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EMPLOYEE'S PERCEPTION TOWARDS HR POLICIES IN IT COMPANIES - A STUDY

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ABSTRACT:

HR today is a key contributor towards solving organizational issues and achieving relevant business outcomes. The market scenario after the recession has led to radical changes in the IT industry. From time to time there is a need for the researchers to pause and reflect on the status of the HR practices. Best HR practices will help the organization in bringing about radical improvement rather than incremental ones. The current study is an attempt to study

and analyse the HR practices in the IT sector. The study identified two sets of main variables, the traditional HR practices and the modern HR practices. Further each main variable had sub variables under them which were used for analysing the HR practices. The related issues are varied indeed: recruitment of world-class workforce and their retention, compensation and career planning, technological obsolescence and employee turnover. This paper explains the HR challenges and practices in software Industries.

KEYWORDS: HR Policy, IT Company, IT Employee, HR Practices.

INTRODUCTION

Human resources play a significant role in the success of the organization. Human resources are the people that staff and operate an organization. HRM is an organizational function that manages the people and issues identified with individuals, for example, compensation, hiring, performance management, and training. Hence HRM is indispensable to the organization. Efficient management of the finances and markets rely on human resources. Henceforth

there is the need for effective management of human resources irrespective of the size and nature of the organization. HRM is a very fruitful process to be applied not only to industries but also in the social service sector. All these strategies systems and techniques that an organization uses to help its employees, acquire and strength their compatibilities which are vivid under HRM technologies. Separate HRM departments, Proper HRD systems and climate, performance appraisal system, training, organization development and interventions, career planning, rewards, employee welfare systems, quality of work, Job enrichment and human resource information system

are being used as HRM mechanism by the organizations worldwide. HRM is a strategic approach for the management of an organization. The people working there who individually and collectively contribute towards achievement of its Common goal. HRM can be considered as a set of interconnected policies with an ideological and philosophical Support (Storey; 1989). It is distressed with the employment, development and compensation of

people in organizations and conduct of association between employer and the employee.

Policies in the management of HR cover a wide variety of subjects. A comprehensive coverage of policies embrace any action or decision, taken by either employees or employers in relation to the working condition, the rights and responsibilities of employees and employers, and the action of both society. One policy may be a statement of prevailing for employee attendance and another statement of employer obligations in grievance handling. One policy may describe conditions under which loans will be granted whereas another may indicate conditions under which an employee is subjected to eject. Procedures advise the details for carrying out policies. They spell out the specific rules and regulations and personnel responsible for executing policies. Procedures also filter what is to be done in particular conditions.

OBJECTIVES

- To study the impact of educational qualification of employees on the employee's perception towards HR policies.
- To suggest measures to improved implementation of policies on the IT companies in the study area.

RESEARCH DESIGN

The present study is descriptive in nature and measures the employees' perception towards HR policies implemented in IT companies in study area. The independent variables are type of job and educational qualification.

SAMPLING DESIGN

The population comprises all the employees working in IT companies in Chennai city. The number of respondents who were considered for final analysis was 50. The sampling method used was snow ball sampling. The organizations considered for data collection were Hi-tech, Tech M and Ayan technology, Chennai.

DATA COLLECTION METHODS

The questionnaire method was used to collect primary data and secondary data has been collected from various sources such as search engines, magazines, journals and etc. The questionnaire has five questions based on demographic profile and twenty questions based on the variables.

ANALYTICAL TOOL

Chi-Square was applied to test the stated hypotheses. The data analysis was done by using computer software SPSS.

Data analysis and interpretation

Table 1: Socio-Economic Profile of the Respondents

Particulars	No. of respondents	Percentage
Age		
Below 30yrs	18	36
31 to 40yrs	12	24
41 to 50yrs	13	26
51yrs & above	07	14
Gender		
Male	13	26
Female	37	74
Marital status		
Married	32	64
Unmarried	18	36

Educational Qualification		
Under graduate	36	72
Post Graduate	14	28

Table-1 reveals that one third (36%) of the respondents were below 30yrs of age group, 26% were 41 to 50yrs, 24% were 31 to 40yrs and remaining 14% were 51yrs & above. Vast majority (74%) of the respondents were female and remaining 26% were male. Majority (64%) of the respondents were married and remaining 36% were unmarried. Vast majority (72%) of the respondents were under graduate and remaining 28% were post graduate.

Research Hypothesis: There is no significant difference between educational qualification and their overall employee perception IT policy.

Table 2: Difference between Educational Qualification and their Overall Employee Perception

Overall employee perception	N	Mean	S.D	Statistical Inference
Under graduate	36	63.34	0.915	t=11.057
Post Graduate	14	61.12	1.014	0.016<0.05 Significant

Table-2 shows that there is no significant difference between educational qualification and their overall employee perception IT policy. Hence, the calculated value is less than table value (0.016<0.05). The research hypothesis is rejected.

CONCLUSION

In the present competitive world, the IT companies are facing lot of competition. The IT companies have felt that the employees are equally important with external customers. Therefore, the company has devised and implemented a number of innovative human resource policies in order to attract the best talent, providing them a good environment to work with and which also enables the company to retain talents and also the employees. A good human resource management environment ensures harmony between the employer and the employee. A healthy organization philosophy ensuring uniform policies at all levels of an organization is necessary. The study reveals there relations between the educational qualification and HR policies. Following open book management style, fair evaluation system and knowledge sharing initiative can make the practices more effectively and helps the organization to accomplish its goal.

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