

A Study on Human Resource Development Practices In Neelan Exports (Garments Manufacture & Exports), Palani

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ABSTRACT: It is the project based on “HRD Practices” this survey has been conducted in order to evaluate the HRD Practices level in the NEELAN GARMENTS. The secondary objectives of the study are to determine the employee’s satisfaction levels in the HRD Practices followed by the company and to learn about different aspects of HRD Practices and their applications at different level of employees and its Contribution to the employees Welfare and Productivity. The research methodology describes about research design, data collection method, sampling method. The project contains review of literature such as all aspects of HRD Practicing. In this research report I have adopted research methodology, under that research design. The method used to select the sample is also important. In this report used the statistical analysis such as simple average and chi-square method. Through that method the proper solution to the problem. In this report adopted data analysis and interpretation to found the percentage and graphical analysis. The findings reveals about the facts which are found out in the analysis and interpretation. The suggestions and recommendations have the number of ideas to meet the future requirement .In this report contains all findings regarding questionnaire. Conclusions are that NEELAN GARMENTS is a strong in manufacturing and supply. Overall, NEELAN GARMENTS HR managers will have to be more of a development man than a mere administrator of personnel services.

I. INTRODUCTION:

Human Resource Development is a process of helping people to acquire commences through training, Feedback and Counseling by the senior officers and other development efforts. Coping with changes in market conditions, rising expectations of employees, developments in technology, and changes in management systems have necessitated increased emphasis on human resources development. Continuous development competencies in people are a must for an organization to achieve its goals in the present day challenging environment. Competent and motivated employees are essential for organizational survival, growth and excellence.

OBJECTIVES:

1. The main objective of the study is found out the level of HRD Practices in the NEELAN GARMENTS Palani.
2. To study about the impact of the HRD Practices and its Contribution to the employee Welfare and other benefits.

Scope of the study:

1. To know whether Development Training programs improve Knowledge, Skills and attitude.
2. To know that Company has good Welfare and other schemes.
3. Analyzed Promotion is made on Seniority cum merit basis method.
4. How Self-appraisal has an important role in employee development?
5. Analyze whether Openness is valued in the Organization.

Limitations of the study:

- This study is specific to only one organization situated in Palani.
- Employees are sometime non-responding and not revealing full information at the site.

II. RESEARCH METHODOLOGY:

Methodology is way to systematically solve a research problem. It explains the various steps that are generally adopted problem.

RESEARCH DESIGN:

A research design purely and simply a basic frame work or plan for study that guide the collection of data and analysis of the data. In this study we have adopted descriptive research design in collection and analyzing the data.

SAMPLE SIZE

Out of 100 respondents were interviewed.

TOOLS ANALYSIS

The tool for this research study is simple percentage and chi-square analysis. Diagrammatic for the data are exhibited through bar charts.

III. Review Of Literature

Since the early 1970's when the concept of HRD first began to be recognized by some organization in India. A large number of organizations in the country have begun to display an interest in HRD. While many organization appear to have simply relabeled their personal departments as HRD department (or) HRM department to keep with the fashion of the times. There are some which seem to have done considerable work in setting up HRD systems on the basis of some studies done on this subject it can be inferred that the main factors behind the setting up of a separate HRD function in any organization are the philosophy of its top management and the nature of its business. The more diversification the business of an organization and the more amount of faith and commitment of top management in HRD, the greater is the tendency to set up separate HRD department.

Chi – square Test

Hypothesis:

Ho: There is no relationship between the Gender and Factors motivated.

H1: There is relationship between the Gender and Factors motivated.

Respondents of gender * Respondents of development programs Crosstabulation

Count		Respondents of development programs					Total
		highly dissatisfied	dissatisfied	neutral	satisfied	highly satisfied	
Respondents of gender	Male	0	6	18	22	10	56
	female	4	4	9	20	7	44
Total		4	10	27	42	17	100

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	6.681 ^a	4	.154
Likelihood Ratio	8.190	4	.085
Linear-by-Linear Association	.486	1	.486
N of Valid Cases	100		

a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.76.

Interpretation:

Since 6.681 < 9.488 we accept the Ho (Null Hypothesis). There is no relationship between the Gender and development programs.

COMPANY HAS GOOD WELFARE SCHEMES & OTHER BENEFITS SCHEMES TO ITS EMPLOYEES.

S.No.	Attributes	Number of respondents	Percentage
1	Fully Agree	54	54
2	Agree	34	34
3	Neutral	7	7
4	Disagree	5	5
	Total	100	100

Source: Primary data

Sample size: 100

INTERPRETATION

From the above table shows 54% of the respondents are Fully agree, 34% of the respondent are Agree, 7% of the respondents are Neutral and 5% of the respondents are Disagree.

So it can be concluded that the majority of the respondents 54% are fully agree that company has good welfare and schemes & other benefits schemes to its employees.

FINDINGS:

- ✚ It found that 54% of the respondents are Fully agree that company has good welfare and schemes & other benefits schemes to its employees.
- ✚ It found that 42% of the respondents are satisfied that company provides good human resource development practices to employees.

Suggestion:

- ✓ An integrated and professional approach required all the employees of NEELAN GARMENTS PVT LTD and should strive hard keeping in mind the vision and mission of the company
- ✓ Welfare measure of the employee may be further improved to augment productivity.

IV. Conclusion:

One can expect several Cultural, Social and Economic changes of great significance in human resource development to sweep throughout the coming years. With the growth of Human Resources Management decision making instead of being done by owner will hence forth rest with professional managers. There will be greater emphasis on human dignity and more enlightened labour movement. The ratio of educated to uneducated employed labour force has been increasing in recent years. The aspirations and need of educated people differ from those of uneducated people. At present the level of education of manpower has gone up and becoming more mobile. Hence existing personal policies and procedures were no longer adequate for a better educated work force and needs greater autonomy and discretion in the work plan. Thus HR managers will have to be more of a development man than a mere administrator of personnel services. With this object on will have to get involved in basic organization planning taking into account the Social, Political and Economic factors which can effect the internal situation of the company and advise the management in achieving organizational goals with reference to these factors.

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