

## HRM FUNCTIONS AND ITS EFFECTIVENESS IN RAMBAL LIMITED, CHENNAI

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### ABSTRACT:

Human resource management is concerned with people element in management. Since every organization is made up of people, acquiring their services, developing their skills motivating to high level of performances and ensuring that continue to maintain their commitments to the organization which are essential to achieve organizational objectives.

This project is meant to know the human resource policies in the organization. The HR policies are a tool to achieve employee satisfaction and thus highly motivated employees. The main objective of various HR policies is to increase efficiency by increasing motivation and thus fulfill organizational goals and objectives.

The objective is to provide the reader with a framework of the HR policy manual and the various objectives that the different policies aim to achieve. The main focus was on the managerial level of employees in RAMBAL LIMITED. The researcher has concluded that employee motivation is needed to be built up through constant attempts of the organization. The organization may adopt various methods for motivating the employees.

**KEY WORDS:** HRM, Objectives, Policies, Goals

## INTRODUCTION:-

Human resource management is a function in organizations designed to maximize employee performance in service of the employer's strategic objectives. HR is primarily concerned with how people are managed within organizations, focusing on policies and systems. HR departments and units in organizations are typically responsible for a number of activities, including employee recruitment, training and development, performance appraisal, and rewarding. HR is also concerned with industrial relations, that is, the balancing of organizational practices with regulations arising from collective bargaining and government laws.

Human resource policies are systems of codified decisions, established by an organization, to support administrative personnel functions, performance management, employee relations and resource planning. Each company has a different set of circumstances, and so develops an individual set of human resource policies.

A human resource policy manual serves as the organizational backbone that guides the behavior and expectations of employees and management. It is only natural, the employees will push the limits on matters like dress code, absences, interpersonal interaction, and achievement goals.

HR is a product of the human relations movement of the early 20th century, when researchers began documenting ways of creating business value through the strategic management of the workforce. The function was initially dominated by transactional work, such as payroll and benefits administration, but due to globalization, company consolidation, technological advancement, and further research, HR now focuses on strategic initiatives like mergers and acquisitions, talent management, succession planning, industrial and labor relations, and diversity and inclusion.

## OBJECTIVES OF THE STUDY:-

### a) **Primary Objectives:-**

- The Primary Objective of the Study in **'HRM FUNCTIONS & IT SEFFECTIVENESS' To RAMBALL LIMITED.**

### b) **Secondary Objectives:-**

- To Study the HR Policies & Practices followed in Selected Iron Industries.

- To communicate HR policies to all employees.
- To attain an effective utilization of human resources in the achievement of organizational goals.
- To accomplish the basic organizational goals by creating and utilizing an able and motivated workforce.
- To examine HR practices and appraise the same in the light of HR policies.

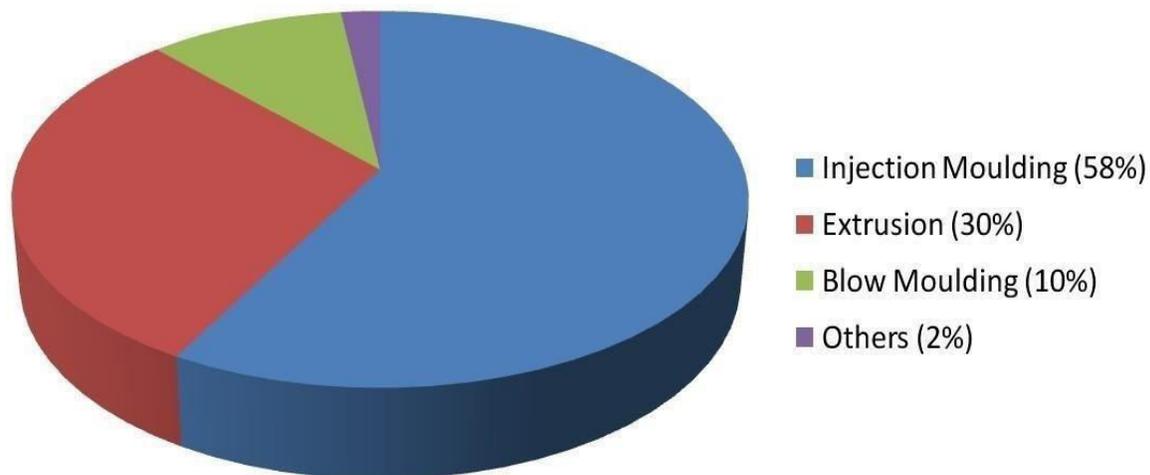
## INDUSTRY PROFILE:

### Indian Plastics Market Overview:

The Indian plastics market is comprised of around 25,000 companies and employs 3 million people. The domestic capacity for polymer production was 5.72m tonnes in 2009. The State of Gujarat in Western India is the leading plastics processing hub and accounts for the largest number of plastics manufacturers, with over 5,000 plastics firms.

The growth rate of the Indian plastics industry is one of the highest in the world, with plastics consumption growing at 16% per annum (compared to 10% p.a. in China and around 2.5% p.a. in the UK). With a growing middle class (currently estimated at 50 million) and a low per capita consumption of plastics, currently 8kg per head, this trend is likely to continue. The Plast India Foundation estimates that plastics consumption is likely to reach 16kg per head by 2015.

### Main Plastics Processing Technologies in India



Despite India having a population of 1.15 billion and a work force of 467 million, plastics companies have reported problems with labour shortages. This has led to increased investment in technology such as automation and conveyor belt systems.

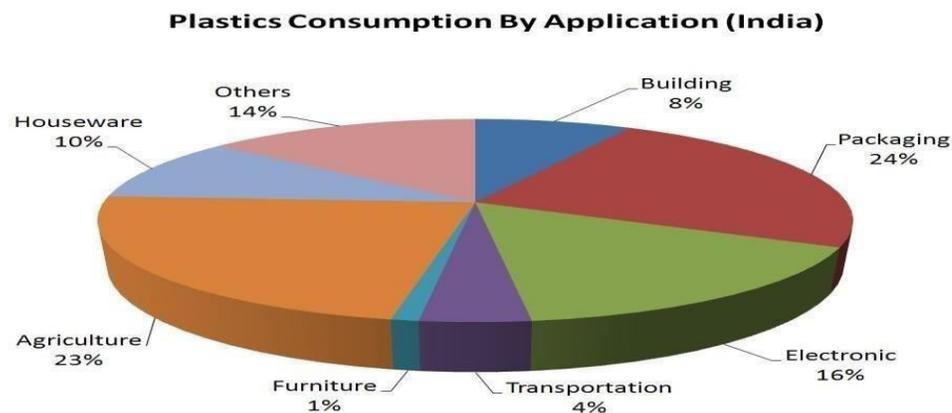
Apart from the shortage of skilled labour, the plastics industry is also facing the problem of a nationwide power deficit. The electricity demand deficit is 12-13 per cent. This provides excellent opportunities for firms offering energy saving solutions, power saving machines and ancillary equipment.

### Raw Material Supply and Demand:

Reliance Industries, India's largest private sector conglomerate company, stated in January that India's polyolefins market is expected to grow 12 percent to about 7.5 million metric tons in 2011 with double-digit growth in consumption of both polypropylene and polyethylene. Polypropylene will account for the largest growth at 18% (with consumption growing from 2.2 million metric tonnes to 2.6 million metric tonnes).

It is estimated that between 75-80% of Polypropylene demand in India is met by Reliance Industries with around 20% coming from four Government run companies Indian Oil Corporation Ltd (IOCL), Haldia Petrochemicals, Bharat Petroleum Corporation LTD (BPCL) and the Gas Authority of India Ltd (GAIL).

Partially due to the growth of the Indian construction industry (which is growing at approx. 20% p.a.) the demand for PVC is exceptionally high with domestic production barely meeting 50% of the demand. Again, of the domestic suppliers, Reliance is the largest followed by Chemplast and Finoflex (with the latter two accounting for about 5% of demand).



EVA is also in high demand, with barely 10% of the demand being met by domestic supply, in this case by Relene (a division of Reliance).

**REVIEW OF LITERATURE:-**◆ **Prof. Dr. Anil C. Bhavsar (2011)**

Discusses various advantages, applications and importance of HRM. The author highlighted that “today's HRM has the potential to be an enterprise wide decision support system that helps achieve both strategic and operational objectives

◆ **Vareta, (2010)**

Human resource Policy (HRP) is generally overlooked in most organizations as the importance of HRP is not acknowledged (Vareta, 2010) [14]. Cherian (2011) [15] defined HRP as the process of forecasting the demand and supply human resource and recruiting the correct number of employees, with right skills (as per the job) as per the need of the organization

◆ **Carole Tansley and Sue Newell, (2007)**

Threats to that the knowledge and behavior of project leadership influenced project team trust and social capital development and stressed on the exploitation of this knowledge in the milieu of a global HR information systems. Project leaders relate this knowledge in three areas to develop trust inside the project team (external leadership, internal leadership and hybrid leadership), which is yet again a crucial prerequisite for the improvement and exploitation of social capital.

◆ **Kenneth et. al. (2002)**

Discussed various administrative and strategic advantages of HRM. Various administrative advantages underlined by the author include employee self-service, interactive voice Human Resource Policy System and its impact on Human Resource. A perceptual Response Etc. The Author Also Propounded That Businesses Can Leverage From The Administrative Cost Savings, As Well As Strategic Advantage In The Course Of Information Gathering, Processing, And Sharing

Carole Tansley, Sue Newell, Hazel Williams, (2001)

Contended that the term “Greenfield “conceptualizes the break with employee relations practices on hand, or to embark a philosophical break with the past. It is also emphasized that automate

information transformation potential of HR systems in the Greenfield surroundings positively ways the nature and execution of HRM style philosophies, policies and practices. Not taking into concern the information sharing potential hamper the development of HR specialist's knowledge of the needs of their clients. In the "knowledge era" of the future this may provide evidence of a very pricey missed prospect.

#### ◆ **Butler Et Al (1991)**

Explain That There Is An Important Role Of Human Resource Management To Create Competitive Advantage For The Organization Against The Competitors Present In The Industry.

#### ◆ **Walker (1990)**

Outlined that "Like most organizational practices, however, the effectiveness of HR planning depends on the perspective within which it is utilized". HR planners need to have clear and precise objectives in mind in order to better execute HR planning process.

#### ◆ **Manzini (1988)**

Emphasized that all organizational initiatives need integration with the HR practices for successfully integrating corporate strategies. When all strategic initiatives i.e. growth, better customer service, innovative production methods, improvements in after sale services, mergers, etc. possess an alignment with HR practices and policies of the organization e.g. with organizing, communicating, developing, appraising, and rewarding employees, and keeping an eye on the future capabilities of the organization, the chances of successful and better resulting implementation of strategic plans increase. The HR practices also need to be aligned with objectives of the organization

### **RESEARCH METHODOLOGY:-**

#### **RESEARCH DESIGN:**

"A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure". The research work is exploratory in nature and is meant to provide the basic information required by research objectives. It is a preliminary study based on primary data and the findings can be consolidated after a detailed conclusive study has been carried out. The research will use descriptive design and first to describe the existing phenomenon

**SAMPLING TECHNIQUE:**

The type of sample technique used in this study is probability sampling.

**i) Probability sampling**

Probability sampling is used when the chance of any particular unit in the population being selected is unknown. Under this sampling, the technique selected is Simple Random Sampling.

**a) Simple Random Sampling:**

In Simple Random Sampling the sample is so drawn that each and every unit in the population has an equal and independent chance of being included in the sample.

**SAMPLE SIZE:**

The sample size taken is 100 samples. This refers to the number of respondents to be selected from the universe to constitute sample.

**DATA COLLECTION METHOD:**

Data collection method is an important task in every research process. There are two types of data being used.

**Primary data:**

The data are collected directly from the respondents as the information is already provided.

There are many methods of collecting primary data. The main method of collection primary data includes questionnaire and interviews.

**Secondary data:**

The data are collected from the company records and also the internet of the company. Secondary data is collected by someone other than the user. Common source of secondary data for social science includes surveys, organizational records.

**TOOLS USED FOR ANALYSIS:**

Questionnaire is the tool used for collecting data. Multiple choice, rating scale and close-end question for pre-formulated questionnaire have been design for the study.

**Analysis of Data:**

After collecting the data, different tables were prepared and analysis of data was done to find out the job satisfaction of employees in the organization. To extract meaningful information from data collected, analysis of data and interpretation was carried out by using simple percentage analysis

and chi-square test for paired comparison method.

**Statistical Tools used**

- ◆ Percentage Analysis
- ◆ Chi-square Test Analysis

**Percentage Analysis:**

It is a commonly used tool to analyze the percentage of the data.

$$\text{No. of Respondents Percentage analysis} = \frac{\quad}{\quad} \cdot 100$$

Total

**Chi-square Test Analysis:**

Chi-square is a statistical measure used in the context of sampling analysis for comparing a variance to a theoretical variance. It can be used to determine if categorical data shows dependency or the two classifications are independent.

$$\chi^2 = \sum \frac{(O - E)^2}{E} = 1,1$$

Observed Value E Expected Value

We require the Degrees of Freedom for using this test.

$$d.f = (c-1)(r-1)$$

Then by comparing the calculated value with the table value of chi-square for (c-1) (r-1) degrees of freedom at a given level of significance, we may either accept or reject the null hypothesis. If the calculated value is less than the table value, the null hypothesis is accepted, but if the calculated value is equal or greater than the table value, the hypothesis is rejected

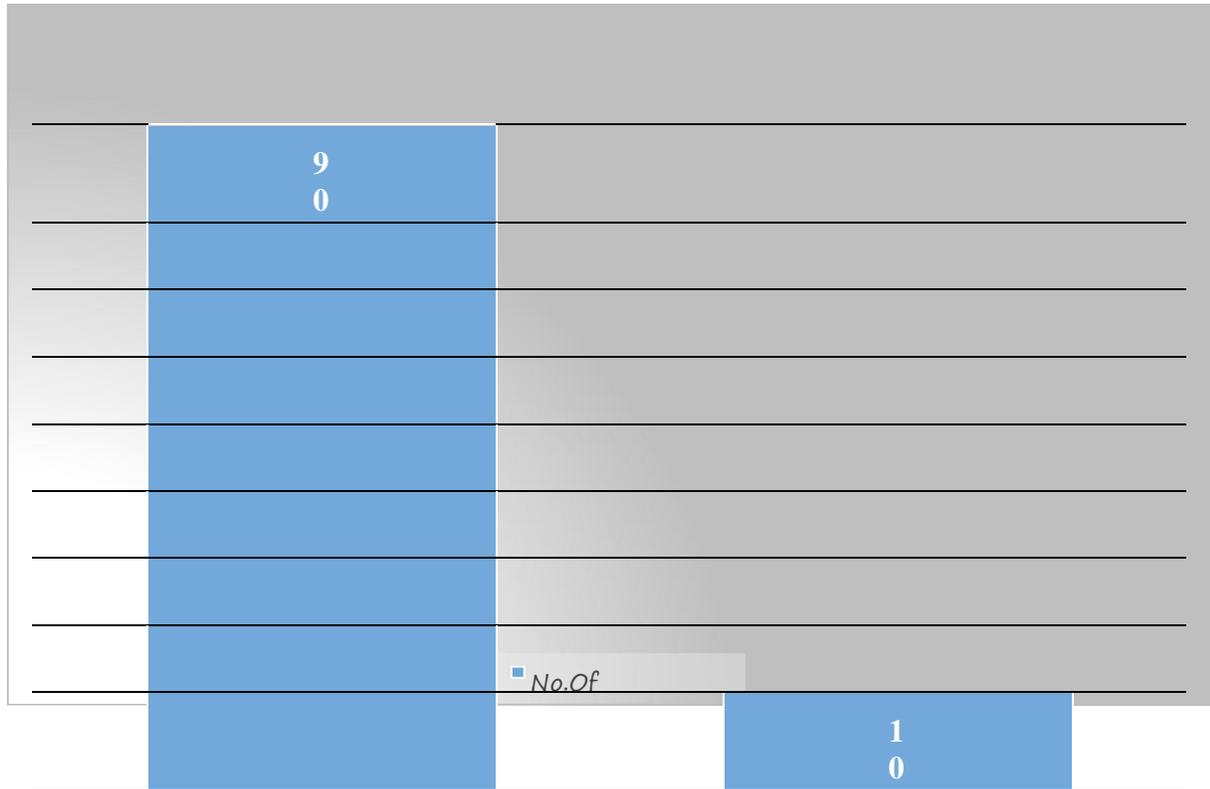
**DATA ANALYSIS AND INTERPRETATION:-**  
**Induction Programmed Properly Implemented After The Selection Process**

Particulars	No.Of Respondents	Percentage
Yes	90	90
No	10	10
<b>TOTAL</b>	<b>100</b>	<b>100</b>

**Table1**

**Interpretation:**

From the above table shows that, Properly Implemented after the Selection Process Most of the Respondents are in 90% Yes, 10% of Respondents are in No.



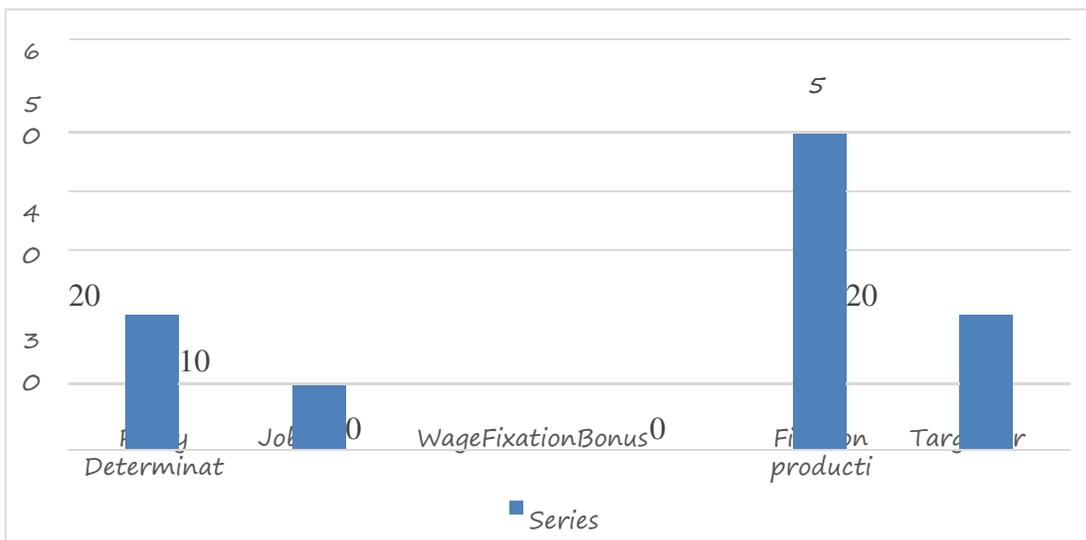
**Chart 1**  
**Participation in Areas Of Factory Management**

Particulars	No.OfRespondents	Percentage
PolicyDetermination	20	20
JobPlanning	10	10
WageFixation	0	0
BonusFixation	0	0
Fixationproduction	50	50
TargetsorGoals	20	20
<b>TOTAL</b>	<b>100</b>	<b>100</b>

**Table2**

**Interpretation:**

Fromtheabovetableshowsthat,whichareas of factorymanagementdoyouparticipate,MostoftheRespondents arein50%Fixation production.20%Respondentsarepolicydetermination. Andagain20%Respondents areTargetsorgoals.And10%RespondentsareJobplanning.



**Chart 2**

**FINDINGS:-**

- Participation in factory management - 79% Respondents say no. And 21% of Respondents say yes.
- The aware of manpower planning in your corporation - 83% Respondents are yes. And 17% of Respondents say no.
- Recruitment & selection process - 76% Respondents are partially satisfied, and 24% of Respondents are fully satisfied.
- Mode of selection - 100% Respondents are interview based selection.
- Internal promotions are given importance in your corporation - 90% Respondents are yes. And 10% of Respondents say no.
- Satisfied with the procedure of identifying training needs in your corporation - 62% of the Respondents are satisfied to some extent.
- Benefited by attending training program in your corporation - 90% of Respondents say yes, and 10% of the respondents say no.
- Any problems while attending training program - 55% of the Respondents are In-convenient timings of training schedule, 25% of Respondents are Heavy work load in the department, and 20% of the Respondents are too many participants.
- Performance appraisal reports in your corporation. - 83% of the Respondents are fully aware, and 17% of the Respondents are partially aware.
- Company providing PPE - 100% Respondents say yes.
- Company providing PPE - 89% Respondents are highly satisfied, and 11% of the Respondents are satisfied.
- Causes of grievance in your organization - 90% of the Respondents are working condition, 10% of the Respondents are any other aspect.
- Expectation for your advancement in the corporation - 81% of the Respondents are culture of teamwork, 15% of the Respondents are healthy working conditions, and 4% of the Respondents are fair promotions & transfers.
- Code of conduct - 100% of the Respondents say yes.

**SUGGESTIONS:-**

- Infactorycanteen is so far from the workplace, so the management has to keep the canteen nearest to the workplace, therefore, unnecessary employees waking will be avoided.
- It is suggested to the management that they have to keep the emergency arrival area nearest to the workplace.
- It is suggested to that they have to provide covered shelters for their employees working in an outside.
- In company they are using employees for all the works, instead of that company can use modern machinery for higher productivity.
- While working paints are flowing in a garden Grass, it's not good for green environments, so it's suggested that employees can work without flow of paints.
- It is suggested to the company that they can fix safety alarm & Proper siren the gantry cranes sign based in a workplace.
- In company they are allowing lunch time for all the employees at same time, it is suggested to the management, instead of allowing uniform lunch time, allow segregate the lunch time (12:30–1:00) & (1:00 – 1:30), so that their production will not get affected.

**CONCLUSION:-**

At last I want to say that while HR practices identify acceptable candidate, the process still continue with induction program for the new employee, we can further fine tune the fit between the candidate's qualities and the organization's desire. Then to make the employees more skilled behavioral training may be provided. It makes the positive impact of any organization, but it needs a lot of money, time, attention and guidance. It is just like only taking, not giving or taking the starting benefits and when the time comes for returning back you just quit the job. So it is not always fruitful.

The employee motivation is needed to be built up through constant attempts of the organization. The organization may adopt various methods for motivating the employees. Welfare activities to be undertaken by the organization may include various facilities such as uniform for the employees for whom HR department is responsible for its maintenance and providing it.

At last to conclude, I would like to say that with enthusiasm that it was a great experience working with many experienced people working at senior positions. Interacting and spending time with the people rich in learning experience. The people were very cooperative and helpful and encouraging. It is an experience to be cherished for a long time. It was great of learning so much about HR practices and implementing them. I'm really thankful for all the senior members who explain me the working strategies and methodologies of organizations

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