



# A STUDY OF HUMAN RESOURCE AUDIT IN SELECTED PRINT MEDIA ORGANIZATIONS OF MADHYA PRADESH

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## -----ABSTRACT-----

*Human resource audit is a complete method in order to examine HR practices, documentations and procedure within the organization. Implementation of human resource audit helps the organizations to identify the needs for future improvement and increase the productivity. The present research deals with human resource audit among the HR policies and practices of selected print media organizations. The study was based on primary data and sample has been collected by using random stratified method. Findings of the study explore that human resource audit of print media organizations is significantly and positively related with entire human resource functions with respect to job analysis, performance appraisal, reward management and compensation. -----*

## INTRODUCTION

In the competitive business scenario analysis of various human resources activities and their functioning has become necessary to each and every organization. Recently it has observed that human resource audit has become most significant process of the organization in order to examine and verify various HR functions HR audit is not only the examination of various human resource activities but also the significant processor for entire human resource function. Human resource audit is a continuous process of the organization to measure the effectiveness of complete HR activities of organization. However, human resource audit provide information about effectiveness of the HR functions as well as useful information regarding working performance of human resources. Most of the research studies has been proved that human resource audit is a systematic process to ensure and control the various human resource function in public and private sector organization. On the other hand HR audit helps the organization to examine how to make various HR activities more effective in order to improve organizational productivity. The present research study is related with human resource audit among the selected print media organization in Madhya Pradesh. In this research study the importance of HR audit is measured in order to effectively implementation and examination of various HR practices as well as activities.

## Human Resource Audit

Human resource audit is a continuous organizational process to examination and evaluation of various policies and practices of human resource such as tanning and development, performance appraisal, recruitment and selection, health and safety related issues, compensation management, reward management system and job evaluation etc. However human resource audit is a systematic evaluation of strength and weakness of entire policies and functions of the human resources. The purpose of the human resource audit is to measure the effectiveness and productivity of functions and also provide information time to time to the working manager in order to make proper improvement according to need. The HR audit can be defined as “Human resource audit make evaluation of human resource practices of the organization in order to know the effectiveness and efficiency of the function.

## Need for human resource in organization

Human resource audit is significant process for management of human resource to verify entire HR functions and activities. Human resource audit is necessary because without the effective audit process it is not possible to measure the effectiveness of entire human resource activities. Human resources audit is needed for every organization which can be understood as

1. **Feedback and communication:** Human resource audit provide feedback and information to verify performance and effectiveness of various HR functions, however human resource audit refers a systematic processor to examine the communicating activities of the operation manager.
2. **Increase size of the organization:** Human resource audit is to be conducted in order to examination of various HR functions in order to increase the size by increasing human resources.



3. **Improve performance:** Human resource audit helps the organization to improve performance of entire human resource activity by examination and verification time to time. However human resource is needed time to time to measure organizational performance.
4. **Promote best practice:** Human resource audit is a process of organization to examine strength and weakness of complete HR function. However the audit also help to identify best practices which may improve organizational productivity.

### Significant of the research

Measure amount of research study conducted to explore the importance of human resource audit to the organization. However this research study is different from the previously conducted study because this study is related with impact of HR audit on organizational productivity with respect to various HR activities. The findings of the study will also helps the print media organization to identify effective and efficient HR policies in order to improve organizational productivity.

### 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 decision 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 conclude 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.

### OBJECTIVE OF THE RESEARCH

The objectives of the research study are as under:

1. To explore the relationship between HR audit and HR practices of print media organizations towards job analysis.
2. To explore the relationship between HR audit and HR practices of print media organizations towards performance appraisal.
3. To explore the relationship between HR audit and HR practices of print media organizations towards reward management.
4. To explore the relationship between HR audit and HR practices of print media organizations towards compaction.

### FORMULATION OF HYPOTHESIS

The formulation of hypothesis for present study is based on various HR Audit and HR Practices of print media organizations.



### The Hypotheses of the study are as under

**H<sub>01</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to job analysis.

**H<sub>a1</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to job analysis.

**H<sub>02</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to performance appraisal.

**H<sub>a2</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to performance appraisal.

**H<sub>03</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to reward management.

**H<sub>a3</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to reward management.

**H<sub>04</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to compaction.

**H<sub>a4</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to compaction.

### RESEARCH METHODOLOGY

Research methodology is a process to search the appropriate solution of any problem, which is based on various steps research adopt during the preparation of research framework. The present research study deals with the descriptive method of research which has been completed by using primary as well as secondary data.

### DATA COLLECTION

The data for the present study has been collected as primary and secondary data

**1. Primary data:** Primary data for the present study were collected by using survey analysis among the employee of selected print media organizations in Madhya Pradesh.

**2. Secondary Data:** Secondary data were collected from various sources such as published research papers and thesis available on shodhganga.

### Sampling

Sampling is a part of entire population it may be single and combination of group element. However sampling is the presentation of entire population. The selection of sampling is based on probability and non- probability approach. The sampling for the present study consist the following steps:

- ❖ **Sample Size and Design:** The sample for the present study were collected among the employees of selected print media organization of Madhya Pradesh. Random stratified method of sampling was adopted to collect the sample among the group of employees. The final questionnaire and server analysis distributed among the 150 employee of print media organization in which 122 employees fill the questioner and participated in survey.
- ❖ **Sample Area:** Sample area for present study is two cities of Madhya Pradesh but large number of sample were collected from the Bhopal city because head offices of all print media organization are located in Bhopal city.
- ❖ **Sample Size:** Sample size for the study is 122 employees.

### Measurement Scale

Five point Likert scale as measurement tool has been used to scaling the datas. The five point Likert scale is **01** strongly disagree to **05** strongly agree.

### Tools for Data Analysis

ANOVA test has been used for data analysis and testing of hypothesis at the significant level **0.05**.

### Hypothesis Testing

The Testing hypothesis testing are as under:

### First Hypothesis

**H<sub>01</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to job analysis.



**H<sub>a1</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to job analysis.

**Table 1: Relationship between HR Audit and Job Analysis**

Hypothesis	Statement	df	Mean	F	Significant
H <sub>01</sub>	Relationship between HR Audit and Job Analysis	5	8.529	6.392	0.000
H <sub>a1</sub>			0.816		

**Interpretation:** Table 1 explore the relationship between HR audit and job analysis of print media organization. Since it can be seen that mean square between groups is **8.529** and within group is **0.816**. On the other hand **F** value is obtain as **6.392** which is significant at the P value **0.05**. Hence study rejected Null hypothesis and accepted alternative hypothesis.

**Second Hypothesis**

**H<sub>02</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to performance appraisal.

**H<sub>a2</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to performance appraisal.

**Table 2: Relationship between HR audit and performance appraisal**

Hypothesis	Statement	df	Mean	F	Significant
H <sub>02</sub>	Relationship between HR audit and performance appraisal	5	3.219	5.109	0.003
H <sub>a2</sub>			0.673		

**Interpretation:** Table 2 explore the relationship between HR audit and performance appraisal of print media organization. Since it can be seen that mean square between groups is **3.219** and within group is **0.673**. On the other hand **F** value is obtained as **5.109** which is significant at the P value 0.05. Hence study rejected Null hypothesis and accepted alternative hypothesis.

**Third Hypothesis**

**H<sub>03</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to reward management.

**H<sub>a3</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to reward management.

**Table 3: Relationship between HR audit and reward management**

Hypothesis	Statement	df	Mean	F	Significant
H <sub>03</sub>	Relationship between HR audit and reward management	5	4.392	4.631	0.001
H <sub>a3</sub>			0.416		

**Interpretation:** Table 3 explore the relationship between HR audit and reward management of print media organization. Since it can be seen that mean square between groups is **4.392** and within group is **0.416**. On the other hand **F** value is obtain as **4.631** which is significant at the **P** value **0.05**. Hence study rejected null hypothesis and accepted alternative hypothesis.

**Fourth Hypothesis**

**H<sub>04</sub>:** Human resource audit is not significantly related with human resource practices of print media organizations with respect to compaction.

**H<sub>a4</sub>:** Human resource audit is significantly related with human resource practices of print media organizations with respect to compaction.

**Table 4: Relationship between HR audit and compaction**

Hypothesis	Statement	df	Mean	F	Significant
H <sub>04</sub>	Relationship between HR audit and compaction	5	3.689	5.632	0.000
H <sub>a4</sub>			0.512		



**Interpretation:** Table 4 explore the relationship between HR audit and compaction of print media organization. Since it can be seen that mean square between groups is **3.689** and within group is **0.512**. On the other hand F value is obtain as **5.632** which is significant at the P value **0.05**. Hence study rejected Null hypothesis and accepted alternative hypothesis.

## FINDINGS OF THE STUDY

Findings of the study are as under:

1. HR audit of the print media has been found essential tool with respect to job analysis because all the statement between human resource audit and job analysis has been found significant. However study rejected null hypothesis and accepted alternative hypothesis.
2. It has been found from the hypothesis testing that human resource audit of print media is significantly and positively related with performance and appraisal policy. However all the statement between human resource audit and performance has to be found significant? Hence the study accepted alternative hypothesis and rejected null hypothesis.
3. Findings of the study in table 3 clearly indicates that human resource of print media organization is significantly and positively related with reward management, because all the statement between human resource audit and reward management has been found significant. However study accepted the alternative hypothesis and rejected null hypothesis.
4. The result of hypothesis testing in table 4 explore that human resource audit of print media have a significant impact on compensation, management, because all the statement between human resource audit and compensation management has been significant. However study rejected the null hypothesis and accepted alternative hypothesis.

## CONCLUSION

Print media organization is obtaining systematic human resource audit in order to examine existing HR system and policies of the organization. It has now become necessary to the management of print media to establish the scope of audit before starting the entire audit process. However it should include the purpose of audit, examination of HR complies as well as organization policies. The present research study related with implementation of human resource audit in selected print media organization of Madhya Pradesh. In order to explore the impact of human resource audit on entire HR functions, certain practices of HR such as job analysis, performance appraisal, reward management and compensation. The findings of the study indicates that human resource audit of print media organization is playing a most significant role in order to effectively examination of various HR functions. However in the conclusive remark it can be mentioned that HR audit processor of print media organizations have a significant and positive relationship towards entire HR functions.

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