



## A STUDY OF IMPACT OF HUMAN RESOURCE MANAGEMENT ON EMPLOYEES IN AN INDIAN COMPANY

**Dr. Mukund N. Haladkar**

Assistant Professor, (HOD), Department of Commerce, Rajarshi Shahu Arts and Commerce  
College, Rukadi, Taluka : Hatkanangle, District : Kolhapur,

### ABSTRACT:

*Man is a social animal. So man prefers to live in a group. After 1991, the concept of globalization came to India. As a result, many kinds of business ventures started on a large scale. As a result, management has an important place. This led to the introduction of management courses in many parts of India. Due to globalization, managers have an important place in the business, so the opportunity to get a job in a very good position for a person with a degree in management began to appear.*



**KEY WORDS:** Human Resource Management, Indian Company.

### INTRODUCTION

In developing and democratic nations like India, human resource management gained prominence after 1991. Human resource management is an important part of industrial management. Human resource management consists of many factors such as knowledge, skills, qualifications, experience and the impact of the field in which one has graduated. Human resource management has gained a very important place in the present modern age. Human resource development depends on the resources available in the area. The stronger the effective human resources in an area, the greater the qualitative development of that area. According to researchers, knowledge, qualifications and skills must be in the hands of every person in the business sector if a developing country like India is to achieve qualitative development. The resources available at any place play an important role in the qualitative development of any business. The selection of individuals in the profession for the qualitative development of the business, the work assigned to each person, the quality of the person, the method of work of the person, evaluation of each person's work, selection process, honor and prestige of the person. Understands the direction in which human resource management is playing its role. There are many types of companies in India, but there is a limit to the number of companies that have been selected by the researcher to provide products and services. The research shows that the method of human resource management in each company is done and the factors that affect the human resource management favorably and adversely on the workers in the business. This research will be useful to companies providing various products and services in the country as well as industry and business. Business objectives are achieved by effectively utilizing the various tools available to the individual. The development of any individual and his family in the world as well as the country and society does not happen by accident but the proper use of available tools and equipment depends on these factors. There

are different types of resources, including natural resources, financial resources, human resources, and three types of researchers are involved in sustainable business development. It helps to increase the efficiency of knowledge, qualifications and skills of human capital in order to fulfill the strategic objectives of the company and the organization. Human resource management plays an important role in increasing the efficiency of the workforce. Human resource management includes factors such as recruitment, selection, training of employees, transfer of staff, promotion retirement, security services etc.

#### **PROBLEMS OF THE STUDY:**

Indian human resource management affects employees in different ways. It does not have the right manager, it is difficult for the manager to get work from the employees in difficult times, it is difficult to increase their capacity as there is competition in many types of business ventures. Many times the manager has to work with the best quality of work from the employees.

#### **OBJECTIVES OF THE STUDY:**

The main objective of this research is to study the impact of human resource management on workers in India and some specific objectives are given below.

1. To study the impact of human resource management on recruitment of employees in Indian company.
2. To study the challenges facing human resource management in India.
3. To suggest the remedies.

#### **SIGNIFICANCE OF THE STUDY:**

In the current situation, it is very important to study human resource management. In the age of globalization, human resource management and industrial management are closely linked. The research will be used in a variety of industrial sectors, including services and manufacturing. The knowledge of the employees using this research. It will be used to enhance qualifications and skills. This research will be used to resolve disputes between employees and employers as well as managers. This research will be useful for the proper use of all types of research, both tangible and intangible. In the present scenario, it will be of great use to research institute research students as well as service-oriented institutes for conducting research in the future. This research is extremely useful for improving the quality of business by using human resources properly. This research will help the quality of the business as well as the products to be sold at a very fast pace. The manager has to consider the physical and mental abilities of the employees so the manager has to face many challenges in the business. Not all employees in the business will have the knowledge, skills and expertise so it is impossible to give a specific order to all employees at the same time. Managers find that employees have an ideology that does not allow employees to work without giving them financial and non-financial motivation. Managing staff by hand is difficult for managers by studying human resource management. Managing staff needs to be motivated in different ways and motivated by their knowledge, skills and experience. There are many types of employees in the business but it is necessary to handle all those employees in a very good way and work from the point of view that they will achieve the objectives of the business. The qualities of the product and the demand for the product have to be considered by the manager while considering human resource management. So the researcher

#### **SCOPE OF THE STUDY:**

The scope of human resource management is very large considering the impact it has had on the employees in the company in India. The scope of human resource management and its success can be seen in the depth of knowledge, qualifications and skills. Human resource management involves the management of materials in a business, including the internal transportation of storage valuation materials required for production operations. Human resource management involves product management. The quality of the product is determined by the quality of the product. Adoption of these

techniques, financing Also in marketing management, market research, distribution routes, sales strategies, organization of sales department and control over sales purchases are studied. Office Management Human Resource Management to save time labor money as well as transfer promotion security service recruitment training staff recruitment and the scope of this human resource management is that many factors such as selection are included in this human research management.

#### **PERIOD OF THE STUDY:**

The research period is from 1st April 2021 to 31st March 2022. Researchers have studied companies providing services and products during this period.

#### **LIMITATIONS OF THE STUDY:**

The researcher has studied human resource management in service and manufacturing companies in India. The limitation of this research is that this study has been done using secondary tools. The scope of this research is to study the impact of human management resources on employees in business in India.

#### **RESEARCH METHODOLOGY:**

Researchers have used a number of tools in the study of human resource management, especially the use of secondary tools.

#### **DATA COLLECTION:**

The researcher has used the following secondary tools.

#### **SECONDARY DATA:**

For this research, the researcher used reference books, serial books, government office books, magazines, research papers, research articles as well as reference books. M.Phil and Ph.D. literature, newspapers, internet, etc.

#### **RESEARCH METHOD:**

The present researcher has been used convenience sampling method for the study.

#### **DESCRIPTIVE ANALYSIS OF THE STUDY:**

The spirit of human resource management is understood. Skilled human resources are the key to the success of any business organization. Special attention is paid to human resource management in government, semi-government, private and educational sectors as well as in trade and business as psychology has a very important place. The success of any business organization depends on the management of that organization and the success of the management depends largely on the efficiency of the manager, so the manager needs to develop the qualities of management. The researcher has framed the issues in such a way that students and practitioners will easily understand and enjoy the subject. It also outlines all the latest techniques and psychological theories related to human resource management and development in business organizations and enterprises. Researchers have studied what is the first resource in the study of human resources and development in India. Accounting for human resource management is essential. The researcher has studied the financial and non-financial factors such as staff transfers and segregation in human management organizations as well as the motivation given to the employees. According to researchers, in the current situation, in every business, the manager is playing his role while getting more work from the employees for less pay.

#### **CHALLENGES BEFORE HUMAN RESOURCE MANAGEMENT:**

Human resource management is the largest and most important branch in management. In the current situation, there may be a difference between management and human resource management. Researchers have discussed the importance of managing human research or manpower.

From this discussion the importance of human factors and the role of human factors in the work of management are understood. Management has become a profession in modern times in which many challenges are accepted to carry out the responsibility of managing business ventures voluntarily and consciously by acquiring adequate education, editing and acquiring various expected skills. Modern machinery is used in the production work but the productivity of the machine depends on the efficiency and skill of the workers operating the machine. Human resource management is essential to increase the production capacity of high quality goods. While the success of a manager depends on the privileges and privileges he receives, his success depends primarily on the manner in which he is employed by all the employees in his enterprise. Getting work done by employees is a very difficult process. The differences between the employees in terms of physical strength or physical ability are even more acute than in the case of physical actresses. In modern times, even in developing countries, the rapid growth of industry has resulted in large scale production of goods and increased competition in the market. There is a difference between personnel management and human resource management. The fundamental difference between human resource management and personnel management is that human resource is a process of human development and the scope of human research is wider than personnel management and personnel management involves human resource management. Personnel management is a basic and progressive concept and human resource management started from staff management. The role of human resource management in the business environment is changing. The business environment is constantly changing. Businesses have a favorable or unfavorable business environment. The manager has to face new problems so the business needs to adapt to the changing environment. Competition in the market, changes in globalization technology, the business environment is changing. Managers face many challenges in dealing with this changing business environment. Managers have an important role to play in solving problems that arise in the business environment. Managers have a very close relationship with human resource selection, training and development in human research. The manager has to face many challenges. It is necessary to find suitable workers for a specific job in the business. Co-operation is required for training from the workers but it is not possible to guarantee the expected co-operation from the workers. The development of the factory requires a harmonious relationship between the workers and the employers, but the demands of the workers create disputes between the workers and the employers, and the manager has to go through various qualitative factors to resolve these disputes. The human resource manager has to take special care of the provisions made for the welfare of the workers. The environment of the place where the workers work has to be safe. Similarly some facilities have to be provided for the safety of the workers. For example, medical facilities, insurance, canteen facilities, recreational facilities, restroom transportation facilities, etc., have to be provided to the manager. Providing Manpower in Human Resource Management The choice of hiring staff in an organization is a challenge for a manager. Necessary and important information about the workers has to be obtained. Expansion of business in business, modernization, mechanization, etc. is important from the point of view of the manager. The entire responsibility for the actual implementation of labor policies rests with the human resource manager. It is important from the manager's point of view for the workers to accept the new labor policies and implement them directly.

#### **SUGGESTIONS:**

1. Managers need to take care of the health of their employees while using them for work.
2. Care must be taken to ensure that no employee in the business is required to perform low-wage recurring work.
3. Employees in the business need to be promoted at the right time.
4. It is necessary to provide financial and other financial benefits to all the employees in the business as well as provide them all kinds of facilities.
5. Provide the facilities required by the staff for their family, including recreational and educational facilities for the children.
6. Guide business employees to avoid any kind of controversy.

- 
7. All employees in the business must be paid or paid on time.

### CONCLUSION:

In developing and democratic nations like India, human resource management has a very important place in terms of managerial as well as sustainable development of the country. If all types of employees in India are to be developed in a sustainable and appropriate manner, then human resource management must be done in a very efficient manner and the employees must be properly paid and promoted. In the current globalization, it is necessary to provide them with financial and other facilities as well as recreational facilities, health facilities, school facilities for children, special facilities for women. With the Indian economy and trade booming since 1991, managers have an important role to play in human resource management.

### REFERENCES:

1. Delery, J. E., & Shaw, J. D. (2001). The strategic management of people in work organizations: Review, synthesis, and extension. *Research in personnel and human resources management*, 20, 165-197.
2. Dwyer, L., & Kim, C. (2003). Destination competitiveness: determinants and indicators. *Current issues in tourism*, 6(5), 369-414.
3. Gentzoglanis, A. (2007). International Competitiveness in the Telecommunications and ICT Sectors: A Cross-Country Comparison.
4. Hawken, P., Lovins, A. B., & Lovins, L. H. (2010). *Natural capitalism: the next industrial revolution*.
5. Hayton, J. C. (2003). Strategic human capital management in SMEs: An empirical study of entrepreneurial performance.
6. D. P. (2000). *Having trouble with your strategy? Then map it*: Harvard Business School Publishing Corporation.
7. Naquin, S. S. (2003). *Approaches To Training And Development: Revised And Updated: Basic Books*.
8. Provost, L. P. (2009). *The improvement guide: a practical approach to enhancing organizational performance*: John Wiley & Sons.
9. Lee, J.-N. (2001). The impact of knowledge sharing, organizational capability and partnership quality on IS outsourcing success.