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HR POLICIES AT WORK –MEASURING PERFORMANCE AND COMPLIANCE

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ABSTRACT
Human Resource (HR) policies are critical for organizational efficiency, compliance, and employee satisfaction. This study evaluates HR policies' performance and compliance through statistical analysis, including correlation analysis using SPSS software. The research, based on 100 respondents, examines policy reliability, demographic factors, and employee attitudes toward HR policies. The findings highlight the importance of policy consistency, employee engagement, and strategic HR implementation for better compliance and workplace productivity.
KEYWORDS : *HR policies, employee engagement, compliance, workplace productivity, SPSS analysis, correlation, HR strategy*

1. INTRODUCTION
HR policies serve as the foundation of organizational management, governing recruitment, employee relations, compensation, and workplace behavior. Effective HR policy implementation ensures legal compliance, fairness, and productivity. However, organizations face challenges in ensuring policy adherence, consistency, and acceptance among employees. This study investigates the effectiveness of HR policies, measuring their impact on organizational performance and employee engagement.

2. OBJECTIVES OF THE STUDY
This research aims to:
- Evaluate the effectiveness of HR policies in organizations.
- Analyze employee perceptions of HR policy implementation.
- Identify the correlation between HR policies and workplace productivity.
- Examine compliance challenges and propose solutions.

3. HYPOTHESIS
H1: Well-implemented HR policies positively impact employee satisfaction.
H2: HR policy adherence is strongly correlated with organizational compliance.
H3: HR policy consistency leads to improved workplace productivity.

4. LITERATURE REVIEW
Previous research highlights the significance of structured HR policies in enhancing employee performance and organizational stability. Armstrong (2020) discusses the role of HR policies in employee retention and legal compliance. Gupta & Sharma (2021) emphasize that policy clarity and effective communication lead to better workplace engagement. Despite these benefits, studies indicate that inconsistencies in HR policy enforcement can lead to workplace conflicts and reduced employee trust.

5. RESEARCH METHODOLOGY
A quantitative research approach was used:
Sample Size: 100 respondents, including HR professionals and employees.
Sampling Method: Simple random sampling.
Data Collection: Survey questionnaires assessing HR policy awareness, compliance, and impact.
Data Analysis: SPSS software, with correlation analysis to measure relationships between HR policies and organizational effectiveness.

6. DATA ANALYSIS
6.1 Reliability Statistics

Reliability Measure	Value	No. of Items
Cronbach's Alpha	0.903	19

A Cronbach's Alpha coefficient of 0.903 indicates excellent reliability, suggesting that the 19 items consistently measure a single construct.

6.2 Demographics
Age: Majority (38%) are 18-24 years old, followed by 25-34 (28%), 35-44 (22%), 45-54 (8%), and above 55.
Gender: Male (55%), Female (35%), Others (4%).
Education: Majority (36%) hold postgraduate degrees, 34% have undergraduate degrees.
Occupation: Self-employed (37%), working professionals (29%), students (22%).

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7. RESULTS AND DISCUSSION

7.1 Validation of Objectives and Hypothesis

1. Correlation Between HR Policies and Employee Satisfaction

HR policy clarity is positively correlated with employee satisfaction ($r = 0.364$, $p < 0.01$), indicating that well-defined policies improve workplace morale and job engagement.

2. HR Policy Compliance and Organizational Efficiency

A positive correlation exists between HR compliance and organizational efficiency ($r = 0.401$, $p < 0.01$), reinforcing the need for structured policy implementation.

3. Impact of HR Policy Awareness on Productivity

HR policy awareness is significantly correlated with productivity ($r = 0.421$, $p < 0.01$), highlighting the role of training and communication in enhancing workplace effectiveness.

7.2 Implications

Enhancing HR Policy Awareness: Organizations should conduct regular training sessions to improve employee understanding of HR policies.

Consistency in Policy Implementation: Standardized enforcement across all departments ensures fairness and compliance.

Leveraging Employee Feedback: Collecting employee feedback helps in refining HR policies for better alignment with workforce needs.

7.3 Suggestions

Regular HR Training and Communication: Companies should invest in HR training programs to ensure employees are aware of workplace policies.

Use of Digital HR Systems: Implementing HR management software can streamline policy compliance and tracking.
Strengthening Feedback Mechanisms: Encouraging employees to share concerns regarding HR policies can lead to continuous improvements.

8. CONCLUSION

This study highlights the importance of well-structured HR policies in driving workplace efficiency, employee satisfaction, and legal compliance. Findings indicate that HR policy clarity, training, and consistent enforcement significantly impact organizational performance. Companies should focus on improving HR communication, standardizing policy implementation, and leveraging technology for better compliance tracking.

9. REFERENCES

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