

# A STUDY ON EFFECTIVENESS OF HR PRACTICES WITH REFERENCE TO P.A FOOTWEAR PRIVATE LIMITED CHENNAI

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**ABSTRACT:** The research study is descriptive and hypothesis research in nature. The descriptive research design means the research which is done to understand the present situation of the study, Primary and secondary source of information were collected for this study. A primary source of information is an imaginative data source, that is, one during which the data are collected firsthand by the researcher for a specific research purpose and therefore the secondary source of knowledge means research method that involves using already existing data. The data has been collected using questionnaire. The questionnaire has been conducted with few questions concerning the talents available at leather products for the event in employee satisfaction and to realize management goals. This study is conducted among 150 respondents. The type of sampling technique used for the study is stratified random sampling. Analysis and interpretation are done using the statistical tools like Percentage Analysis, Chi-Square test, Correlation and ANOVA. Data are presented through tables and charts during this study. All through analysis has also been done on the responses given by the respondents based abreast of which conclusion are drawn.

**Key Words:** HR Practices, Employee Welfare, Recruitment and selection, Employee satisfaction.

## I. INTRODUCTION

Human Resource Practices is that the function within a company that focuses on Recruitment & selection, Training & Development, Reward, Performance and therefore the direction of the people within the organization. Human Resource Management is additionally performed by line manager. The Human Resource Practices was outsourcing to Organization long

before it became the buzzword that's today. The Principle of outsourcing is applied to this creative company itself. A core team of the Human Resource Practice staff ensures that long-Term clients receive maximum Value from more services resourcing from a database. The Human Resource Practice was running a virtual organization way earlier than when it's became a trend within the new economy. This core competency implies that the correct consultants or practitioners are accustomed meet our client's needs.

## 2. INDUSTRY PROFILE

Production of wonderful, in large quantities after processing from raw materials to more valuable products is termed manufacturing industry. Manufacturing industry is taken under consideration because the backbone of the economic development. It helps in modernizing agriculture which is that the backbone of our economy and it export of manufactured goods expand trade and commerce and brings much needed interchange. Leather goods and products have always been utilized by man for several millennia as a tool of luxury, protection, comfort, utility, fashion, and warmth. The Indian relationship with this highly versatile and useful material dates back almost five thousand years. Today, Leather remains thought to be an emblem of prestige and well-being.

## 3. COMPANY PROFILE

P A. Footwear Private Limited could be a Private incorporated on 08 July 1987. It is classified

as Non-government 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. 16,091,100. It is involved in Other service activities. Since our first factory in 1987, we now have expanded our manufacturing operations to 2 tanning units in Ranipet; three upper making facilities and along-lasting unit near Chennai. We are supported by a highly skilled and competent workforce of a touch over 2200 staff and workers across all 6 plants. P A Footwear Pvt Ltd., could be a family-owned business that has grown from being just an upper making unit that produced 500 pairs every day to an organization that has capacity to create 2 million pair of leather shoes and uppers a year.

#### 4. NEED FOR THE STUDY

Good human resource practices can help in attracting and retaining the most effective people within the organization. Training people for challenging roles, developing right attitudes towards the work and also the company, promoting unity among employees and developing loyalty and commitment through appropriate reward schemes. The physical facility like canteen, quarters, schools, medical health, etc. is also planned before. Human Resource practices as detected previously prepares peoples for further challenges. The "starts" are often picked up and kept ready for further promotions when never they arise.

#### 5. SCOPE OF THE STUDY

The study will help the organization to understand the present levels of engagement of their employees and can allow them to require necessary actions to motivate them to perform better and enhance their satisfaction and intention to remain within the organization. This study would help to reinforce the progress of organization by understanding the necessity of the staff to satisfy their common needs and improving employee standard of living.

#### 6. OBJECTIVES OF THE STUDY

##### PRIMARY OBJECTIVE

- To analyze the effectiveness of Human Resource practice followed by P.A. FOOTWEAR PRIVATE LIMITED.

##### SECONDARY OBJECTIVE

- To discover the Recruitment and Selection process within the organization and acquire the response from the workers.
- To know the Salary, Compensation and Benefit provided within the organization and to verify the satisfaction levels of the staff.
- To know Safety, Welfare, and Health provided within the organization and to verify the satisfaction level of the worker.

#### 7. REVIEW OF LITERATURE

Chenniappa Gounder, Loganathan, 2015. International Journal in Management and science (Impact Factor- 4.358). 3. 168-180. Growth of Indian textile industry is immense and also the role of state is critical in textile industry. Mahapatra, Indus & Kar, Ajit. (2018), Today the globe of labor is rapidly shifting. Human Resource Management (HRM), as a component of organization, must be prepared to accommodate effects of varying world of labor. Thus, for the HR people it's all about comprehending the ramification of globalization, corporate downsizing, changing skill requirements, the contingent men, workforce diversity, continuous improvement initiatives, decentralized work sites, re-engineering and employee involvement. M. Suman Kumar, P. Archana, Innovative Human Resource Practices: (2017) This paper aims to present a narrative literature review on IHRP (Innovative Human Resource Practices) from last twenty years. It identifies the gap in existing literature and supply direction for further research, studies are classified and presented on the premise of your time period, and issues

covered, distribution of literature in various resources, methodology used, country wise publications and contributions made by their searchers on the concept. Dr. T. Gayathri, D. Rajkumar: (2015) HR practice provides a company with a mechanism to manage risk by staying up thus far with current trends employed standards and legislation. Lai, Yanqing & Johnstone, Stewart. (2016) we discover a positive and direct relationship between the employment of certain formalized human resource (HR) practices and SME performance, measured by financial performance and labor productivity.

**8. RESEARCH DESIGN**

Descriptive Research design was adopted to check the employee satisfaction towards HR practices in P.A Footwear private limited, Chennai. There have been about 150 samples are collected from the employees. Data was collected through questionnaires. The questionnaire consists of three parts, Part A captured the demographic and behavioral profile of the respondents, Part B consisted about the employee welfare activities, and Part C consists of the suggestions and also the changes that may be made for the employees in an organization.

**9. RESULT AND DISCUSSION**

The demographic profile indicates, 59.33% of the respondents are male, 40% belong to the cohort between 25 - 35. Almost 50% of the respondents are satisfied with their Welfare activities and Recruitment & Selection.

**Table No 1:** Demographic and Behavioral Profile

Variable		Frequency	%
Gender	Male	89	59.33
	Female	61	40.67

Age	Under 25	30	20
	25 - 35	60	40
	35 - 50	40	26.67
	50	20	13.33
	Above 50		
Qualification	Illiterate	10	6.67
	Below 10 <sup>th</sup>	15	10
	Below 12 <sup>th</sup> / Diploma	65	43.33
	Degree Holders	60	40
Experience	0-2 yrs	84	56
	2-5 yrs	36	24
	5-10 yrs	17	11.33
	10 years above	13	8.67
Income Level	Below 10000	8	5.33
	10000-15000	63	42
	15000-20000	42	28
	20000 Above	37	24.67

**Table No 2:** Table showing the opinion about Experience of the respondents and Income level of the Respondents.

	Observed N	Expected N	Residual
0-2yrs	84	37.5	46.5
2-5yrs	36	37.5	-1.5
5-10yrs	17	37.5	-20.5
Above 10yrs	13	37.5	-24.5
Total	150		

**Income for the respondents**

	Observed N	Expected N	Residual
Below 10000	8	37.5	-29.5
10000-15000	63	37.5	25.5
15000-20000	42	37.5	4.5
Above 20000	37	37.5	-5
Total	150		

**Test Statistics**

	Experience of the respondents	Income for the respondents
Chi-Square	84.933 <sup>a</sup>	41.416 <sup>b</sup>
df	3	3
Asymp. Sig.	.000	.000

a. .0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 37.5.

b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 37.3.

**Inference:** Here the significance occurs at .000 and it is less than 0.05. Hence H<sub>0</sub> is accepted.

**Results:** There is no significant difference between Experience of the respondents and income level of the respondents.

**Table No 3:** Table showing the respondents opinion of welfare activities.

**Weighted Average**

S.no	Opinion	No of the respondents	Weights	Total score	Mean Score
1	Highly Satisfied	44	5	220	
2	Satisfied	81	4	324	3.98
3	Neutral	12	3	36	
4	Dissatisfied	4	2	8	
5	Highly Dissatisfied	9	1	9	
	Total	150	15	597	

Mean score = Total score / No. of Respondents

$$= 597/150$$

Mean score = 3.98

**Results:**

From the above table it is inferred that most of the respondents are satisfied with the Welfare Activities at P A Footwear Pvt Ltd.

**10. LIMITATIONS**

The accurate response will not get from the respondent bias in answering the question

might affect the result. Time duration is one of the major limitations in this study. The researcher faced some difficulties in getting the particular from the workers at the factory because of their literacy and ignorance.

## 11. CONCLUSION

This research highlights some of the small gaps in employee satisfaction towards the company. In general, the industries are believed in employee satisfaction and productivity hours. Quality machines include not only the quality of the product but also the quality of work life. P A Footwear Pvt Ltd aim is to promote the peaceful industrial relations and good organizational climate through personal department. The industry succeeds because the culture of the organization which is highlighted by management and the employees. Since employees are the backbone of the industries. So, industries are satisfied them in order to improve the business in their competitive market of the liberalized economy.

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