

Employee's Perception towards HR Practices

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Abstract: This main aim of this research is to know the Employee's Perception of HR Practices followed in the organisation. The study is descriptive in nature. The objective of the study to know the employees perception towards HR practices such as perception of internal communication level of training and development performance management, to find out whether the employees are satisfied with the HR Practices followed in the organisation. The sample size is 110. The sample method used for this study is Convenience sampling method. The data has been collected through a well-structured questionnaire and has been analysed with the help of SPSS package. Percentage Analysis and Independent T test has been used to analysis the data. From the Descriptive analysis it was found that majority of the respondents are female and they belongs to the age group of 30 -40 years and they are Degree holders and they have more than two years of working experience in the organisation. From this study it was found that employees of Sarathy Export Fabrics employees were aware of their HR practices followed in the organization. HR practices implemented by the company are shared to employees by proper channels among employees; they also conduct training programs for the development of employee's performance. The employees stated that they are satisfied with the Performance appraisal and the steps taken by the authorities for employees career Development.

Keywords: Career Development HR Practice, Employee Turnover.

1. Introduction

HR practices means that which human resources personnel can develop the leadership of employees. This occurs that the practice of developing extensive training courses and motivational programs, such as devising systems to direct and assist management in performing on going performance appraisals. The success of any business depends the maximum amount on applicable effective well communicated with every minutes and business practices because it depends on meeting the wants of mandated laws and laws indeed sensible coming up with and also the development of the effective practices create restrictive compliance abundant easier. Every minutes practices helps in increasing the productivity and quality and to realize the competitive blessings of a personnel strategically aligned with the organization's goal and objectives. The impact of human resource management observes like compensation practice, performance analysis observe and promotion observe on employees' job satisfaction, perceived performance, commitment, turnover intention and citizenship behavior can not be unmarked. of these employees' outcomes have terribly important bearings on the operation of organization in spite of its size and nature hyperbolic job satisfaction, structure commitment, structure citizenship behavior, performance and ablated turnover intention facilitate the organization accomplish its goals and objectives. Employees' discontentment conjointly culminates in low level of employees' commitment to the organization and high level of turnover intention. As employees' turnover intention culminates in actual turnover the foremost precious time which will lean to ruminate the event and improvement of the university is wasted on achievement, choice and coaching of fresh inducted staff. On the opposite hand, students area unit bereft of some necessary categories just in case of high employees' employee turnover.

This study belongs to organization effectiveness through every minutes apply. during this we have a tendency to are learning however organization is accomplished through every minutes apply. The role of Human Resources is dynamic as quick as technology and also the international market place. traditionally, the every minutes Department was viewed as administration, unbroken personal files and different records, managed the hiring method, and provided different body support to the business. Those times have modified. The positive results of these changes is that every minutes professionals have the chance to play a lot of strategic role within the business. The challenge for hour managers is to stay up so far with the most recent hour innovations and technological, legal, and otherwise. This special report can discuss the most effective practices in 60 minutes management in different words, however 60 minutes managers will anticipate and address a number of the foremost difficult 60 minutes problems this year. This report can provide you with the knowledge you would like to understand concerning these current 60 minutes challenges and the way to most effectively manage them in your geographical point. Human resources is associate degree progressively broadening term with that a corporation, or different human system

describes the mix of historically body personnel functions with acquisition and application of skills, data and skill, worker Relations and resource coming up with at numerous levels. the sphere attracts upon ideas developed in Industrial or organizational psychological science and system Theory. Human resources has a minimum of 2 connected interpretations betting on context. the first usage derives from economics and social science, wherever it absolutely was historically referred to as labour, one amongst four factors of production though this angle is dynamic as a perform of latest and on going analysis into a lot of strategic approaches at national levels. This 1st usage is employed a lot of in terms of human resources development, and might transcend simply organizations to the extent of countries. The a lot of ancient usage among firms and businesses refers to the people among a firm or agency, and to the portion of the organization that deals with staff achievement, internal communication, coaching and development, Performance appraisal, compensation and staff edges generally noted human resources practices.

2. Scope of the Project

This study is aimed at understanding the employees perception of HR practices at Sarathy Export fabrics. This study confined to the employees of Sarathy Export Fabrics. This study tries to address the relationship between employees perception and its impact on job Satisfaction in Sarathy Export Fabrics.

3. Need of the Study

The need of the study is to analyses various dimensions of employees perception of HR practices and its impact on job satisfaction of employees working in Sarathy export fabrics.

4. Objectives of the Study

4.1. Primary Objective

- To Study the employees perception of HR practices and its impact on job satisfaction.

4.2. Secondary Objectives

- To study the relationship between HR practices and its impact on job satisfaction.
- To find the employees perception of internal communication in the organization.
- To examine the perception level of training and development followed in the organization.
- To observe the employees perception of performance management.
- To find out whether the employees are satisfied with the HR Practices followed in the organisation.
- To provide suggestion to improve HR practices followed in the organization.

5. Review of Literature

Kennedy Alusa, Anne Kariuki (2015) The study has been understand to know Human Resource Management Practices, Employee Outcome and Performance of Coffee Research Foundation, Kenya. The data has been collected 78 employee of a government organization. The descriptive research design has been used for this study. Stratified sampling method was used for collecting the data. The tools used to analyse the data are multiple regression analysis and correlation. The study established that employee outcome fully mediates the influence of HRM practices on organizational performance.

Naeem Akhter, Aizaz Hussain, Muhammad Usman Sohail Bhatti, Faheem Shahid (2016) The study has been understand to know the Impact of HR Practices on job Satisfaction: A Study on Teachers of Private and Public Sector. The data has been collected for this study is 100 teachers working in various public and private sector schools in Okara, Pakistan. The descriptive research design has been used. The tools used to analyse the data are Regression analysis, Correlation and ANOVA. The Sampling technique is Non-Probability sampling technique and the Sampling Method is simple random sampling used. The analysed results shows that there is some impact of supervision, compensation, co-worker and intent to leave on job satisfaction but supervision and compensation have significant positive impact on job satisfaction as compare to co-worker and intent to leave. Co-worker and intent to leave have no significant relationship with job satisfaction. The largest influence comes from supervision and compensation.

Salman Iqbal (2016) the study has been undertaken to know Employees' Perception Regarding the Role of Specific HRM Practices in Knowledge Intensive Firms. The data has been collected among 390 employees in intensive firms. The empirical research has been used. The tools used to analyse the data are Multivariate Analysis,

Amos version 19. The study explained the results revealed that employees' perceive that in this dynamic business environment organisational recruitment practices should be on priority. Fair recruitment and selection processes may boost employees' confident to collaborate and share their skills and with colleagues. This may help to create new knowledge that can eventually improve organisations' knowledge capability.

Mehvish Mehmood (2017) The study has been understand to know the Impact of human resource development (HRD) practices on employee's performance in textile industry. The descriptive research design has been used for this study. The data has been collected 149 employees working in Textile Company. Convince sampling method has been used. The tools used to analyse the data are linear regression, Regression Analysis, Pearson Correlation, ANOVA, T-test. The findings highlighted that there is a significant impact of HR policies and practices on the performance of employees in selected textile companies.

Raindrop Kumar Pradhan, Sangya Dash, Lalatendu Kesari Jena (2017) The study has been explained to know Do HR Practices Influence Job Satisfaction? Examining the Mediating Role of Employee Engagement in Indian Public Sector Undertakings. The data has been collected from 393 executives through a questionnaire survey. The descriptive research design has been used for this study. The tools used to analyse the data are standard deviations and correlations. The study reveals support HR managers in developing programs that emphasizes on good HR practices in order to fully engage their employees and more importantly keep the employees satisfied in their job.

Khurram Shahzad, Sajid Bashir and Muhammad I Ramay (2018) the study has been understand to know the Impact of HR Practices on Perceived Performance of University Teachers in Pakistan. The samplings were collected from 115 full time university teachers from 12 leading universities of Pakistan. The descriptive research design has been used. The tools used to analyse the data are Correlation Matrix. The study indicate a positive relationship between compensation and, promotion practices and employee perceived performance while performance evaluations practices are not significantly correlated with perceived employee performance. Pakistani universities need to revise compensation practices and define clear career paths to enhance the performance of teachers.

Bhavan Raina, Dr Anjali Kalse (2019) The study has been undertaken to know Employee's Perception of Human Resource Practices And Work Engagement In Hospitality Industry (Mumbai). The data has been collected 419 employees in hospital industry in Mumbai. The empirical research has been used. The tools used to analyze the data are Standardized Regression. The study explained that Selection and Staffing, Employee Training Opportunities, Promotional Opportunities, Employee benefits and Communication& Coordination with HR all have significant relationship with Work engagement.

Willard Nyamubarwa, Crispin Chipunza (2019) The study has been undertaken to know Debunking The One-size-fits-all Approach To Human Resource Management: A Review Of Human Resource Practices In Small And Medium-sized Enterprise Firms. The data has been collected 150 employees working in small medium sized enterprise firms. The descriptive research has been used. The tools used to analyse the data are Thematic analysis. The study concludes that the eclectic nature of SME HR practices complicates the extent of generalisability of such practices across organisational settings, thus showing that HR practices that work in SME firms cannot be applied in large firms with equal success.

Shaoheng Li, Christopher J. Rees, Mohamed Branine (2019) The study has been undertaken to know Employees' Perceptions of Human Resource Management Practices And Employee Outcomes. The data has been collected 229 employees working in a small medium enterprises. The descriptive research has been used. The tools used to analyse the data are Multiple Regression with Discrete Dependent Descriptive statistics, correlations. The study explained that It was found that there is a relationship between employees' perceptions about the use of HRM practices and employee outcomes at the individual level. The findings are useful for SME owners and HR practitioners.

Ying wang, Sunghoon Kim (2020) The study has been undertaken to know Employee Perceptions of HR Practices: A Critical Review and Future Directions. The data has been collected among 105 employees in a organisation. The Descriptive statistics Research has been used. The tools used to analyse the data are Multiple regression, Hierarchical linear modeling, Structural equation modeling, One-way between groups MANOVA. The study explained Empirical studies confirm that HR perceptions vary across the organizational hierarchy.

6. Research Methodology

6.1. Research Design

The main purpose of this research is to find out the relationship between human resource practices and its impact on job satisfaction. This research is descriptive in nature. For this study questionnaire is developed so therefor this is a qualitative research.

6.2. Population

The population for this study is 300 employees working in Sarathy Export Fabrics, Karur, Tamilnadu.

6.3. Sampling Unit

The researcher considered the working employees of Sarathy Export Fabrics as sampling unit for this study.

6.4. Sample Size

Sample size of this study is 80 employees from the total population of Sarathy Export Fabrics.

6.5. Sampling Method

In this study the researcher used Convenient Sampling method.

7. Limitation of the Study

The research is conducted on employees of Sarathy export fabrics in Karur district Tamil nadu. This is conducted in specific cities and specific area, it can be conducted on much broader level and in other sector as well. It also work on limited independent variables of HR and variables can be explored. According to finding of this study, further work could be used for other export and textile industry employees.

8. Data Analysis and Interpretation

8.1. Tools used for data analysis

The researcher used the following tools for data analysis.

- Independent T- test
- Percentage analysis

9. Descriptive Analysis

Table 9.1. Demographic Profile

Demographic Profile	Categories	No. of Respondents	Respondents %
Gender	Male	35	32.4 %
	Female	75	67.6%
Age	Below 20	5	4.5%
	20-30	29	26.4%
	30-40	61	55.5%
	40-50	14	12.7%
	Above 50	5	4.5%
Education Qualification	< SSLC	5	4.5%
	HSC	22	20%
	Diploma	33	30%
	Degree	39	35.5%
	Master Degree	11	10%
Location	Main office	51	46.4%
	Factory	59	53.6%
	Less than 1 years	6	5.5%
Experience	1 year	30	27.3%
	2 years	42	38.2%
	3 years	20	18.2%
	More than 3 years	12	10.9%

Inference

The above table 9.1 shows The above table 4.1 shows a clear understanding of demographic profile of the respondents studied. It encloses the descriptive statistics of gender, age, education qualification, location, and experience of employees working in Sarathy Export fabrics.

The profile reveals that the majority of the respondents are female. It was found that 67.6% of the respondents are female and 32.4% of the respondents are male in the organization. It was found that about 55.5% of the employees age group is 30 – 40 years, 26.4% are in the 20-30 age group, about 12.7% of employees are in 40-50 age groups and 4.5% of employees were belongs to below 20 years age group and above 50 age group respectively working in the organization. Then 35.5% of employees are having degree qualification, 10% of employees are having master degree qualification, 30% of employees are having diploma qualification, 20% of employees are having higher secondary qualification and 4.5% of employees are having SSLC qualification in the organization. The Sarathy Export Fabrics organization having two locations most of the employees are working in factory 53.6% and 46.4% employees are working in main office. It was also revealed that about 38.2% of the employees are having 2 years working in organization, 27.3% of employees having 1 year experience, 18.2% of employees having 3 years working experience, 10.9% of employees are having more than 3 years' experience, and 5.5% of employees are having less than 1 year experience in the organization.

9.1. Test of Hypothesis

H₀ There is no significance difference between factors inducing Employees perception towards HR practices and gender

H₁ There is significance difference between factors inducing Employees perception towards HR practices and gender

Table 9.2. Employees Perception towards HR practices

S.no	Factors	Gender	N	Mean	S.D	T	Sig (2-tailed)	Relationship
1	Aware of HR practices followed in your organization	Male	3	3.057	1.1867	-	0.16	Not Significant
		Female	5	3.386	1.1495	1.37		
2	HR practices are implemented among employees	Male	3	3.800	1.2787	-	0.01	Significant
		Female	5	4.400	0.7352	2.58		
3	Clear about what your duties and responsibilities are	Male	3	3.857	0.8792	-	0.08	Not Significant
		Female	5	4.120	0.6567	1.74		
4	Understanding about how your work contributes to agency's objectives	Male	3	3.771	1.1398	-	0.12	Not Significant
		Female	5	4.093	0.6812	1.54		
5	Good information management practices are promoted and supported in your work area	Male	3	3.742	1.1464	-	0.23	Not Significant
		Female	5	4.000	0.7352	1.21		

Interpretation

The above table 9.2, reveals that p value of the variables namely HR practices are implemented among employee are found to be highly significant at 1% level of significance. Hence the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of employee's perception of employees recruitment and gender.

The p value of the variables changes for Aware of HR practices followed in your organization is more than 0.05 so the null hypothesis is accepted and there is no significant difference between Employees perception of HR practices and Gender

The p value of the variables changes for Good information management practices are promoted and supported in your work area are more than 0.05 at 5% level of significance Hence the null hypotheses are accepted and inferred that there is no significant difference between main score of Employees perception towards HR practices and gender.

The p value of the variables changes for Clear about what your duties and responsibilities are and Understanding about how your work contributes to agency’s objectives are more than 0.05 at 5% level of significance Hence the null hypotheses are accepted and inferred that there is no significant difference between main score of these factors Employees perception towards HR practices and gender.

9.2. Test of Hypothesis

H₂ There is no significance difference between factors inducing Employees perception of Internal communication and gender

H₃ There is significance difference between factors inducing employees perception of internal communication and gender

Table 9.3. Internal Communication

S.n	Factors	Gender	N		Mean	Std.Dev	T	Sig (2-tailed)	Relationship
1	Currently get information about the company	Male	3	5	4.485	.65849	2.52	0.01	Significant
		Female	7	7	4.106	.76359			
2	The information receive through the internal communication channel is useful to give you a better understanding of the organization	Male	3	6	4.028	.70651	0.61	0.53	Not Significant
		Female	7	3	3.933	.77692			
3	In your work area, communication between senior managers and other employees is effective	Male	3	3	3.933	.95442	1.05	0.29	Not Significant
		Female	7	6	4.028	.83892			
4	Internal communication in the organization helps you to perform your job in a better way	Male	3	0	3.840	.95442	-0.28	0.77	Not Significant
		Female	7	6	3.828	.85361			
5	The important facts and news about the organization are adequately	Male	3	0	3.880	1.19734	0.33	0.73	Not Significant
		Female	7	3	3.914	.77180			

shared among
the employees

Interpretation

The above table 9.3 reveals that p value of the variables namely, Currently get information about the company are found to be highly significant at 1% level of significance. Hence the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of Employees perception on internal communication and gender.

The p value of the variables change for this factor The information receive through the internal communication channel is useful to give you a better understanding of the organization is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on internal communication and gender.

The p value changes for this variables In your work area, communication between senior managers and other employees is effective is more than 0.05 at 5% level of significance Hence the null hypotheses are accepted and inferred that there is no significant difference between main score of employees perception on internal communication and gender.

The p value change for this variables Internal communication in the organization helps you to perform your job in a better way is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on internal communication and gender.

The p value change for this variables The important facts and news about the organization are adequately shared among the employees is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on internal communication and gender.

9.3. Test of Hypothesis

H₄ There is no significance difference between factors inducing employees perception of training & development and gender

H₅ There is significance difference between factors inducing employees perception of training & development and gender

Table 9.4. Training & Development

S.n	Factors	Gender	N	Mean	Std.Dev	T	Sig (2-tailed)	Relationship
1	The company provides every employee with training opportunities to improve their knowledge, skill, abilities and others.	Male	3	4.028	1.04278	-	0.84	Not Significant
		Female	5 7	4.066	.79412	019 9		
2	Training program organized by this organization is able to enhance	Male	3	3.628	1.13981	-	0.24	Not Significant
		Female	5 7	3.880	.80472	1.17 5		

3	employee competency The company provides different kinds of training program for their employees.	Male	3	3.800	1.02326	0.6	8	0.94	6	Not Significant
		Female	5	0	3.786					
4	The company frequently organize training program for their employee	Male	3	2.485	1.31443	-	2.01	8	0.04	Significant
		Female	5	7	3.013					
5	The company emphasize on long term development for employees training plans.	Male	3	2.371	1.33032	-	5	4	0.02	Significant
		Female	5	4	2.986					

Interpretation

The above table 9.4 reveals that p value of the variables namely, The company frequently organize training program for their employee is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception of training & development and gender.

The p value of the variables the company emphasize on long term development for employees training plans is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception of training & development and gender.

The p value of the variables change for this factor The company provides every employee with training opportunities to improve their knowledge, skill, abilities and others is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of training & development and gender.

The p value changes for this variables Training program organized by this organization is able to enhance employee competency is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of training & development and gender.

The p value change for this variables The company provides different kinds of training program for their employees is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of training & development and gender.

9.4. Test of Hypothesis

H₆ There is no significance difference between factors inducing employees perception of performance appraisal and gender

H₇ There is significance difference between factors inducing employees perception of performance appraisal and gender

Table 9.5. Performance Appraisal

S.no	Factors	Gender	N	Mean	Std. Devi	T	Sig (2-tailed)	Relationship
1	The company allows involvement and participation of employees in the entire performance appraisal process.	Male	3	4.028	1.0427	-	0.84	Not Significant
		Female	5	4.066	.79412			
			6					
2	The company uses performance appraisal process to make sure every member of organization achieve goals established by top management	Male	3	3.628	1.1398	-	0.24	Not Significant
		Female	5	3.880	.80472			
			6					
3	Performance appraisal process employed by this organization is able to point out areas which I need to improve	Male	3	3.800	1.0232	0.6	0.94	Not Significant
		Female	5	3.786	.77622			
			7					
4	My supervisor will provide feedback to me during and at the end of performance appraisal process.	Male	3	2.485	1.3144	-	0.04	Significant
		Female	5	3.013	1.1911			
			7					
5	This organization will revise employees' compensation plan after performance appraisal process	Male	3	2.371	1.3303	-	0.02	Significant
		Female	5	2.986	1.2135			
			7					

Interpretation

The above table 9.5 reveals that p value of the variables namely My supervisor will provide feedback to me during and at the end of performance appraisal process is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception on performance appraisal and gender.

The p value of this variables This organization will revise employees' compensation plan after performance appraisal process is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception on performance appraisal and gender.

The p value of the variables change for The company allows involvement and participation of employees in the entire performance appraisal process is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on performance appraisal and gender.

The p value of the variables changes for The company uses performance appraisal process to make sure every member of organization achieve goals established by top management is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on performance appraisal and gender

The p value change for this variables Performance appraisal process employed by this organization is able to point out areas which I need to improve is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception on performance appraisal and gender.

9.5. Test of Hypothesis

H₈ There is no significance difference between factors inducing employees perception of compensation impact and gender

H₉ There is significance difference between factors inducing employees perception of compensation and gender

Tables 9.6. Compensation

S.no	Factors	Gender	N	Mean	Std.Devi	T	Sig (2-tailed)	Relationship
1	This organization use incentive to boost individual performance. Eg: Bonus and allowances.	Male	35	2.1714	1.42428	-	0.003	Significant
		Female	75	3.0533	1.26163			
2	This organization constantly reviews and improves the employees' working schedule	Male	35	3.0000	1.16316	-	0.830	Not Significant
		Female	75	3.0533	1.22908			
3	This organization uses compensation system to attract more and better candidates	Male	35	2.3143	1.32335	-	0.001	Significant
		Female	75	3.1333	1.11904			
4	This organization has a well-designed and	Male	35	2.7143	1.29641	-	0.681	Not Significant
		Female	75	2.8267	1.34941			

5	This organization integrates compensation plan with its mission and goals in order to gain or sustain competitive advantages over its rivals	Male	35	2.4571	1.24482	-	0.063	Not Significant
		Female	75	2.9467	1.28287			
						1.88		

Interpretation

The above table 9.6, reveals that p value of the variables namely This organization use incentive to boost individual performance. Eg: Bonus and allowances is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception of compensation and gender.

The P value of this variables organization uses compensation system to attract more and better candidates is found to be highly significant at 1% level of significance. Hence the null hypotheses is rejected and inferred that there is highly significant difference between the mean scores of employees perception of compensation and gender.

The p value of the variables change for This organization constantly reviews and improves the employees' working schedule is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of compensation and gender

The p value of variables changes for This organization has a well-designed and competitive rewards and compensation system that are able to retain talented employee is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of compensation and gender

The p value changes for this variables This organization integrates compensation plan with its mission and goals in order to gain or sustain competitive advantages over its rivals is more than 0.05 at 5% level of significance Hence the null hypotheses is accepted and inferred that there is no significant difference between main score of employees perception of compensation and gender.

10. Findings

- It is found that female respondent are more than male respondent. The education qualification of employees are more in Degree so they have understand their company HR practices knowledge majority of employees are having 2 years working experience in same company it is easy to understand the internal communication in the organization
- As per analysis from the framed null hypothesis (H₀) and alternative hypothesis (H₁) the null hypothesis is rejected and inferred that there is highly significant difference between the mean scores of these one factors of employees recruitment impact on job satisfaction and gender, the null hypotheses are accepted and inferred that there is no significant difference between main score of these four factors Employees perception of job satisfaction and gender.
- From the framed null hypothesis (H₂) and alternative hypothesis (H₃) the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of these one factors of employees recruitment impact on job satisfaction and gender and the null hypotheses are accepted and inferred that there

is no significant difference between main score of these four factors Employees perception of job satisfaction and gender.

- It is also find that framed Null hypothesis (H_4) and alternate hypothesis (H_5) the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of these one factors internal communication of job satisfaction and gender and the null hypotheses are accepted and inferred that there is no significant difference between main score of these four factors of internal communication impact on job satisfaction and gender.
- From the frames Null hypothesis (H_6) and alternate hypothesis (H_7) the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of these two factors of training & development impact on job satisfaction and gender and the null hypotheses are accepted and inferred that there is no significant difference between main score of these three factors of training & development impact on job satisfaction and gender.
- From the frames Null hypothesis (H_8) and alternate hypothesis (H_9) the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of these two factors of performance appraisal impact on job satisfaction and gender and the null hypotheses are accepted and inferred that there is no significant difference between main score of these three factors of performance appraisal impact on job satisfaction and gender.
- From the frames Null hypothesis (H_{10}) and alternate hypothesis (H_{11}) the null hypotheses are rejected and inferred that there is highly significant difference between the mean scores of these two factors of compensation impact on job satisfaction and gender and the null hypotheses are accepted and inferred that there is no significant difference between main score of these three factors of compensation impact on job satisfaction and gender.

11. Conclusion

HR Practices plays a vital role for achieving the objectives of the organisation. Employees Perception towards HR Practices should always be on the positive Side. The organisation should give utmost care for framing HR Practices since they depend on employees to achieve their goal. From this study it was found that employees of Sarathy Export Fabrics employees were aware of their HR practices followed in the organization. HR practices implemented by the company are shared to employees by proper channels among employees; they also conduct training programs for the development of employee's performance. The employees stated that they are satisfied with the Performance appraisal and the steps taken by the authorities for employees career Development. The organisation can try some recreation programs for the employees to overcome the monotonous work.

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