



RELATIONSHIP BETWEEN QUALITY HR POLICIES AND EMPLOYEES PERFORMANCE

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ABSTRACT

The objective of this study is to examine the impact of quality HR policies on the performance of employees. Due to the increasingly oversimplified business environment, engaging with employees for additional raised levels of performance, responsibility and recognition is a fundamental point to be addressed. Current affiliations that influence and sponsor their employees will truly fulfill the most important authenticity through all-around relationships, empowering them to be more responsive in a rapidly changing business environment.

The results of the present study suggest that employee performance dimensions such as compensation, organization behavior and human resource policies affect the performance of employees.

KEYWORDS:

Organizations, Employees, Performance

INTRODUCTION

Management is a course in planning and attracting others to act. Whereas, Human Resource Management (HRM) characterized by a focus on each regulatory activities through merging multidisciplinary activities and making decisions to reap the benefits through a talented workforce showing diverse staff, social and key systems. Is.

HRM is huge for banks because banking is a support industry. Managing people and managing risk are two major conflicts with banks. How you control people and how you manage threats concludes your end result in a cash-related business. Solid condition management may not be possible without a supply of sensible and fit work. (Hatwal, 2018)

Human Resource Reform (HRD) has assumed monstrous importance in the new presence, be it exchange connection or bank or work place, development of human resource is prime for its fit and spacious

functioning. In a developmental aid to the economy struggling to achieve a greater degree of current it can hardly defy the expectation of talking with its HR to rule out more explicitly and throw up the possibility of the appearance of piles Let the novel be disturbed.

HRM is brought back into the universe of any association and the banking sector is not the key case for it. banking; A support division is essentially wiped out by individuals or customers. Clearly deferred outcome of cash related business depends on proper and competent HR of banks. Customers' delight with canning and support efficiencies is overcome through systems to plan and console the workforce. This part has gone through a non-serious transformation in the latest multiple years related to their HRM.

Furthermore, the meaning of human resources office has actually been loosened over the course of a wide length of time. Verifying, putting together, and sponsorship of functions is seen as one of the most tested undertakings of the present times. (Nusrat, 2014)

Creative practices are created in HRM to capture, enliven employees and loosen their commitment closer to commitment to the partnership. Next, the imaginative HR practices, here, all offer truly thrilling practices and activities that have been adopted by real-time affiliation checks.

The spurt of plans in India's cash-related business shows that the monetary sector is filling in size and refinement to pick up on issues of the overall economy and environment. For now, there is no more exciting time than now to turn HR cycles and put into action some new-age thought called "degrees of progress." Banks should make concrete districts for more requests to have two or three significant bits of data. (Misra, 2015)

India as a whole is seen as perhaps the most confusing emerging economy on earth. HRD has its own and strong end, edge to serve employees with encouraging data and endpoints, HR improvement is fundamental to any plot that needs to be dynamic and growing. (Kumar, 2016)

2. Review of Related Literature

Chahar et al. (2018) focuses on HRM in private sector banks. Producer selected HRM for evaluation - Draft and Judgment; booking and progress; performance appraisal; Work; Update; Give rewards and fight battles. Portraits of 260 experts from 52 commercial banks were chosen as respondents. The evaluation rate was adopted through examination; and t-test. The results expected that the more significant parts of the model were happy with the assessment of all HRM practices carried out by PSBs.

Chinnadurai et al. (2014) focused on the brunt of HRM on work happiness among employees through an unbiased evaluation. Using a coordinated report, accessed 52 models to obtain data related to HRM policies. The completion of the work was seen as the dependent part of the assessment showing; Support, specialist interest and salary were used as free factors. A wide range of different free factors showed a tremendous impact on people, except for performance appraisal after a defeat in the assessment of conviction.

Fatema et al. (2014) proposed an evaluation of HRM guides that lead to workforce fulfillment among aggregated banks. Data was obtained from 100 public SB people and 100 private experts with a systematic diagram. With respect to liquidity concerns affecting the HRM guides, the valuation results showed a Goliath limit from the monetary staff perspective.

Jeet et al. (2014) focuses on the potential consequences of HRM on the performance of limits in banking. The manufacturers thought that different HRMs could be alerted to empower the introduction of banking staff as well. Activities deliberated to put trim labor force parties, social gatherings on the map.

Jha et al. (2015) distinguishes the relationship between HRM policies and the strength of customers among banks. Data was collected from 203 models. The deferred results of the evaluation considered those separately show that clearly affect the responsibility of the customer.

Jyoti et al. (2017) has attempted to limit the HRM system of banks. He thought that HRM in monetary trading made it through some problematic times.

Dhanonjoy et al. (2016) in his Evaluation Paper on HR Practices in Banking attempted to focus on whether the introduction of constructive HR practices produces true or pleasant results among employees in the cash-related sector. Staff acquisition and human resource development campaigns in the Indian monetary sector are not surprisingly precisely suspicious of party and other aid sector affiliations. New practices in human resources can induce original results over explicit responsibility. The survey revealed that the startling test for banks is the means to animate their social strategy, which makes educational capital a fundamental driver of progress.

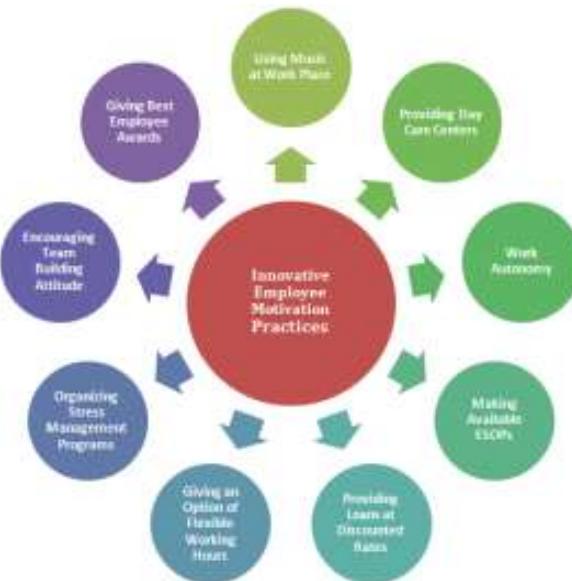


Figure 1: Innovative Employee Motivation Practices

Source: https://www.ijera.com/papers/Vol6_issue3/Part%20-%201/G6301040048.pdf

Mehta et al. (2016) destroyed and deciphered the HRD and Management in banking sector in India, thinking about the SBI. The evaluation saw that Management approach is an essential subsystem of HRD in banks and HR development practices are dropped by a result of the perspective of the management. Presence of good HRD practices was found in the public sector banks, in any case, the changing ideal models in HR ought to be considered for better development of human resources, the review shut.

RESEARCH METHODOLOGY

The research design of the present investigation depends on the understanding that as a result of the scarcity of research on this specific theme it is an exploratory and descriptive examination using a blend of quantitative and subjective strategies. The design of this descriptive examination measures the current factors which measures the buying behavior of consumers. The respondents were given adaptability in denoting their preferences. Thus, this examination is both descriptive and exploratory.

Sample Size

A total of 100 respondents were chosen from public sectors of Delhi-NCR. We selected 100 employees working in different public companies in Delhi-NCR region.

Data Analysis

Regional Distribution of Respondents

Table No.- 1
Regional Distribution of Respondents (Employees)

S. No.	Area Name	No. of Respondents
1.	Delhi-NCR	100
	Total	100

Analysis -

The above table shows the regional details of the respondents. For the study, a total of 100 employees working in different companies of Delhi-NCR were selected.

Age**Table no. 2****Age-wise Classification of Selected Employees**

S.No.	Age-Group	Employees	
		No.	Percentage
1.	20-30	27	27
2.	31-40	58	58
3.	above 40	15	15
	Total	100	100

Analysis:

It is clear from above Table no. 2 that out of total 100 employees from Delhi-NCR, the age group between 20-30 years were 27 (27 percent) and No. of employees with age group 31-40 years were 58 (58 percent). On the other hand, there were 15 respondents with age higher than 40.

Interpretation-

The above chart shows the age percentage of employees in Delhi-NCR. According to which, the percentage of employees in the age group of 20-30 years is 27 and the percentage of age group 31-40 years is 58. While there were 15% respondents in the age-group of above 40.

Table no. 3**Gender Classification of Selected Employees**

S.No.	Gender	Employees	
		No.	Percentage
1.	Male	67	67
2.	Female	33	33
	Total	100	100

Analysis:

It is clear from above Table no. 3 that out of total 100 employees from Delhi-NCR, 67 were male and 33 were females.

Interpretation-

The above chart shows the gender percentage of selected employees in Delhi-NCR. According to which, the percentage of male employees is 67 and the female ones is 33.

Table 4

Analysis of Employees on the basis of working in their respective organization

S. No.	Since how many years have you been working with this organization?	No.	Percentage
1.	0-5 Yrs.	16	16
2.	5-10 Yrs.	47	47
3.	10-15 Yrs.	23	23
5.	More than 15 Yrs.	14	14
	Total	100	100

Analysis:

From above table no. 4, it is clear that out of total 100 selected employees from Delhi-NCR, 16 were working in their current organizations from last 0-5 years. There were 47 and 23 respondents respectively who were working in their respective firms from last 5-10 and 10-15 years. On the other hand, there were only 14 respondents who were working in their respective forms from more than 15 years.

Interpretation-

The above chart shows the analysis of employees on the basis of working in their respective organization. According to which, majority of the respondents i.e. 47% were working in their corresponding organizations from last 5-10 years. On the other hand, minority of the respondents i.e. 14% were working in their corresponding firms from last more than 15 years.

Table 5
Analysis of Employees on the basis of impact of compensation on employee's performance

S. No.	Do you think that compensation affects employee's performance?	No.	Percentage
1.	Agree	24	24
2.	Strongly Agree	33	33
3.	Disagree	23	23
5.	Strongly Disagree	17	17
5.	Neutral	3	3
	Total	100	100

Analysis:

From above table no. 5, it is clear that out of total 100 employees from Delhi-NCR, 24 employees agreed that compensation affects employees performance while 33 respondents were strongly agreed with this statement.

On the other hand, 23 and 17 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of compensation on employees performance. While 3 respondents were neutral about this feedback.

Interpretation

The above chart shows the analysis of employees on the basis of impact of compensation on employees performance. According to which, the percentage of employees who disagree that compensation affects employees performance is 24 percent and those who strongly disagree with this statement are sharing the percentage of 33.

Table 6

Analysis of Employees on the basis of impact of organization environment on employee's performance

S. No.	Do you think that organization environment affects employee's performance?	No.	Percentage
1.	Agree	65	65
2.	Strongly Agree	28	28
3.	Disagree	4	4
5.	Strongly Disagree	2	2
5.	Neutral	1	1
	Total	100	100

Analysis:

From above table no. 6, it is clear that out of total 100 employees from Delhi-NCR, 65 employees agreed that organization environment affects employees performance while 28 respondents were strongly agreed with it.

On the other hand, 4 and 2 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of organization environment on employees performance. While 1 respondent was neutral about this feedback.

Interpretation-

The above chart shows the analysis of employees on the basis of impact of organization environment on employees performance. According to which, the percentage of employees who agree that organization environment affects employees performance is 65 percent and those who strongly agree with this statement are sharing the percentage of 28.

Table 7**Analysis of Employees on the basis of impact of HR policies on employees performance**

S. No.	Do you think that HR policies affects employees performance?	No.	Percentage
1.	Agree	41	41
2.	Strongly Agree	26	26
3.	Disagree	19	19
5.	Strongly Disagree	12	12
5.	Neutral	2	2
	Total	100	100

Analysis:

From above table no. 7, it is clear that out of total 100 employees from Delhi-NCR, 41 employees agreed that HR policies affects employees performance while 26 respondents were strongly agreed with this statement.

On the other hand, 19 and 12 respondents were ‘Disagree’ and ‘Strongly Disagree’ respectively about the effectiveness of HR policies on employees performance. While 2 respondents were neutral about this feedback.

Interpretation

The above chart shows the analysis of employees on the basis of impact of HR policies on employees performance. According to which, the percentage of employees who disagree that HR policies affects employees performance is 41 percent and those who strongly disagree with this statement are sharing the percentage of 26.

CONCLUSION

The results of the current study shows that employee’s performance dimensions like compensation, organization behavior and HR policies affect the employee’s performance.

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