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A Study on Impact of Hr Practices on Hr Decision Making at Hatsun Agro Product Ltd, Salem

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ABSTRACT: The HR division is an essential component of any business, regardless of size. Its responsibilities include optimising employee productivity and protecting the company from possible personnel issues. HR is responsible for hiring, firing, pay and benefits, and maintaining up to date on rules that may affect the company and its employees. Analysing how HR procedures affect HR decision-making at Roots Industries India Limited in Coimbatore is the study's main goal. The sample for this study is 120 individuals. Convenience sampling has been used in conjunction with a descriptive study design. One significant data source was a questionnaire. Statistical methods like correlation, chi-square analysis, and simple percentage analysis were employed to arrive at the study's conclusions. A significant link is found between the genders of respondents and employee participation in decision-making. Precise future labour forecasting should be given high attention in order to connect HR procedures with long-term objectives. It is proposed that the organisation must make an effort to completely know its current workforce in order to appropriately guide HR decision-making. The conclusion is that as top management must concentrate on developing and implementing appropriate HR practices for the business to succeed, HR practices are a major factor in organisational growth and productivity.

KEYWORDS: Human resource, HR practices, HR decision making, Manpower planning

I. INTRODUCTION

Human resources practices are the methodical procedures used to manage employees inside an organisation from the moment of entry to the point of exit. HRM practices are organisational actions intended to manage the pool of human resources and ensure that the resources are used towards the fulfilment of organisational goals. HRM practices might differ significantly between countries and businesses.

Human resource practices are essentially strategic. They serve as a crucial framework of guidelines that your executive company plan adheres to. HR practices are the cornerstone of how your company's human resources will work for you. Creating a plan for measuring and evaluating the outcomes of a particular employee rewards programme is one example of an HR procedure. Other examples include starting a programme to reduce work-related injuries and creating a structure to ensure that employment regulations are obeyed. Key business challenges like market share, employee dedication, productivity, turnover, and actual and perceived financial success are significantly impacted by HR procedures.

II. STATEMENT OF THE PROBLEM

Modern organisations' overall strategic direction and operational effectiveness are greatly influenced by human resource management, or HRM. Nonetheless, there are a number of issues that pose significant challenges to the efficient implementation of HR practices. Inadequate human resource practices can hinder an organization's ability to achieve its objectives by leading to workforce misalignment, performance gaps, and low employee involvement in critical decisions. It is essential to have a deep grasp of these concerns in order to facilitate more effective HR practices and, ultimately, enhance the organization's capacity to make informed and advantageous HR decisions.

The entire organisation is impacted by subpar HR practices, which have an impact on everything from hiring and performance reviews to employee involvement in decision-making. The organisation finds it more challenging to make strategic HR decisions that align with its goals as a result of these issues. By recognising and addressing these problems, organisations may enhance their HR practices, which will result in a more engaged and productive staff,



carefully considered performance-based compensation plans, and a greater understanding of employee engagement in decision-making. This research attempts to provide a road map for enhancing HR practises, with the ultimate goal being the creation of a more successful, harmonious, and strategically aligned corporate climate where HR decision-making is both informed and effective.

OBJECTIVES OF THE STUDY

- To analyse the manpower planning of the organisation
- To evaluate the performance based payment system in the company
- To understand the performance evaluation in the company
- To know the level of employee involvement in the decision making
- To obtain suggestions from the respondents to enhance the HR practices for effective HR decision making

III. REVIEW OF LITERATURE

Kuhn, K.M., Meijerink, J. and Keegan, A. (2021) This book examines the interaction between traditional HRM and the new employment arrangements of the gig economy. While a vast amount of interdisciplinary research has been conducted on the phenomenon of labour on digital platforms, the majority of it has concentrated on the experiences of gig workers. As digital labour platforms continue to grow and specialise, managers, executives, and human resource practitioners will have to make more decisions about whether and how to engage gig workers. Here, the authors investigate and evaluate the unique features of HRM practices in the context of digital labour platforms. The writers discuss problems and opportunities related to: (1) HRM in businesses that use third-party labour platforms to handle labour requirements; (2) HRM operations in businesses that run digital labour platforms; and (3) HRM policies and guidelines for businesses that establish their own spin-off digital labour platforms. To encourage a more nuanced understanding of labour in the gig economy, the authors lay out techniques for collecting empirical data on HRM in the gig economy, highlight knowledge gaps, uncover similar themes across different contexts, and give recommendations for future research.

Pillai, R. and Sivathanu, B. (2022) To understand the implications of HR practices on HR decision making, strategic HRM, and organisational success, it is necessary to look into the quality of HR data in conjunction with descriptive and predictive financial and non-financial indicators. The grounded theory method is used in this work. A semi-structured questionnaire was used to interview 113 HR managers from Indian national and multinational companies after the literature was reviewed. NVivo 8.0 was utilised to analyse the collected interview data. It is exciting to learn how non-financial and financial variables that are descriptive and predictive of HR practices impact organisational success. It was found that the quality of HR data moderates the relationship between HR metrics and the results of HR practices. This study shows that HR measurements help with HR decision-making for strategic HRM, which in turn affects organisational success. This study highlights the importance of having high-quality data. This study offers assistance to HR managers, HR analysts, chief HR officers, and HR practitioners on how to achieve organisational performance in light of the various HRM measurements.

Palmucci, D.N. (2023) This work aims to shed light on the cognitive biases that may affect the process of making strategic decisions, with a focus on those that affect both new innovative change management initiatives that are critical to an organization's survival and standard HR activities within it. A review of the literature served as the foundation for this conceptual work on cognitive biases and managerial decision-making. The conceptual method is used to outline the ways in which subjective cognitive obstacles could impair managerial decisions, specifically the objectivity of HR policies and change management initiatives. The discussion brings to light the widespread presence of cognitive biases in professional decision-making, which affect change management, human resources, and other management areas. The conclusions of the paper are relevant to managers and employees working in the HR and innovation/R&D departments since they lessen the negative effects of these cognitive hurdles in their daily job and help raise awareness within the organisational contexts.

VI. METHODOLOGY

The Hatsun Agro Product Ltd. employees in Salem were the subject of the study. The opinion and HR Practices on HR Decision Making are the sole sources of data used in the analysis. There are 120 respondents in total in the sample that was drawn for the research. The sample location is in Salem. A questionnaire has been designed and is being used to gather information for the purpose of analysing the study's goals. For the study, convenience sampling methods and a descriptive research design were employed. To get at the study's conclusions, correlation, Chi square analysis, and simple percentage analysis were used.



Data analysis and interpretation

	Categories	Frequency	Percentage
Gender of the respondents	Male	72	60.0
	Female	48	40.0
Age of the respondents	Below 30 years	58	48.3
	31-40 years	17	14.2
	41-50 years	37	30.8
	Above 50 years	8	6.7
Educational qualification of the respondents	Diploma	31	25.8
	Graduate	43	35.8
	Post graduate	30	25.0
	Others	16	13.3
Annual salary of the respondents	Below Rs.1,00,000/-	27	22.5
	Rs.1,00,001-2,00,000/-	65	54.2
	Rs.2,00,001- 3,00,000/-	11	9.2
	Above Rs.3,00,000/-	17	14.2
Years of experience of the respondents	Below 1 year	32	26.7
	1-3 years	29	24.2
	4-6 years	33	27.5
	Above 6 years	26	21.7

The above table shows that the majority (60.0%) of the respondents are male, the majority (48.3%) of the respondents are in the group of below 30 years, the majority (35.8%) of the respondents have completed graduate, the majority (54.2%) of the respondents are Rs.1,00,001-2,00,000/- and the majority (27.5%) of the respondents are 4-6 years.

Employee involvement in the decision making

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Employees involvement brings new ideas for the concern	16(13.3%)	18(15.0%)	22(18.3%)	1(.8%)	63(52.5%)
It brings changes in the organisational performance	17(14.2%)	81(67.5%)	15(12.5%)	1(0.8%)	6(5.0%)
It motivates employees to work hard for the organisation	44(36.7%)	3(2.5%)	9(7.5%)	52(43.3%)	12(10.0%)



The management accepts the suggestions and recommendations of the employees in decision making	47(39.2%)	27(22.5%)	10(8.3%)	2(1.7%)	34(28.3%)
The management offers freedom to contribute their ideas and thoughts for the effective decision making	17(14.2%)	20(16.7%)	30(25%)	27(22.5%)	26(21.7%)

The above table shows that the majority (52.5%) of the respondents are strongly disagree towards employees involvement brings new ideas for the concern, the majority (67.5%) of the respondents are agree towards the it brings changes in the organisational performance, the majority (43.3%) of the respondents are disagree towards the it motivates employees to work hard for the organsiation, the majority (39.2%) of the respondents are strongly agree towards the management accepts the suggestions and recommendations of the employees in decision making and the majority (25%) of the respondents are neither agree nor disagree towards trustiness towards the management offers freedom to contribute their ideas and thoughts for the effective decision making as employee involvement in the decision making.

Performance based payment system in the company

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
The concern determines the reward system based on the performance of the employees	32(26.7%)	20(16.7%)	37(30.8%)	15(12.5%)	16(13.3%)
The reward system increases employees performance	26(21.7%)	35(29.2%)	44(36.7%)	15(12.5%)	26(21.7%)
The offering reward increases the productivity of the concern	40(33.3%)	21(17.5%)	16(13.3%)	9(7.5%)	34(28.3%)
The reward system ensures the employees retention in the company	35(29.2%)	30(25.0%)	17(14.2%)	16(13.3%)	22(18.3%)
It increases employees loyalty towards the concern	43(35.8%)	14(11.7%)	27(22.5%)	21(17.5%)	15(12.5%)

The above table shows that the majority (30.8%) of the respondents are neither agree nor disagree towards the concern determines the reward system based on the performance of the employees, the majority (36.7%) of the respondents are neither agree nor disagree towards the reward system increases employees performance, the majority (33.3%) of the respondents are strongly agree towards the The offering reward increases the productivity of the concern, the majority



(29.2%) of the respondents are strongly agree towards the reward system ensures the employees retention in the company and the majority (35.8%) of the respondents are strongly agree towards it increases employees loyalty towards the concern as performance based payment system in the company.

Chi-square analysis- Relationship between gender of the respondents and employee involvement in the decision making

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between the gender of the respondents and employee involvement in the decision making.

Alternative hypothesis (H1):

There is some significant relationship between the gender of the respondents and employee involvement in the decision making.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	35.561 ^a	14	.001
Likelihood Ratio	44.517	14	.000
Linear-by-Linear Association	1.726	1	.189
N of Valid Cases	120		

a. 23 cells (76.7%) have expected count less than 5. The minimum expected count is .80.

V. INTERPRETATION

As per the above table, it is inferred that the P value is 0.001; it is significant to 5% (0.05) significant level. The minimum expected count is 0.80. Thus alternative hypothesis is accepted and it is found that there is significant relationship between gender of the respondents and employee involvement in the decision making

Correlation analysis- Relationship between annual salary of the respondents and performance based payment system in the company

Hypothesis testing

Null hypothesis (Ho):

There is no significant relationship between annual salary of the respondents and performance based payment system in the company

Alternative hypothesis (H1):

There is some significant relationship between annual salary of the respondents and performance based payment system in the company



Correlations			
		ANNUAL SALARY OF THE RESPONDENTS	PERFORMANCE BASED PAYMENT SYSTEM IN THE COMPANY
ANNUAL SALARY OF THE RESPONDENTS	Pearson Correlation	1	.268**
	Sig. (2-tailed)		.003
	N	120	120
PERFORMANCE BASED PAYMENT SYSTEM IN THE COMPANY	Pearson Correlation	.268**	1
	Sig. (2-tailed)	.003	
	N	120	120
**. Correlation is significant at the 0.01 level (2-tailed).			

VI. INTERPRETATION

The Above table indicates that out of 120 respondents, co-efficient of correlation between annual salary of the respondents and performance based payment system in the company is 0. 268. It is below 1. So there is positive relationship between annual salary of the respondents and performance based payment system in the company.

Suggestions

- In order to effectively inform HR decision-making, the company needs to try to understand its current workforce as well as possible.
- Accurate labour forecasting for the future should be the main goal to ensure that HR practices align with long-term needs.
- Having a flawless hiring and selecting procedure is essential to making wise choices.
- The management needs to identify and close skill gaps among employees using the performance reviews that are currently in place.
- Upper management needs to recognise the value of employee feedback in determining training needs.
- Active employee involvement is necessary to foster the generation of innovative ideas for the company.

VII. CONCLUSION

HR procedures include performance management, workforce planning, and development. HR managers are able to apply new trends in international business when deciding how many workers are needed for the company's overseas activities. HR procedures need to be efficient in estimating workforce needs and making wise decisions about performance-based pay schemes to incentivize staff members. It states that as top management must concentrate on developing and implementing appropriate HR practices for the successful operation of the business, HR practices are a primary factor in organisational growth and productivity.

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