



# A STUDY OF HUMAN RESOURCE PRACTICES AND ITS IMPACT ON ORGANIZATIONAL PRODUCTIVITY OF ORGANIZED SECTOR OF MADHYA PRADESH

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## ABSTRACT

Purpose of the research is to explore the impact of HRM Practices on the organizational productivity. In this process three different HRM practices has been identified such as performance appraisal, career planning and compensation management. The study was based on primary data which has been taken from the employee of selected organized organization. The sample has been taken from 134 employees. The ANOVA test has been applied to test the hypothesis at 5% level of significance. The findings of the study indicate that all the selected HRM Practices is significantly and positively related with organizational productivity.

**KEY WORDS:** performance appraisal, career planning, compensation management

## INTRODUCTION

Human resource management practices and procedure is playing most important roles in order to achieve organizational goals and maintaining the competitive advantages. Human resource practices also refer the various activities related with human resource planning and insuring the resources are employed to the fulfillment of organizational goals. However, HRM practices is the management of peoples working in the organization, policies and practices related to planning, developing and utilizing resources and retaining the employee to fulfill the organization objectives. On the other hand best human resource practices have an advantage for both employee as well as organization. The present study related with human resource management practices and its impact on organizational productivity towards organized sector. In this process research deals with various HR Practices such as Performance appraisal, career planning and compensation management. The study is based on primary data which has been taken among the employees of selected organized organization by using the questionnaire method, however, in this process a well-structured sects of questionnaire has been prepared on the basis of various human resource management practices such as Performance appraisal, career planning and compensation management

## REVIEW OF LITERATURE

**Sukhadeve Versha et.al.,(2023)**, Conducted a research study on the effectiveness of human resource accounting and auditing and its impact on employees in higher education. The purpose of this research study is to examine human resource accounting and auditing practices in order to identify challenges and issues faced by the employee. The study was based on primary data which has been collected among the employees of different higher education institutions. Findings of the study based on HR policy which is related to accounting and auditing. Furthermore it has been explore by the author that policy has positive impact on employees on higher education. In the conclusive remark it has been point out by the author that audit

helps to control various decisions regarding to monitor existing policy.

**Ingrid Konomi et.al. (2023)**, conducted a research study on human resource audit in Albania. The purpose of this research is to measure the effectiveness of human resource audit and organisational efficiency. The study explore that human resource audit is one of the most important process of the each and every organization. Furthermore it has been explore by the study that human resource audit is related with profit maximization of the company.

**Lydia Sylvia Danku (2016)**., Conducted a research study to explore the role of human resource audit in the organization. The purpose of the research study is to explore the role of audit to examine human resources practices in the organization. The study was based on primary data which has been obtained by using structure interview and questionnaire. The findings of the study explore that majority of respondent agrees that the organization is developed a well-defined strategy to utilize modern HR practices to help the organization to achieve the target. Furthermore study concludes that an effective HR audit helps organization to examine and improve entire HR activities of the organization.

**Devera .S. Shinivash et. at.(2022)**., has been conducted a research study on impact on human resource audit in Indian SMES. The study was based on primary data which has been collected by the observation and survey method. Sample for the study was taken from the 100 peoples. The findings of the study not only explore the impact of HR audit on Indian SMES but also found the elements for the success of the organization. Furthermore in the conclusive remark it has been point out by the author that human resource audit in SMES is helps to examine strength of HR practices.

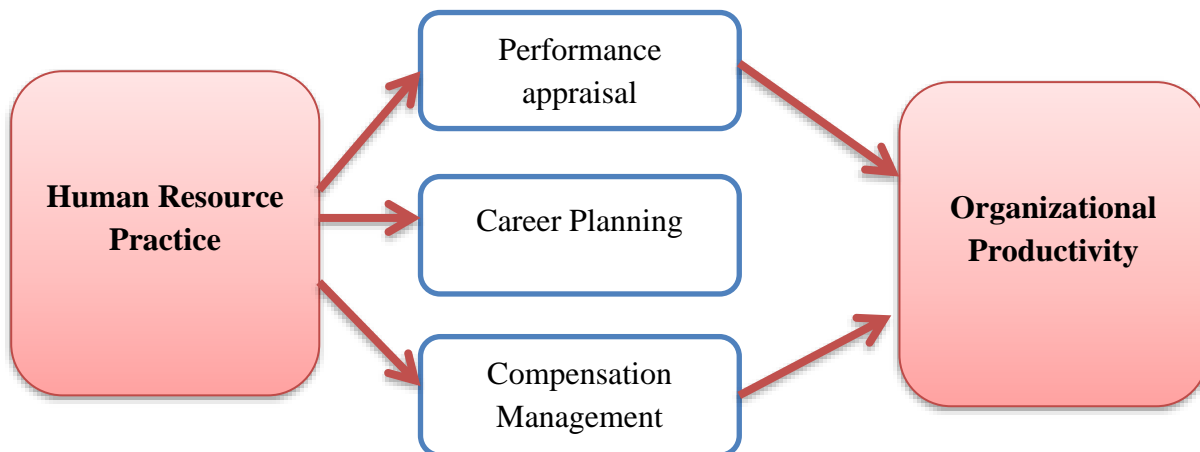
## OBJECTIVES OF THE STUDY

The various objectives of the study are as under



1. To study the relationship between Human resource management practice and its impact on organizational productivity towards performance appraisal
2. To study the relationship between Human resource management practice and its impact on organizational productivity towards Career Planning
3. To study the relationship between Human resource management practice and its impact on organizational productivity towards Compensation Management

## RESEARCH FRAMEWORK



## FORMULATION OF HYPOTHESIS

The various hypothesis of the study are as under

**H<sub>01</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Performance appraisal

**H<sub>a1</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Performance appraisal

**H<sub>02</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Career Planning

**H<sub>a2</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Career Planning

**H<sub>03</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Compensation Management

**H<sub>a3</sub>:** There is no significant relationship between Human resource management practice and organizational productivity with respect to Compensation Management

## RESEARCH METHODOLOGY

Descriptive method of research has been adopted to explore the impact of Human resource management practices on organizational productivity. This section deals with sampling design, size, area methods and measurement tools. In order to explore the relationship between independent and dependent variables the primary data has been used. The primary data for the study has been collected by using questionnaire methods.

## SAMPLE DESIGN

Sample for the present study has been design on the basis of relationship between HR Practices of organised sector and its impact on organizational productivity. The sample has been taken by using random stratified methods. In order to maintain the accuracy in the data the sample has been taken from different locations of the employees. Sample has been taken by using questionnaire methods which has been prepared in Hindi and English both language.

The entire sampling technique has been adopted three steps

- ❖ **Sampling Size:** the sample has been taken by using questionnaire method. In this process the final questionnaire has been distributed among the **150** employees of selected organized organization and **134** employees has been positively reported. However the final sample size is **134**.
- ❖ **Sample Method:** Random stratified methods have been adopted to collect the sample among the entire populations.
- ❖ **Sample Area:** Sample area for the present study is limited up-to various selected organized organizations located in different locations of Bhopal.

## MEASUREMENT TOOLS

Five points Likert scale has been used as measurement tool in order to scaling of data such as 1 strongly disagree to 05 strongly agree.

## TOOLS FOR DATA ANALYSIS

ANOVA Test has been used to analyse the data and testing of hypothesis at **5%** level of significance and **95%** level of confidence.



## TESTING OF HYPOTHESIS

**Table 1:**  
**(Relationship between HRM Practices of organization and organizational productivity)**

| Hypothesis                                       | Independent variables          | df       | F             | p-Value      | Result             |
|--|--------------------------------|----------|---------------|--------------|--------------------|
| H <sub>01</sub> / H <sub>a1</sub>                | <b>Performance Appraisal</b>   | <b>5</b> | <b>8.472</b>  | <b>0.027</b> | <b>Significant</b> |
| H <sub>02</sub> / H <sub>a2</sub>                | <b>Career Planning</b>         | <b>5</b> | <b>11.214</b> | <b>0.039</b> | <b>Significant</b> |
| H <sub>03</sub> / H <sub>a3</sub>                | <b>Compensation Management</b> | <b>5</b> | <b>6.904</b>  | <b>0.001</b> | <b>Significant</b> |
| Dependent Variables: Organizational Productivity |                                |          |               |              |                    |

## FINDINGS

Findings of the study are as under

- Table 1** explores the relationship between HRM Practices of organized sector organization and organizational productivity with respect to Performance appraisal. It can be seen in the table that calculated value of F is **8.472** and **p value** is **0.027**. The calculated value of F is significant at 5% level of significance and 95% level of confidence. The above result is evident to reject the null hypothesis and accept the alternative hypothesis. On the other hand it may be said that performance appraisal system significantly and positively related with organizational productivity
- Table 1** explores the relationship between HRM Practices of organized sector organization and organizational productivity with respect to career planning. It can be seen in the table that calculated value of F is **11.214** and **p value** is **0.039**. The calculated value of F is significant at 5% level of significance and 95% level of confidence. The above result is evident to reject the null hypothesis and accept the alternative hypothesis. On the other hand it may be said that career planning significantly and positively related with organizational productivity
- Table 1** explores the relationship between HRM Practices of organized sector organization and organizational productivity with respect to Compensation Management. It can be seen in the table that calculated value of F is **6.904** and **p value** is **0.001**. The calculated value of F is significant at 5% level of significance and 95% level of confidence. The above result is evident to reject the null hypothesis and accept the alternative hypothesis. On the other hand it may be said that compensation management significantly and positively related with organizational productivity

## CONCLUSIONS

The purpose of the study is to explore the impact of human resource practices on organizational productivity. In order to explore the impact different HRM Practice has been discussed with respect to selected organized organizations. The findings of the study clearly indicated that all the selected HRM practices such as performance appraisal, career planning, and compensation management played a most important role to improve the organizational productivity. However, on the other hand it may be explore that there is a significant a positive relationship between HRM practices of organized organization and their productivity with respect to performance appraisal, career planning, and compensation management

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