



Review of ReseaRch

ISSN: 2249-894X

Impact Factor : 5.7631 (UIF)

Volume - 12 | Issue - 8 | May - 2023



TO STUDY THE ETHICAL ISSUES OF HRM POLICIES AND PRACTICES WITH SPECIAL REFERENCE TO DEMOGRAPHIC AND SOCIO-ECONOMIC FACTORS OF EMPLOYEES IN PRIVATE SECTOR BANKS IN PUNE CITY

Shrawani Milind Parse¹ and Dr. Anilkumar L. Rathod²

¹Researcher

² Principal, Seth G. B. Murarka Arts and Commerce College, Shegaon.
Dist. Buldana (M.S.)

ABSTRACT:

The main elements that direct management for better development, utilization, and prosperity for employers, employees, and the business are ethical aspects of HRM policies and practices. The foundation of human behavior in organizations is a set of essential ethical values. These ideals are linked to moral concerns with HRM practices and policy. They are crucial to maintaining good interpersonal relationships and the efficient operation of the business. It promotes the growth and success of the organization's human resources. It aids in achieving the goal and generating revenue for the company. Workplace ethics require special consideration, which calls for research, education, and appropriate training. From both a personal and organizational HRM department perspective, ethics is unquestionably a crucial idea. The development of human resources, resource allocation, and strategic human resource management are just a few of the areas of modern management where ethical concepts have a significant impact.

It is crucial to be aware that there aren't enough research studies on moral HRM practices and policies in private sector banks, particularly in India and large cities. As a result, the researcher made the decision to investigate the ethical implications of HRM practices and regulations. Thus, the statement of the problem is "To study the Ethical issues of HRM policies and practices with special reference to demographic and socio-economic factors of employees in private sector banks in Pune City"



KEYWORDS: HRM policies and practices, ethical values.

INTRODUCTION

It is challenging for professionals to ignore the crucial ethical issues in the global community, their daily lives, and their work in the modern world because of scientific and technological advancements, economic realities, pluralistic worldviews, and global communication. As Donahue (1996) writes, "We are in the throes of a giant ethical lip that is essentially embracing all of humankind." Many professionals are becoming to appreciate conventional ethical concepts and different points of view from others as contentious and delicate ethical concerns continue to confront bank professionals and other professionals.

People occasionally dispute on what is good and wrong, and ethical rules are not always immediately obvious. Some people are led to believe that ethics are solely dependent on personal

preferences as a result of these considerations. But, if professionals are to contribute to the global discussion of ethics, they must go beyond just upholding personal convictions or untested assumptions put out by others. To be able to recognize and analyse ethical concerns and dilemmas data that are pertinent to nurses in the twenty-first century, professionals need to have a basic awareness of the concept, principles, techniques, and theories that have been employed in studying ethics throughout history. According to Hope (2004), "we need to grow our hearts as well as power mind" because mature ethical sensibilities are essential to ethical conduct.

Table 1: Gender wise classification of bank employee

Gender	N	Percentage
Male	328	65.6
Female	172	34.4
Total	500	100
Chi-square value	DF	P
48.672	1	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 1 illustrates information pertaining to the gender wise classification of bank employees working in private sector banks in Pune city. It is evident that 65.6% bank employees are male whereas 34.4% bank employees are female. It is apparent from non-parametric Chi-square test analysis that there is significant difference (Chi-square value- 48.672; df-1; P<0.05) among private sector bank employees with respect to their gender. Hence substantially high percentage of bank employees working in private sector bank at Pune city are male.

Table 2: Age group wise classification of bank employees

Age	N	Percentage
Less than 30 yrs.	49	9.8
30 to 35 yrs.	95	19.0
36 to 40 yrs.	158	31.6
41 to 45 yrs.	126	25.2
46 to 50 yrs.	44	8.8
Above 50 yrs.	28	5.6
Total	500	100
Chi-square value	DF	P
159.838	5	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 2 demonstrates information regarding the age group wise classification of bank employees working in private sector banks in Pune city. It is apparent that 31.6% bank employees belong to 36 to 40 years' age group whereas 25.2% bank employees belong to 41 to 45 years' age group. In addition to this, 19.0% bank employees belong to 30 to 35 years' age group whereas 9.8% bank employees belong to less than 30 years' age group. Furthermore, percentage of bank employees belonging to age group 46 to 50 years and above 50 years are 8.8% and 5.6% respectively. It is evident from non-parametric Chi-square test analysis that there is substantial difference (Chi-square value- 159.838; df-5; P<0.05) among bank employees with respect to their age. Hence, noticeably high percentage of bank employees working in private sector bank at Pune city belong to 36 to 40 years' age group.

Table 3: Marital status wise classification of bank employees

Marital status	N	Percentage
Married	426	85.2
Unmarried	74	14.8
Total	500	100
Chi-square value	DF	P
247.808	1	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 3 illustrates information pertaining to the marital status wise classification of bank employees working in private sector banks in Pune city. It is evident that 85.2% bank employees are married whereas 14.8% bank employees are unmarried. It is apparent from non-parametric Chi-square test analysis that there is significant difference (Chi-square value- 247.808; df-1; P<0.05) among bank employees with respect to their marital status. Hence substantially high percentage of bank employees working in private sector bank at Pune city are married.

Table 4: Category wise classification of bank employees

Category	N	Percentage
General	91	18.2
Other Backward Class	229	45.8
Schedule Caste	120	24.0
Schedule Tribe	34	6.8
VJ/NT	26	5.2
Total	500	100
Chi-square value	DF	P
269.54	4	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 4 demonstrates information regarding the category wise classification of bank employees working in private sector banks in Pune city. It is apparent that 45.8% bank employees belong to other backward class category whereas 24.0% bank employees belong to schedule caste category. In addition to this, 18.2% bank employees belong to general category whereas 6.8% bank employees belong to schedule tribe category. Furthermore, percentage of bank employees belonging to VJ/NT category are 5.2%. It is evident from non-parametric Chi-square test analysis that there is substantial difference (Chi-square value- 269.54; df-4; P<0.05) among bank employees with respect to their category. Hence, noticeably high percentage of bank employees working in private sector bank at Pune city belong to other backward class category.

Table 5: Education wise classification of bank employees

Education	N	Percentage
Matric	82	16.4
Higher Secondary	121	24.2
Graduate	220	44.0
Postgraduate	61	12.2
Higher	16	3.2
Total	500	100
Chi-square value	DF	P
237.42	4	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 5 demonstrates information regarding the education wise classification of bank employees working in private sector banks in Pune city. It is apparent that 44.0% bank employees were educated up to graduate level whereas 24.2% bank employees were educated up to higher secondary level. In addition to this, 16.4% bank employees were educated up to matric level whereas 12.2% bank employees were educated up to postgraduate level. Furthermore, percentage of bank employees were educated up to higher level was 3.2%. It is evident from non-parametric Chi-square test analysis that there is significant difference (Chi-square value- 237.42; df-4; P<0.05) among bank employees with respect to their education. Hence, substantially high percentage of bank employees working in private sector bank at Pune city were educated up to graduate level.

Table 6: Family member wise classification of bank employees

Family Members	N	Percentage
3	101	20.2
3 to 6	312	62.4
7 to 10	48	9.6
More than 10	39	7.8
Total	500	100
Chi-square value	DF	P
390.96	3	<0.05

N- No. of Respondents; DF- Degrees of Freedom; P- P Value (significance)

Above Table 6 demonstrates information regarding the family member wise classification of bank employees working in private sector banks in Pune city. It is evident that of 62.4% bank employees are 3 to 6 family members whereas 20.2% bank employees are 3 family members. In addition to this, 9.6% bank employees are 7 to 10 family members whereas 7.8% bank employees are more than 10 family members. It is evident from non-parametric Chi-square test analysis that there is substantial difference (Chi-square value- 390.96; df-3; P<0.05) among bank employees with respect to their family members. Hence, noticeably high percentage of bank employees working in private sector bank at Pune city are 3 to 6 family members.

CONCLUSION

Most of the bank employees working in private sector bank at Pune city are male. Majority of bank employees belong to 36 to 40 years' age group. Substantially high percentage of bank employees are married. Noticeable population of bank employees working in private sector bank belong to other backward class category. Substantially number of bank employees are educated up to graduate level. Majority of bank employees working in private sector bank at Pune city are 3 to 6 family members.

REFERENCES

1. Angeles, P. A. (1981). Dictionary of philosophy. New York: Harper & Row.
2. Armstrong, M (2006). Human Resource Management Practices, 10th edition, Kogan Page Publication, pp.11
3. Bohrnstedt, G. W. (1983). Measurement, Handbook of Survey Research. San Diego: Academic Press INC.
4. Bowie, Norman E. (1998). "A Kantian Theory of Meaningful Work." *Journal of Business Ethics* 17: 1083–1092
5. Boxall, P. and Purcell, J. (2000). Strategic Human Resource Management: Where Have We Come from and Where Should We Be Going? *International Journal of Management Reviews* 2(2):183 – 203.

6. Braga, B.M., de Camargo Oliva, E., de Miranda Kubo, E.K. *et al.* (2021). An Institutional Approach to Ethical Human Resource Management Practice: Comparing Brazil, Colombia and the UK. *J Bus Ethics* 169, 57–76.
7. Byars, L.L. and Rue, L.W. (2004). *Human Resource Management*, 7th Edition, Boston: McGraw-Hill, pp.21
8. Caldwell, C. and Peters, R. (2018), "New employee onboarding – psychological contracts and ethical perspectives", *Journal of Management Development*, Vol. 37 No. 1, pp. 27-39.
9. Claydon, Tim, and Mike Doyle. (1996). "Trusting Me, Trusting You? The Ethics of Employee Empowerment." *Personnel Review*, 25(6): 13–25
10. De Silva, V. and Opatha H.H.D.N.P. (2015). Role of Ethical Orientation of HRM in Establishing an Ethical Organizational Culture: A Literature Review and Implications, 12th International Conference on Business Management (ICBM) 2015
11. De Silva, V., Opatha H.H.D.N.P. and Gamage, A.S. (2016). Towards Extending the Ethical Dimension of Human Resource Management, *International Business Research*; 9(10).
12. Drucker, P.F. (1954). *The practice of management*. New York: Harper & Brothers.