

# A Study on Human Resource Practices to Textiles with Reference to Tirupur

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**Abstract:** *HR practice provides an organization with a mechanism to manage risk by staying up to date with current trends in employment standards and legislation. The policies must be framed in a manner that the companies vision & the human resource helping the company to achieve it or work towards it are at all levels benefited and at the same time not deviated from their main objective. Each company has a different set of circumstances, and so develops an individual set of human resource policies. Over the years of my own experience in corporate sector, it was noticed that organization can reach certain level without policies and procedures but as it grows big it requires well laid down structure, policies and procedures for its functioning or it falls down. It is a general belief that those organizations which have well laid HRM Practices can better meet the competitive environment than those organizations having weak HRM practices. In this study, HRM practices and then analyse the effectiveness of these practices in Deluxe Knitting Mill. For reaching our goal we have collected information regarding HRM practice in Deluxe Knitting Mill considering variables namely Manpower planning, Staffing practices, Training and career development, Performance Appraisal, compensation and Incentive, Unionization, team work, Employee participation and Working conditions which form exclusive part in measuring the prevailing HRM practices in Tirupur. After this we were able to analyse the effectiveness of these HRM variables in Textile industries.*

**Keywords:** HRM have growth of organisation to develop labour skill and resources.

## 1. Introduction

The success of any business depends as much on appropriate, effective, well-communicated, HR and business practices as it depends on meeting the requirements of mandated laws and regulations. In fact, good planning and the development of effective practices make regulatory compliance much easier. HR practices helps in increasing the productivity and quality, and to gain the competitive advantage of a workforce strategically aligned with the organization's goals and objectives.

Human resources are systems of codified decisions, established by an organization, to support administrative personal functions, performance management, employee relations and resource planning.

In this regard the study has been conducted on focusing the HR practices prevailing in The Deluxe Knitting mill, Coimbatore.

### 1.1 Meaning of HRM Practice

HR practices are the means through which your human resources personnel can develop the leadership of your staff. This occurs through the practice of developing extensive training courses and motivational programs, such as devising systems to direct and assist management in performing ongoing performance appraisals.

#### Definition

- 1) A method, procedure, process, or rule used in a particular field or profession; a set of these regarded as standard.
- 2) A business in which a professional or number of associated professionals offer services, such as a law practice or a medical practice.

## Types of HRM Practice

### Recruitment and selection

Recruitment is the process of captivating, screening, and selecting potential and qualified candidates based on objective criteria for a particular job. The goal of this process is to attract the qualified applicants and to encourage the unqualified applicants to opt themselves out.

Recruitment and selection process is very important to every organization because it reduces the costs of mistakes such as engaging incompetent, unmotivated, and underqualified employees. Firing the unqualified candidate and hiring the new employee is again an expensive process.

## 2. Orientation

Many organizations do not provide a thorough orientation to the new employees. This is the fundamental step to help a new employee to adjust himself with the employer and with his new job. Employee orientation program should include the objectives and goals of the organization and how the employee can help to achieve the long-term and short-term goals of the organization.

Giving intensive orientation to the employee is one of the major functions of human resource management. The program should help the employee to know his assigned duties and his exact job description, job role, and the relationship of position to other positions in the organization. It gives clarification to the employee to take an active role in the organization.

## 3. Maintaining good working conditions

It is the responsibility of the human resource management to provide good working conditions to the employee so that they may like the workplace and the work environment. It is

the fundamental duty of the HR department to motivate the employees. The study has been found that employees don't contribute to the goals of the organization as much as they can. This is because of the lack of motivation.

Human resource management should come up with a system to provide financial and non-financial benefits to the employee from the various departments. Employee welfare is another concept which should be managed by HR team. Employee welfare promotes job satisfaction.

#### **4. Managing Employee relations**

Employees are the pillars of any organization. Employee relationship is a very broad concept and it is one of the crucial functions of human resource management. It also helps to foster good employee relations. They have the ability to influence behaviors and work outputs.

Management should organize activities which will help to know an employee at the personal and professional level. Well-planned employee relations will promote a healthy and balanced relation between the employee and the employer. It is the key for the organization to be successful.

#### **5. Training and Development**

Training and development are the indispensable functions of human resource management. It is the attempt to improve the current or future performance of an employee by increasing the ability of an employee through educating and increasing one's skills or knowledge in the particular subject.

##### **5.1 HR Practices**

In staffing, the importance of aligning individuals to the values of the company is highlighted by the practice of values-based interviewing- where specific attention is paid to identifying whether the individual's attitudes will match the values of the organization. In some companies, scanning for talent occurs even in the absence of a specific vacancy.

Talent inventories are used for both selection and succession purposes, and the continuous process of developing a 'talent pool' – recruiting the best people and assigning them roles rather than hiring specific individuals for specific positions – are best practice.

Sophisticated employee on-boarding practices with on line provision and buddy systems in place in a number of firms to welcome and induct new members and active feedback sessions are provided to understand where the new employee is in terms of their familiarity and development within the organization.

In performance management, participative goal setting, with both work and development goals, based generally around balanced scorecard initiatives, provide a direct link to strategic objectives.

The developmental and pay reviews are split in all cases, and the line of sight to rewards is clear in most firms through

the use of performance/potential matrices. Forced ranking is in evidence in a number of companies, though was by no means the norm where as calibration of performance outcomes by central HR and senior management ensuring a fair distribution is seen across most of the sample companies.

Rewards in nearly all cases were managed with both group and individual elements in pay determination. The move to greater variable pay as a percentage of total compensation is in evidence across companies in all geographies.

##### **5.2 Statement of Problem**

Impact of Human Resource Management practices on organizational performance has been a widely researched area. Result of studies, from developed countries to developing countries; have been time and again showing that HR practices have significant impact on organizational performance. But unluckily, very insufficient numbers of studies have been conducted in this area. To augment the contemporary knowledge base of HR practices of developing countries, this study has been undertaken. This study assessed the impact of human resource management on organizational performance and investigates impact of Deluxe Knitting Mill human resource practices (recruitment & selection, training & development, compensation and performance appraisal) on organization performance. Although, it was accepted that HRM is positively related to organizational performance. There is a great need for additional evidence to support the HRM-performance relationship from different contexts.

##### **5.3 Need of the Study**

The need of the study mainly ponders to understand that, whether the job satisfaction is dependent or independent on HRM practices. The study try to focus upon various HRM practices provided by Deluxe Knitting Mill and to understand the satisfaction to its employees through it. The researcher spare no effort to find out whether the employees are satisfied with the existing HRM practices and working condition which are the attributes of satisfaction and to find out the response of employees' to the given HRM practices. The particular study also tries its level best to list out the problems of existing HRM practices system prevailing in the organization and to suggest whether any improvements are needed for the existing HRM practices which will endorse management and employee relationship.

##### **5.4 Objective of the Study**

- 1) To know recruitment procedure of deluxe knitting mill
- 2) To study about influencing factors of employees absenteeism in deluxe knitting mill
- 3) To get the feedback about the safety and welfare measures of deluxe knitting mill
- 4) To get the opinion of employees regarding their grievances and procedure.
- 5) To study the organization involves human resource practice.
- 6) To study the HR practices ensure the employee engage by the firm.

## 5.5 Scope of the Study

- 1) The scope of the study analysis the topic chosen HR practices to textiles in the area of Tirupur.
- 2) Personnel aspect –this is concerned with manpower planning, recruitment
- 3) Selection, placement, transfer, promotion, training and development, layout and
- 4) Retrenchment, remuneration, incentives, productivity etc.
- 5) Welfare aspect-It deals with working conditions and amenities such as canteens crèches , rest and lunch room , housing ,transport , medical assistance , education , health and safety , recreation facilities , etc.
- 6) Industrial relation aspect- this covers union-management relations, joint consultation collective bargaining, grievance disciplinary procedures, settlement of disputes, etc.

## 6. Research Methodology

### 6.1 Introduction

Research methodology is away to systematically solve research problem. In it we study the various steps that are generally adopted by researcher in studying his research problem along with logic behind them. It is necessary for a researcher to know not only the research method/ techniques but also the methodology. It may be noted, in the context of planning & development that the significance of research lines in its quality and not in quantity.

Researcher should know how to apply particular research techniques, but they also need to know which of these methods or techniques, are relevant and which are not, and what would they mean and indicate and why?

### 6.2 Meaning of research

“Research is common parlance refers to a search for knowledge. In fact research is an act of scientific investigation.”

### 6.3 Research design

The problem that follows the task of defining the research problem is the preparation of the design of the research, popularly known as the “research design”. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. As such the design includes an outline of what the researcher will do from writing the hypothesis and its operational implications to the final analysis of data.

### 6.4 Collection of data

#### Data collected

The data collected for the study includes both primary and secondary data.

#### Primary Data

Primary data is the original data collected specifically for the problem.

#### Secondary Data

Secondary data are those that have already been collected by others. These are usually available in journals, periodicals, dailies, research publication official records etc., they may either be available in published form or in an unpublished form. When it is not possible to collect the data by primary method, the investigator may make use of this method.

### 6.5 Sampling and Sample Size

#### 1) Population

The population is all the 353 workers are in Deluxe Knitting Mill., Tiruppur.

#### 2) Sample

Sample is the true representation of the population by studying of the sample we can predict the behavior of the population.

#### 3) Sampling Method

In this project, the survey was done within the company it means simple random sampling was carried out.

### 6.6 Hypothesis

Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between types of factors motivation to you and overall satisfaction with your job.

### 6.7 Limitations of the Study

- 1) This study is applicable only to deluxe knitting mill, tiruppur
- 2) This study is limited by only 45 days.
- 3) Due to busy of the employers and employees were not respond to researcher's questionnaire
- 4) Due to their ignorance, the respondents are having a chance to give a biased information.

## 7. Review of Literature

**Dominik T. Matt (2007)** A company's long-term success can be evaluated in terms of its sustainable value development. An important prerequisite to this is that a firm is able to manage the organizational complexity of a growing structure just as systematically as it manages the growth-related economies of scale and scope. In addition, companies are more and more required to adapt to changing market demands, which contributes to a further increase of their structural and operational complexity. Thus, one of the major challenges is to select an organizational system configuration that promotes a sustainable business growth and is easy to operate and manage. A new design approach for reducing the structural complexity of growing organizational systems is presented in this paper. The design approach is based on five fundamental hypotheses that examine and explain the mechanisms of organizational growth and complexity, leading to the conclusion that sustainable business growth happens most successfully within a core competence focused, network-like organization structure.

**K. Hafeez et al (2014)** This paper provides a structured framework for evaluating the firm assets and competences using a two stage analytic hierarchy process (AHP). One distinctive characteristic of this framework is that relationship between firm competence and intellectual assets is established and a set of six attributes related to uniqueness and collectiveness are identified to help identify the core competence of a company. Using a balance score card type financial and non-financial procedure, these attributes are subsequently employed for isolating the competence and tangible and intangible assets of a UK manufacturing company.

**Monideepa Tarafdar (2015)** The resource based view of firms is used to explore how information system (IS) competencies affect process innovation in an organization. Data was collected through a case study of two process innovations at a healthcare firm in the United States. The findings illustrate how six IS competencies – Knowledge Management, Collaboration, Project Management, Ambidexterity, IT/Innovation Governance, Business-IS Linkages – can differentially affect the conception, development and implementation of process innovations. Implications for researchers and practitioners are drawn from these conclusions and suggestions for further research are proposed.

## 8. Suggestions

- 1) There are employee's number of procedures and formalities, which make processes lengthy & slow; there must a proper time management regarding these formalities.
- 2) It's only the assessment recommendations that one can easily target resource resolving minor issues before they become major problems.
- 3) A welfare assessment is about establishing best practices, not the best and the most expensive equipment.
- 4) Once correctly measured one can control related cost, the site risk and of course clearly prove welfare quality standards for employees without the need of expensive employee welfare consultant.
- 5) The compatibility with the employees makes sure the welfare practices in practice

## 9. Conclusion

After researching about the HR Practices in knitting, we found that in this garments should expand a human resource management. This department controls that kind of factor. The HRM section reviews the job design, compliance issue, productivity time & other relative importance. The industry can provide extra facility or the employee those who are wanting to learning for something. Industry can also collect the graduates & other skill resources those who are educated in this sector. The industry can provide the student for research & internship serve in this sector. Those kinds of activity help the apparel industry for upgrades in every time & match with the changing fashion business world. In the production level we can apply the job rotation for reduce the boringness from the inner side of the worker. Effective communication & active motivation creates a smart industrial environment in the garments. This study has come

out with a clear inference that out of the Eight main HRM practices six practices namely Manpower planning practices, Training and development practices, Performance appraisal practices, Compensation and incentive practices, Unionization practices, Team work & employee participation practices helps in achieving business objectives and therefore have positive effect on the growth and development of Textile industries. On the other hand, two practices namely Staffing practices and working conditions and other related practices does not help in achieving business objectives and therefore have no effect on growth and development of Deluxe Knitting Mill.

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