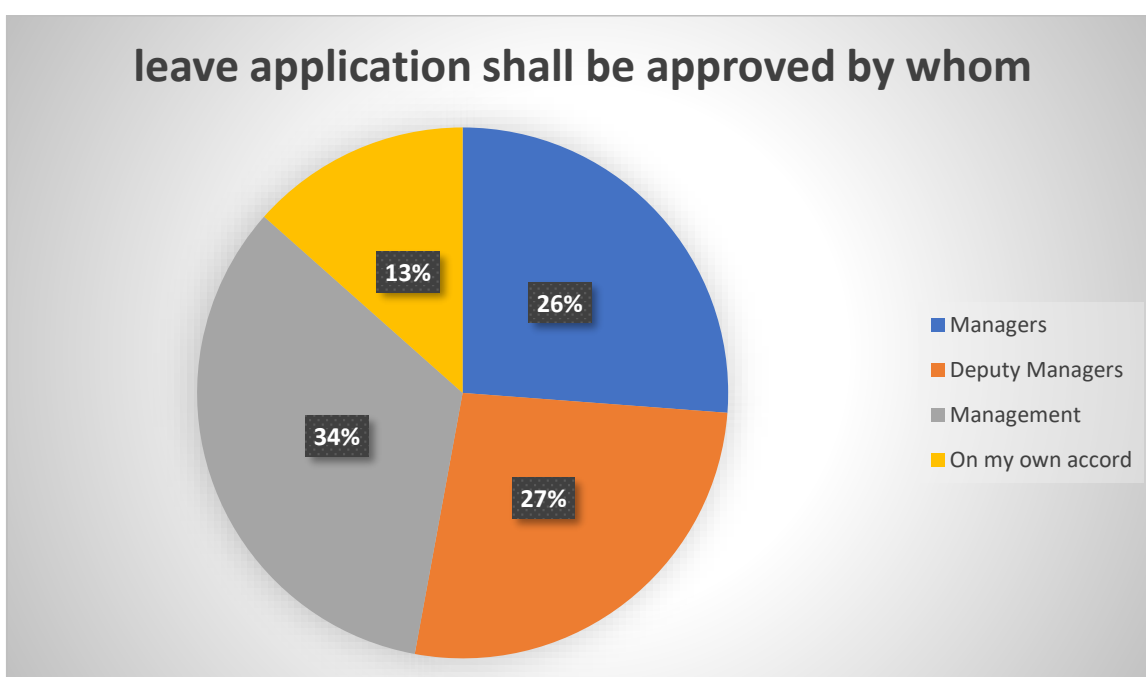


Chart 4.1.26: Chart showing the leave application shall be approved by whom

INTERPRETATION

From the Above table, it's interpreted that 26.3% of the respondents are Managers, 26.8% respondents are Deputy Managers, 33.8% of the respondents are Management and 13.5% of the respondents are on my own accord.

INFERENCE

Majority (33.8%) of the respondents from Management.

Table 4.1.27: Table showing the reason for Quieting the Job

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
You're found a new job	25	18.6%
Difficult work environment	43	32.3%
Career change	47	35.3%
Relocation	18	13.5%
Total	133	100

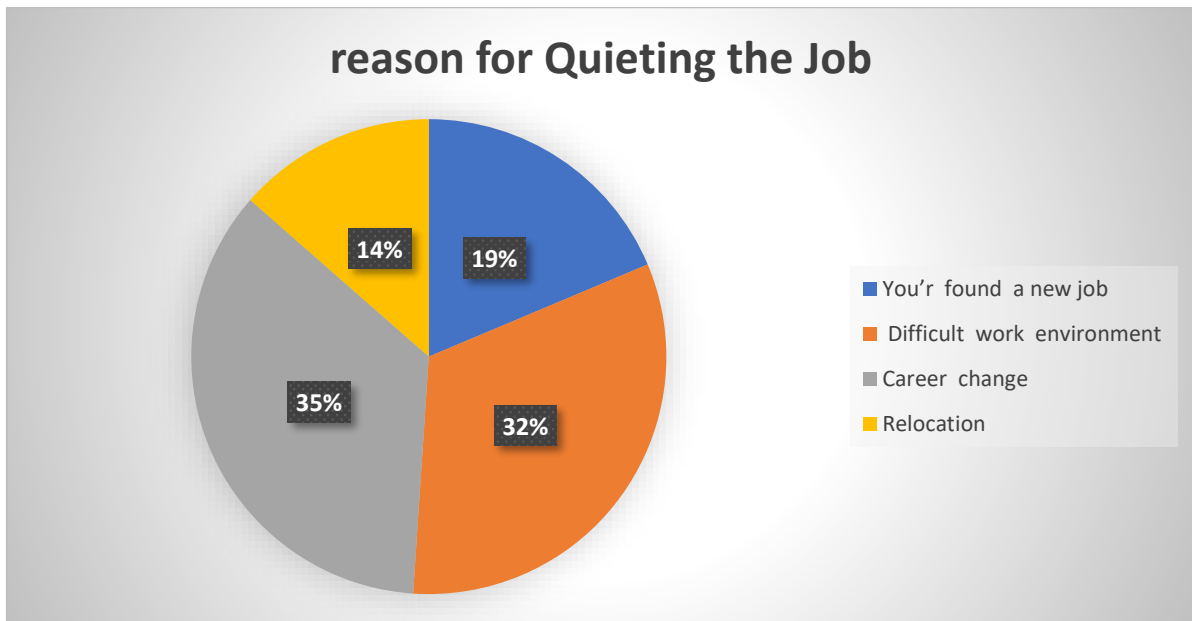


Chart 4.1.27: Chart showing the reason for Quieting the Job

INTERPRETATION

From the Above table, it's interpreted that 18.6% of the respondents are You're found a new job, 32.3% respondents are Difficult work environment, 35.3% of the respondents are Career change and 13.5% of the respondents are Relocation.

INFERENCE

Majority (35.3%) of the respondents from Relocation.

Table 4.1.28: Table showing the submitting their resignation

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Sending through mails	25	18.6%
Physical Resignation	43	32.3%
No Resignation	47	35.3%
No of the above	18	13.5%
Total	133	100

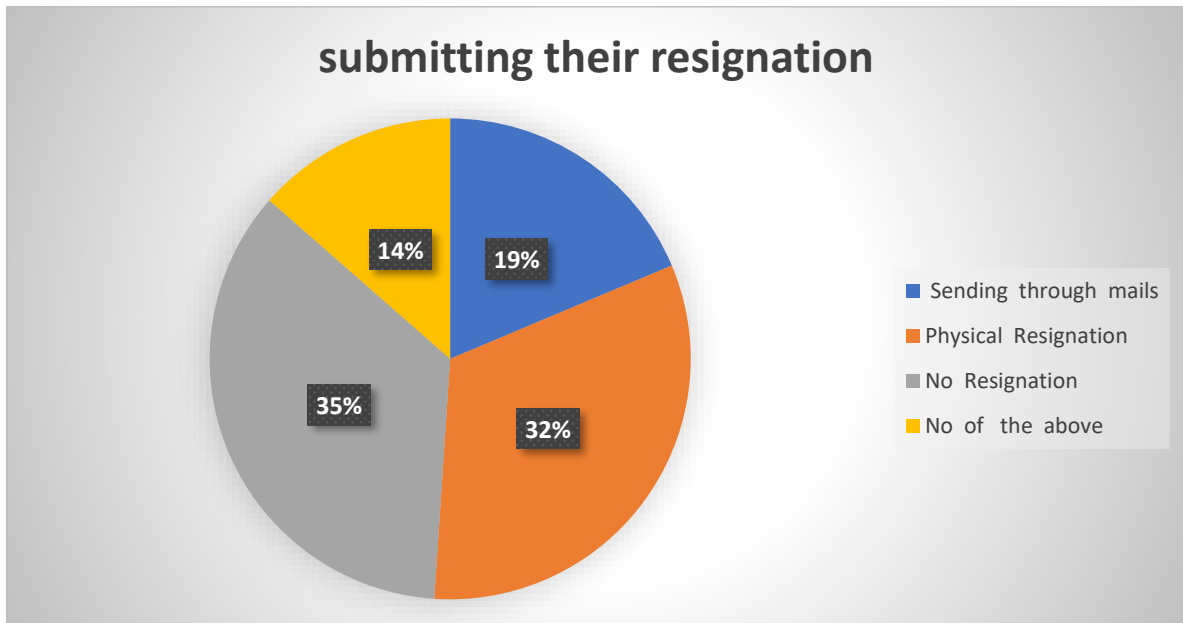


Chart 4.1.28: Chart showing the submitting their resignation

INTERPRETATION

From the Above table, it's interpreted that 18.6% of the respondents are Sending through mails, 32.3% respondents are Physical Resignation, 35.3% of the respondents are No Resignation and 13.5% of the respondents are No of the above.

INFERENCE

Majority (35.3%) of the respondents from No Resignation.

Table 4.1.29: Table showing the relieving order provided to the resigned employees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Leaving order will be Given	41	30.8%
Leaving order will be Not given	61	45.9%
None of the above	31	23.3%
Total	133	100

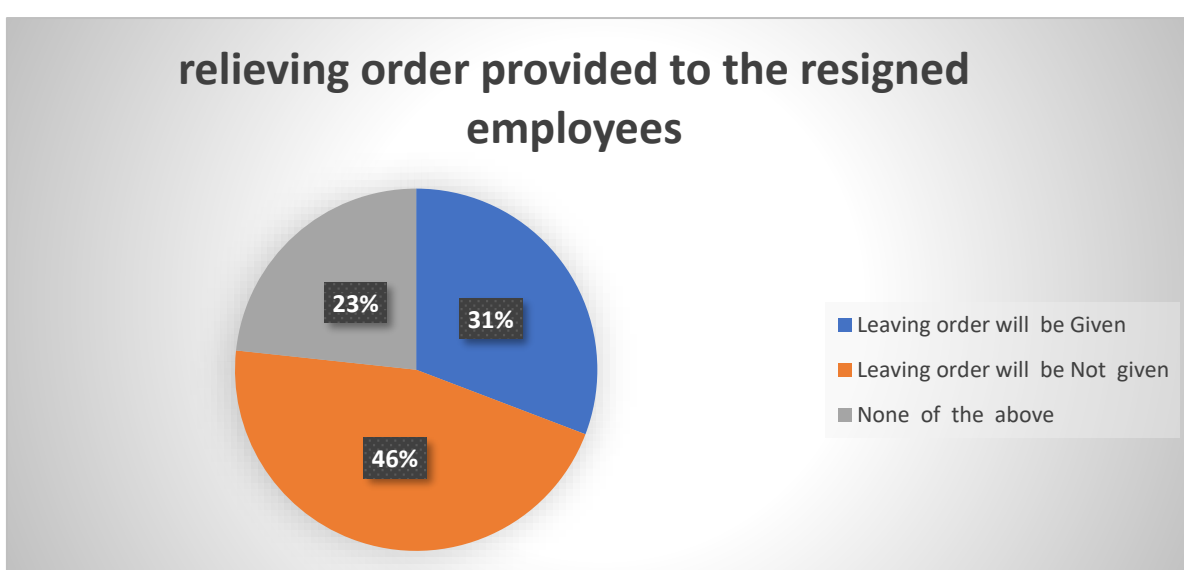


Chart 4.1.29: Chart showing the relieving order provided to the resigned employees

INTERPRETATION

From the Above table, it's interpreted that 30.8% of the respondents are Leaving order will be Given, 45.9% respondents are Leaving order will be Not given, and 23.3% of the respondents are None of the above.

INFERENCE

Majority (45.9%) of the respondents from Leaving order will be Not given.

Table 4.1.30: Table showing the full and final settlement during the time of Exit

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Given	48	36.1%
Not given	58	43.6%
None of the above	26	19.5%
Total	133	100

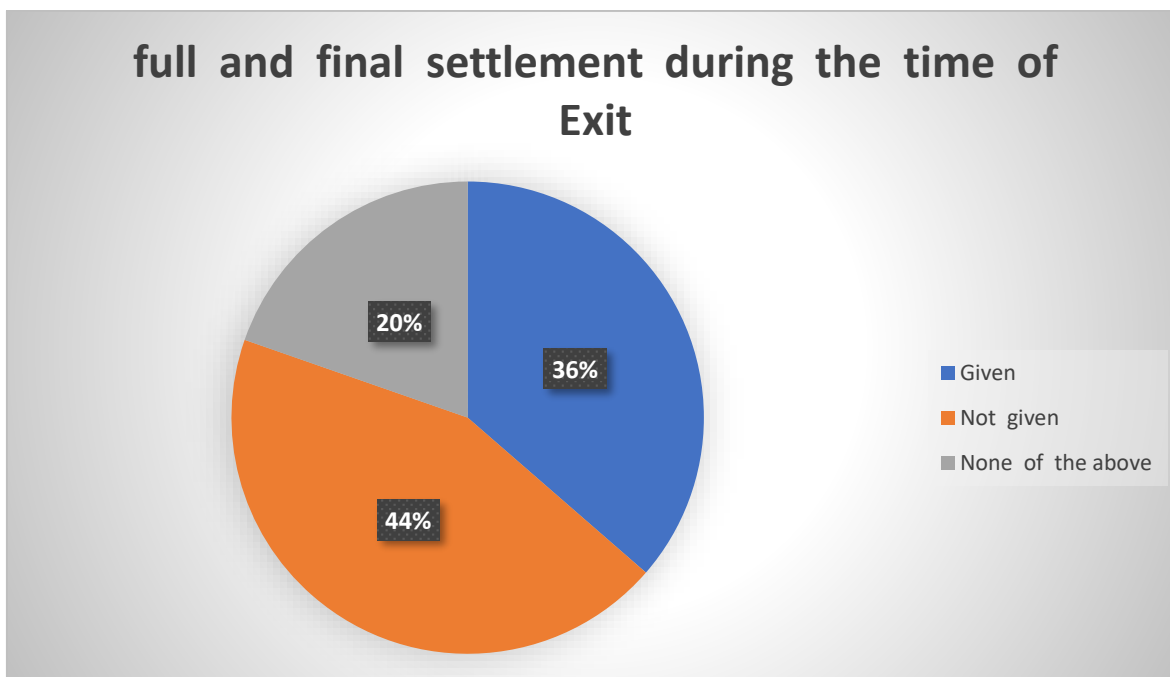


Chart 4.1.29: Chart showing the full and final settlement during the time of Exit

INTERPRETATION

From the Above table, it's interpreted that 36.1% of the respondents are Given, 43.6% respondents are Not given, and 19.5% of the respondents are None of the above.

INFERENCE

Majority (43.6%) of the respondents from Not given.

4.2 CHI SQUARE TEST

AGE OF THE RESPONDENTS

Vs

BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS CAN BE SHOWN ANY DEVELOPMENT

H_0 (NULL HYPOTHESIS) = There is no significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

H_1 (Alternate Hypothesis) = There is a significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

AGE * BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS CAN BE SHOWN ANY DEVELOPMENT CROSSTABLE						
AGE	AGRE E	DISAGRE E	NEITHER AGREE NOR DISAGRE E	STRONGL Y AGREE	STRONGL Y DISAGRE E	TOTA L
20 – 30 years	39.5	7.3	15.2	2. 8	10.2	75.0
31 –40 years	21.1	3.9	8.1	1. 5	5.4	40.0
41 – 50 years	8.9	1.7	3.5	.6	2.3	17.0
50yea rs and above	0.5	0.1	0.2	.0	0.1	1.0
TOTA L	70.0	13.0	27.0	5. 0	18.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2- sided)
Pearson Chi-Square	10.090 ^a	12	.608
Likelihood Ratio	10.067	12	.610
N of Valid Cases	133		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected Count is.04.			

At 5% level of significance and df (12) the table value is 10.090.

calculated value = 0.04

Significance value ($p=0.005$) < calculated

value H_0 is accepted.

INFERENCE

The results of the "Pearson Chi-Square" say that $\chi (12) = 10.090$, $P = 0.04$.

This tells us that there is a statistically significant association between the age of the respondents and also high-performance work system leads to superior employee performance.

AGE OF THE RESPONDENTS

Vs

Whether you satisfied with the recruitment team what is the percentage

H0 (Null Hypothesis) = There is no significant relationship between age of the respondents and significance level of the company that makes the employees responsible for the spot decisions of the company.

H1 (Alternate Hypothesis) = There is a significant relationship between age of the respondents and significance level of the company that makes the employees responsible for the spot decisions of the company.

AGE * WHETHER YOU SATISFIED WITH THE RECRUITMENT TEAM CROSSTABLE						
AGE	Satisfi ed	Highly dissatisfie d	Neither satisfied nor dissatisfied	Highly satisfied	Dissatisf ied	Total
20 –30 years	34.4	2.3	9.6	24.2	4.5	75.0
31 –40 years	18.3	1.2	5.1	12.9	2.4	40.0
41 –50 years	7.8	.5	2.2	5.5	1.0	17.0
50years and above	0.5	.0	0.1	0.3	0.1	1.0
TOTAL	61.0	4.0	17.0	43.0	8.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	17.410 a	12	.135
Likelihood Ratio	16.683	12	.162
N of Valid Cases	133		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected count is .03.			

At 5% level of significance and DF (12) the table value is 17.410

calculated value = 0.03

Significance value ($p=0.005$) < Calculated value

H0 is accepted

INFERENCE

The results of the "Pearson Chi-Square" say that $\chi (12) = 17.410$, $P= 0.03$. This tells us that there is a statistically significant association between age of the respondents and the company that makes the employees responsible for the spot decisions made for the improvement of the company.

4.3 ONE WAY ANOVA TEST

Hypothesis is set between the age of the respondents and equal contribution of 12% each from Employer and Employees

NULL HYPOTHESIS

H₀ = There is no statistically significant relationship between age the respondents and equal contribution of 12% each from Employer and Employees

ALTERNATIVE HYPOTHESIS

H₁ = There is a statistically significant relationship between age of the respondents and equal contribution of 12% each from Employer and Employees

DESCRIPTIVES								
AGE								
	N	MEAN	STD. DEVIATION	STD. ERROR	95% CONFIDENCE INTERVAL FOR MEAN		MINIMUM	MAXIMUM
					LOWER BOUND	UPPER BOUND		
Agree	73	1.63	.717	.084	1.46	1.80	1	3
Disagree	3	2.00	1.000	.577	-.48	4.48	1	3
Neither agree nor disagree	19	1.63	.831	.191	1.23	2.03	1	4
Strongly agree	35	1.34	.639	.108	1.12	1.56	1	3
Strongly disagree	3	2.33	1.155	.667	-.54	5.20	1	3
Total	133	1.58	.741	.064	1.45	1.71	1	4

ANOVA					
AGE					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.434	4	1.108	2.087	.086
Within Groups	67.987	128	.531		
Total	72.421	132			

INTERPRETATION

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.086, which is more than 0.005. Therefore, there is a statistically significant relationship between the age of the respondents and equal contribution of 12% each from Employer and Employees

CHAPTER 5

5.1 FINDINGS

- ❖ 59.4% of the respondents are 20-30 years, 31.6% of the respondents are 31-40 years, 7.5% of the respondents are 41- 50 years, 1.5% of the respondents are 50 years and above.
- ❖ 58.6% of the respondents are Male, 41.4% of the respondents are Female.
- ❖ 23.3% of the respondents are Under Graduate, 50.4 % of the respondents are Post Graduate, 18 % of the respondents are Diploma and 8.3 % of the respondents are others.
- ❖ 23.3% of the respondents are finance
- ❖ 50.4 % of the respondents are HR, 18 % of the respondents are Production, and 8.3 % of the respondents are sales, 9 % of the respondents are others.
- ❖ 17.3 % of the respondents are Assistant Executive Finance, 24.8 % of the respondents are HR Managers, 34.6% of the respondents are Production Head, 11.3 % of the respondents are Sales Executive, and 12% of the respondents are others.
- ❖ 42.9% of the respondents are 10000 to 25000, 36.1% respondents are 25000 to 45000, 21.1% of the respondents are 45000 to 60000, and 7.5 % of the respondents are 60000 and above.
- ❖ 23.3% of the respondents are Placement cells, 45.1% respondents are through websites, 21.5% of the respondents are Newspaper advertisement and 11.3% of the respondents are referrals.
- ❖ 33.1% of the respondents are Offer letter, 29.3 % respondents are Acceptance letter, 24.8% of the respondents are Joining letter and 12.0% of the respondents are None.
- ❖ 25.8% of the respondents are About Company, 37.6% respondents are Product Training, 25.6% of the respondents are Legal & Statutory legislation and 9.8% of the respondents are none

- ❖ 45.9% of the respondents satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents Neither satisfied or nor dissatisfied, 32.3% of the respondents Highly satisfied, 6% of the respondents Dissatisfied.
- ❖ 52.6% of the respondents agreed, 9.8% of the respondents disagreed, 20.3% of the respondents neither agreed nor disagreed, 3.8% of the respondents strongly agreed, 13.5% of the respondents strongly disagreed
- ❖ 15.8% of the respondents are excellent, 48.1% respondents are Fair, 28.6% of the respondents are Average and 7.5% of the respondents are Poor.
- ❖ 34.6% of the respondents are Agree, 18.0% respondents are Disagree, 7.5% of the respondents are Neutral and 36.1% of the respondents are strongly agree, 11.3 % of the respondents are strongly disagree.
- ❖ 13.5% of the respondents are welfare, 29.3% respondents are Fire and safety, 42.1% of the respondents are Management and skills and 15.0% of the respondents are Time management.
- ❖ 15.8% of the respondents are Monthly, 30.1% respondents are Quarterly, 39.1% of the respondents are half yearly and 13.5% of the respondents are Annually.
- ❖ 36.1% of the respondents are Subordinates, 36.9% respondents are HR & Admins, 13.5% of the respondents are Finance and 13.5% of the respondents are Production.
- ❖ 23.3% of the respondents are 80 %, 30.8% respondents are 160 %, 11.3% of the respondents are 320 % and 34.6% of the respondents are 360 %.
- ❖ 22.6% of the respondents are Management, 31.6% respondents are Manager, 11.3% of the respondents are Reporting manager and 14.3% of the respondents are others.
- ❖ 23.3% of the respondents are Excellent, 26.3% respondents are Fair, 15.0% of the respondents are Unfair and 35.3% of the respondents are None.

- ❖ 21.8% of the respondents are PF 12% ESI 0.75%, 27.1% respondents are PF 8.33% ESI 3.25 %, 36.8% of the respondents are Both A & B and 13.5% of the respondents are All the above.
- ❖ 24.1% of the respondents are Complied, 26.3% respondents are Not complied, 29.3% of the respondents are Ignore and 9.0% of the respondents are Company not willing.
- ❖ 3.8% of the respondents are Agree, 15% of the respondents are neither Disagree, 53.4% of the respondents are Neither agree nor disagree, 3.8% of the respondents are Strongly agree, 24.1% of the respondents are Strongly disagree.
- ❖ 15.8% of the respondents are Sick Leave, 36.1% respondents are Privilege Leave, 32.1% of the respondents are Casual Leave and 15.8% of the respondents are All the above.
- ❖ 15.0% of the respondents are Chronically, 33.8% respondents are Frequently, 27.8% of the respondents are Will not take leave and 23.3% of the respondents are Incise emergency situation.
- ❖ 45.9% of the respondents agreed, 3% of the respondents disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% of the respondents strongly agreed, 6% of the respondents strongly disagreed.
- ❖ 26.3% of the respondents are Managers, 26.8% respondents are Deputy Managers, 33.8% of the respondents are Management and 13.5% of the respondents are on my own accord.

- ❖ 18.6% of the respondents are You're found a new job, 32.3% respondents are Difficult work environment, 35.3% of the respondents are Career change and 13.5% of the respondents are Relocation

- ❖ 18.6% of the respondents are Sending through mails, 32.3% respondents are Physical Resignation, 35.3% of the respondents are No Resignation and 13.5% of the respondents are No of the above.

- ❖ 30.8% of the respondents are Leaving order will be Given, 45.9% respondents are Leaving order will be Not given, and 23.3% of the respondents are None of the above

- ❖ 36.1% of the respondents are Given, 43.6% respondents are Not given, and 19.5% of the respondents are None of the above.

5.2 SUGGESTIONS & RECOMMENDATIONS

- ❖ The Performance Appraisal of employee is evaluated on the basis of 360-degree feedback or 180-degree feedback.
- ❖ The Organization should focus on mentor system intend to help employees in their career progression.
- ❖ The Organization should conduct Psychometric tests for employees.
- ❖ The Training should be mandatory for all level of employees.
- ❖ The Departments should develop constructive attitude towards each other.
- ❖ The company should give the appropriate recognition for the contributions and accomplishments made by employees.
- ❖ A flexible reward system should be adopted by organization to improve employee motivation.
- ❖ A more transparent and full proof communication system developed in the organization.
- ❖ Replacing the lacuna in the current system.
- ❖ Wages and salary administration process should have a more scientific
- ❖ Approach laying stress on equal wages for equal work done.

5.3 CONCLUSION

This Study shows that

- 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 agree on the part of their performance that they know what is expected from them?
- The employees understand how their work goals relate to company goals.
- Company inspires the employees to do their best work every day.
- The employees are not satisfied with the communication and decision-making process as it leaks the information related to organization.
- The employees do not receive the appropriate recognition and rewards for their contributions and accomplishments.
- The employees feel that they are not paid fairly for the contributions they make to company's success.

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APPENDIX

As a part of my MBA curriculum at Sathyabama Institute of Science and Technology, I am doing project HR policies in CREATIONS INFRA. Kindly spend your valuable time in filling the questionnaires and I assure you that the information will be used only for academic research analysis and will be kept highly confidential

1. Name

2. Age

- a) 20 – 30 years
- b) 31 – 40 years
- c) 41 – 50 years
- d) 50 years and above

3. Gender

- a) Male
- b) Female

4. Educational Qualification

- a) Under graduate
- b) Post graduate
- c) Diploma
- d) Others

5. Department

- a) Production
- b) HR

- c) Sales
 - d) Finance
 - e) Other
6. Designation
- a) Assistant executive finance
 - b) HR managers
 - c) Production Head
 - d) Sales Executive
 - e) Others
7. Income
- a) 10000 to 25000
 - b) 25000 to 45000
 - c) 45000 to 60000
 - d) 60000 and above

1. RECRUITMENT AND SELECTION

1. How do you search the jobs and get placement?
 - a) Placement cells
 - b) Through websites
 - c) Newspaper advertisement
 - d) Referrals
2. Which one of the letters you received from the company after your name shortlisted?
 - a) Offer letter
 - b) Acceptance letter

c) Joining letter

d) None

3. Whether the recruitment team conducted an induction at the time of joining if which one of the following

1. About Company

2. Product Training

3. Legal & Statutory legislation

4. None

4. Whether you satisfied with the recruitment team

a) Satisfied

b) Highly dissatisfied

c) Neither satisfied or nor dissatisfied

d) Highly satisfied

e) Dissatisfied

TRAINING AND DEVELOPMENT

1. Whether the company is conducting training on any areas such as Production, Administration, Process if attendant which department related it was

a) HR & Admins

b) Finance

c) Production

d) Safety

2. Whether the trainer is competent and Knowledge person and what rate you will give the person

- a) Excellent
- b) Fair
- c) Average
- d) Poor

3. 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

4. If you want to attend further training what would be the areas you are interested

- a) Welfare
- b) Fire and Safety
- c) Management & Skills
- d) Time Management

PERFORMANCE APPRAISAL

1. Whether the company is conducting performance appraisal for the employees if so what basis

- a) Monthly
- b) Quarterly
- c) Half yearly

- d) Annually
2. Which Department is conducting Performance Appraisal in a company?
- a) Subordinates
 - b) HR & Admins
 - c) Finance
 - d) Production
3. Whether the Performance Appraisal conducting on what degrees of appraisal
- a) 80 %
 - b) 160 %
 - c) 320 %
 - d) 360 %
4. Who will be the final decision for the performance Appraisal made by the Superiors?
- a) Management
 - b) Manager
 - c) Reporting Manager
 - d) Others

STATUTORY COMPLIANCE

1. Whether the company created awareness on Social legislative during the joining of a company if so, what is your feedback
- a) Excellent

- b) Fair
- c) Unfair
- d) None

2. Whether the Statutory Obligation of PF and ESI complied with the company

- a) PF 12% ESI 0.75%
- b) PF 8.33% ESI 3.25 %
- c) Both A & B
- d) All the above

3. Whether the profession tax contribution remitted the concerned authority by the company

- a) Complied
- b) Not complied
- c) Ignore
- d) Company not willing

4. There is the equal contribution of 12% each from Employer and Employees

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

LEAVE POLICY

- 1) Do you aware about the leave policy in your company
 - a) Sick Leave
 - b) Privilege Leave

- c) Casual Leave
 - d) All the above
2. Whether you will awhile the leave or not if so how
- a) Chronically
 - b) Frequently
 - c) Will not take leave
 - d) Incase emergency situation
3. Are you feel your company leave policies are able to meet your needs?
- a) Strongly agree
 - b) Agree
 - c) Neither agree nor disagree
 - d) Strongly disagree
 - e) Disagree
4. Whether your leave application shall be approved by whom
- a) Managers
 - b) Deputy Managers
 - c) Management
 - d) On my own accord

EXIT POLICY

1. What is the reason for Quieting the Job
- a) You' r found a new job
 - b) Difficult work environment

c) Career change

d) Relocation

2. Whether the Employees submitting their resignation at the time of leaving the Employment

a) Sending through mails

b) Physical Resignation

c) No Resignation

d) No of the above

3. Whether the relieving order provided to the resigned employees at the time of the date of leaving

a) Leaving order will be given

b) Leaving order will be not given

c) None of the above

4. Whether the company processing the full and final settlement during the time of Exit

a) Given

b) Not given

c) None of the above

A STUDY ON THE PERFORMANCE OF HR POLICIES AND ITS IMPLEMENTATION

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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 fulfill 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.*

INTRODUCTION

This examination is led to gauge the impact of human asset strategies (arranging, enrolment and choice, preparing and advancement, work investigation and plan, inspiration, execution evaluation, and worker interest in dynamic) on authoritative execution, to confirm if there is a positive and huge connection between human asset arrangements and hierarchical execution, and to quantify the extent of use of human asset policies. These rules distinguish the association goal in issue of enlistment, determination, advancement, improvement, remuneration, inspiration, and in any case driving and coordinating representatives in the functioning association. HR strategies fill in as a guide for the manager. HR arrangements are likewise characterized as that assortment of standards and rules of direct which administer the undertaking in its relationship with representatives. Such an approach articulation gives rules to a wide assortment of utilize Ent connections in the organization. The reason and meaning of the HR strategies scarcely need any elaboration. Each association needs arrangements to guarantee consistency in real life and value in its connection with representatives. Strategies effectively achieve authoritative objectives in a powerful way. HR approaches comprise the reason for sound HRM rehearses. Besides, strategies are the measuring stick by which achievement of projects can be estimated.

REVIEW OF LITERATURE

- ❖ **Kundu. Sub hash 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 their 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.

- ❖ **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), began considering the “involvement” policy in the group.

- ❖ **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.

- ❖ **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.

OBJECTIVES OF STUDY

PRIMARY OBJECTIVES

To study the amendments made in the HR Policies of CREATION INFRA INDIA PRIVATE LIMITED the time of incorporation.

SECONDARY OBJECTIVES

To Study the amendments in the base policy and prepare a final policy. To Examine a HR Policy manual for the company with special emphasis on the “Managerial Service Conditions”. To understand the HR policies maintaining the sound relation among Employees & Employer. To find out the employees’ satisfaction towards satisfied with the implementation of policy in organization.

RESEARCH METHODOLOGY

➤ *Sample Size*

The sample size of the research study is 133.

➤ *Sources of Data*

The research study used both Primary data and Secondary Data.

➤ *Sampling Techniques*

The research study adopted a Simple and Convenience Sampling method and Data Collection was done through questionnaire methods.

➤ *Structure of the Questionnaire*

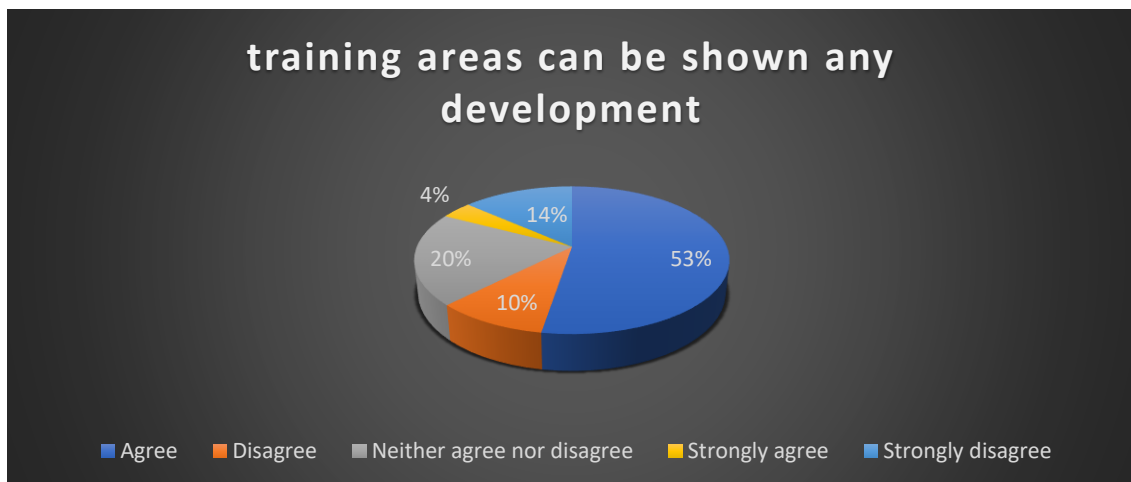
The Quantitative and dichotomous questions and Multiple-choice Questions are asked to the Employees.

DATA ANALYSIS AND INTERPRETATION

DESCRIPTIVE ANALYSIS

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

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	70	52.6%
Disagree	13	9.8%
Neither agree nor disagree	27	20.3%
Strongly agree	5	3.8%
Strongly disagree	18	13.5%
Total	133	100



INTERPRETATION

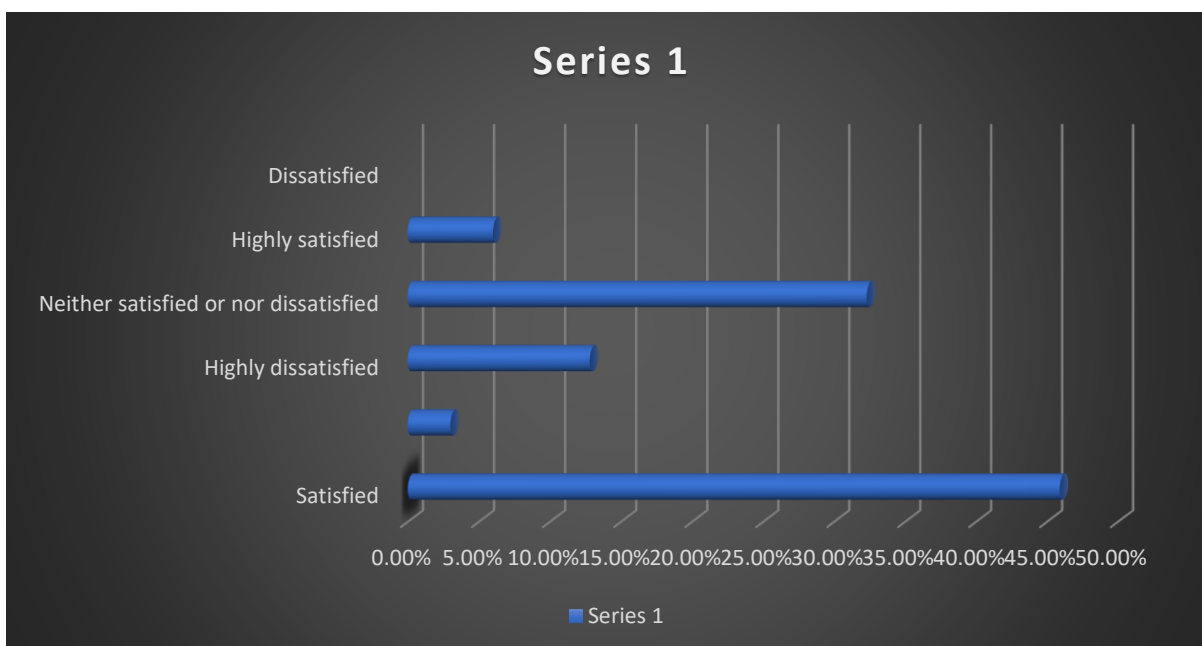
From the above table it is interpreted that 52.6% of the respondents agreed, 9.8% of the respondents disagreed, 20.3% of the respondents neither agreed nor disagreed, 3.8% of the respondents strongly agreed, 13.5% of the respondents strongly disagreed.

INFERENCE

Majority (52.6%) of the respondents agree.

2) Whether you satisfied with the recruitment team

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Satisfied	61	45.9%
Highly dissatisfied	4	3.0%
Neither satisfied or nor dissatisfied	17	12.8%
Highly satisfied	43	32.3%
Dissatisfied	8	6.0%
Total	133	100



INTERPRETATION

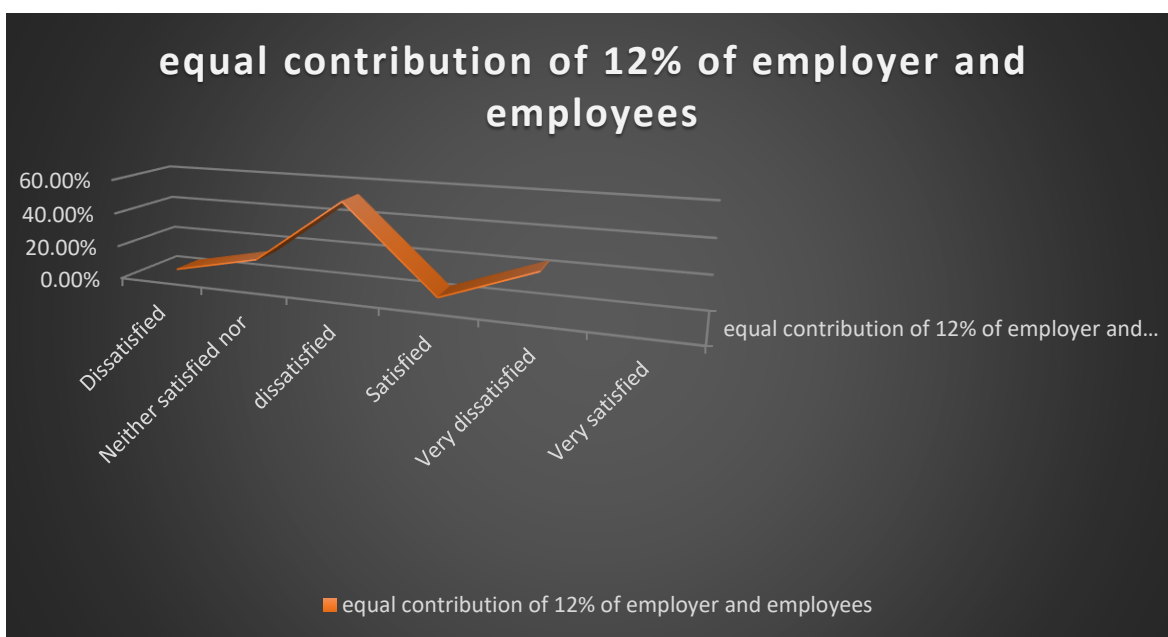
From the above table it is interpreted that 45.9% of the respondents satisfied, 3% of the respondents highly satisfied, 12.8% of the respondents Neither satisfied or nor dissatisfied, 32.3% of the respondents Highly satisfied, 6% of the respondents Dissatisfied.

INFERENCE

Majority (54.9%) of the respondents satisfied.

3) There is the equal contribution of 12% each from Employer and Employees

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	5	3.8%
Disagree	20	15.0%
Neither agree nor disagree	71	53.4%
Strongly agree	5	3.8%
Strongly disagree	32	24.1%
Total	133	100



INTERPRETATION

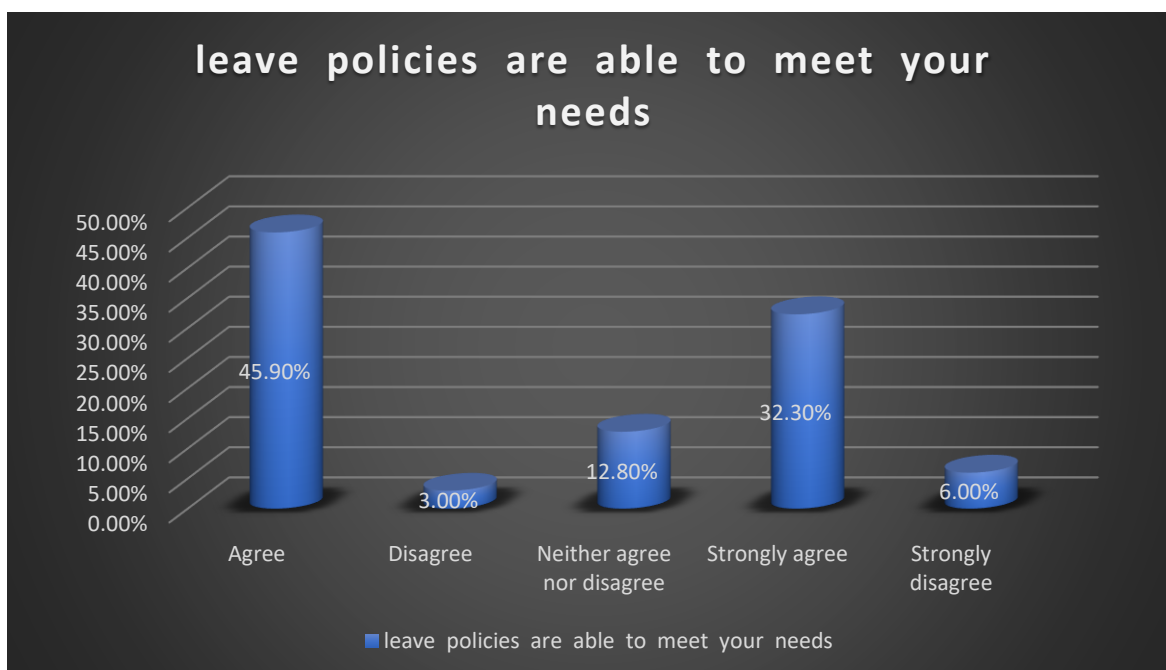
From the above table it is interpreted that 3.8% of the respondents are Agree, 15% of the respondents are neither Disagree, 53.4% of the respondents are Neither agree nor disagree, 3.8% of the respondents are Strongly agree, 24.1% of the respondents are Strongly disagree.

INFERENCE

Majority (53.4%) of the respondents are Neither agree nor disagree.

4) Are you feel company leave policies are able to meet your needs?

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Agree	61	45.9%
Disagree	4	3.0%
Neither agree nor disagree	17	12.8%
Strongly agree	43	32.3%
Strongly disagree	8	6.0%
Total	133	100



INTERPRETATION

From the above table it is interpreted that 45.9% of the respondents agreed, 3% of the respondents disagreed, 12.8% of the respondents neither agreed nor disagreed, 32.3% of the respondents strongly agreed, 6% of the respondents strongly disagreed.

INFERENCE

Majority (54.9%) of the respondents agree.

CHI SQUARE ANALYSIS

AGE OF THE RESPONDENTS

Vs

**BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS
CAN BE SHOWN ANY DEVELOPMENT**

H₀ (NULL HYPOTHESIS) = There is no significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

H₁ (Alternate Hypothesis) = There is a significant relationship between age of the respondents and Based on the training conducted by the trainer on the areas can be shown any development.

AGE * BASED ON THE TRAINING CONDUCTED BY THE TRAINER ON THE AREAS CAN BE SHOWN ANY DEVELOPMENT CROSSTABLE						
AGE	AGREE	DISAGREE	NEITHER AGREE NOR DISAGREE	STRONGLY AGREE	STRONGLY DISAGREE	TOTAL
20 –30 years	39.5	7.3	15.2	2.8	10.2	75.0
31 –40 years	21.1	3.9	8.1	1.5	5.4	40.0
41 –50 years	8.9	1.7	3.5	.6	2.3	17.0
50years and above	0.5	0.1	0.2	.0	0.1	1.0
TOTAL	70.0	13.0	27.0	5.0	18.0	133.0

CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	10.090 ^a	12	.608
Likelihood Ratio	10.067	12	.610
N of Valid Cases	133		
a. 12 cells (60.0%) have expected count less than 5. The minimum expected Count is .04.			

At 5% level of significance and df (12) the table value is 10.090

calculated value = 0.04

Significance value ($p=0.005$) < calculated value H_0 is accepted.

INFERENCE

The results of the “**Pearson Chi-Square**” say that $\chi (12) = 10.090$, $P = 0.04$. This tells us that there is a statistically significant association between the age of the respondents and also Based on the training conducted by the trainer on the areas can be shown any development.

ONE WAY ANOVA TEST

Hypothesis is set between the age of the respondents and equal contribution of 12% each from Employer and Employees

NULL HYPOTHESIS

H_0 = There is no statistically significant relationship between age the respondents and equal contribution of 12% each from Employer and Employees

ALTERNATIVE HYPOTHESIS

H_1 = There is a statistically significant relationship between age of the respondents and equal contribution of 12% each from Employer and Employees

DESCRIPTIVES								
AGE								
	N	M E A N	STD. DEVI ATIO N	STD. ERR OR	95% CONFIDENC E INTERVAL FOR MEAN		MINI MU M	MAX I MU M
					LOWE R BOUN D	UPPE R BOUN D		
Agree	73	1. 63	.717	.084	1.4 6	1.80	1	3
Disagre e	3	2. 00	1.000	.577	- .48	4.48	1	3
Neither agree nor disagre e	19	1. 63	.831	.191	1.2 3	2.03	1	4
Strongl y agree	35	1. 34	.639	.108	1.1 2	1.56	1	3
Strongl y disagre e	3	2. 33	1.155	.667	- .54	5.20	1	3
Total	133	1. 58	.741	.064	1.4 5	1.71	1	4

ANOVA					
AGE					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.434	4	1.108	2.087	.086
Within Groups	67.987	128	.531		
Total	72.421	132			

INTERPRETATION

This is the table that shows the output of the ANOVA analysis and we have a statistically significant difference between our group means. We can see that the significance level is 0.086, which is more than 0.005. Therefore, there is a statistically significant relationship between the age of the respondents and equal contribution of 12% each from Employer and Employees.

CONCLUSION

The Policy of the organization gives offices to all adjust development of People via preparing in-house and outside the association, Reorientation, sidelong portability and self-improvement through self-inspiration. The Policy grooms each person to understand his potential altogether features While adding to achieve higher hierarchical and individual objectives. The Policy constructs groups and cultivates collaboration as the essential instrument altogether exercises. The Policy executes even handed, logical and target arrangement of prizes, motivators and control. The Policy perceives worth commitments on schedule and properly, to keep a significant

degree of representative inspiration and resolve. The representatives concur on the piece of their exhibition that they know what is normal from them. The representatives see how their work objectives identify with organization objectives. Organization moves the representatives to accomplish their best work each day. The workers are not happy with the correspondence and dynamic measure as it releases the data identified with association. The workers don't get the proper acknowledgment and compensations for their commitments and achievements. The workers feel that they are not paid decently for the commitments they make to organization's prosperity.

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