

A Study on HRD Climate with reference to Frontline technology

Gomathi K¹, Mrs Malarkodi K²

¹ Student, Department of Management Studies, M. Kumarasamy College of Engineering, Karur, Tamilnadu, India

² Assistant Professor, Department of Management Studies, M. Kumarasamy College of Engineering, Karur, Tamilnadu, India

ABSTRACT

Organization cannot survive unless the human resource is capable of effectively exploiting the material resources to generate surplus for survival, growth and diversification into new fields keeping in view of the environment in which it operates. With increased competition, there is a need to become cost-effective and efficient. Organizations, therefore, have to update their working methods, work norms, managerial and technical skills and employee motivation to meet the challenges. With this background, the researcher has made an attempt to study the human resource development climate and the impact of human resource development climate on the organisational outcomes of the select software companies in Bengaluru city. As an essential part of the study, the primary data are collected from 105 employees with the help of questionnaire. Unaware of future plans of the organization, lack of team spirit among the employees, reticence in solving problems, incoherent promotional policy, lack of appreciation of the good work, state of poor psychological climate for acquiring new knowledge, lack of motivation to experiment with new methods, lack of interest for self-development and lack of scientific appraisal system as the problems in the human resource development climate in the select software companies. Inadequate training and development and lack of employees' participation are also the problems of employees in regards of human resource development climate. To ensure a positive output, attention to the factors identified in the suggested framework is vital for the human resource development climate.

Keywords: Human resource development climate, executive development, competency development.

1. INTRODUCTION

HRD climate forms the bedrock of a workplace that values continuous learning, skills development and employee growth. HRD climate encompasses various elements that collectively contribute to creating an environment where individuals can thrive and reach their full potentials. An increasing number of people in India are turning to the services sector for employment due to the relative low compensation offered by the traditional agriculture and manufacturing sector. The organized retail market is growing at 35 percent annually while growth of unorganized retail sector is pegged at 6 percent.

OBJECTIVES OF THE STUDY

- To determine the level of HRD climate among employees in selected private Insurance companies.
- To determine the relationship of HRD Climate and outcomes of a favourable HRD climate.
- To analyses the impact of HRD climate on job performance of the employee.

SCOPE OF THE STUDY

Human resource management deals with procurement, development compensation maintenance and utilisation of Human resources. HRD deals with development of human resources for efficient utilisation of these

resources in order to achieve the individual, group and organisational goals. This the scope of HRM is wider and HRD is part and parcel of HRM. In fact, HRD helps for the efficient management of human resources. The scope of HRD invades into all the functions of HRM. Recruiting the employees within the dimensions and possibilities for developing human resources.

1. Selecting those employees having potential for development to meet the present and future organisational needs.
2. Analysing, appraising and developing performance of employees as individuals, members of a group and organisations with a view to develop them by identifying the gaps in skills and knowledge.
3. Help the employees to learn from their superiors through performance consultations, performance counselling and performance interviews.
4. Train all the employees in acquiring new technical skills and knowledge.

NEED FOR THE STUDY

Employee Engagement:

1. A positive HRD climate fosters higher levels of employee engagement.
2. Engaged employees are more likely to be motivated, productive, and committed to their roles, leading to Better performance outcomes.

LIMITATIONS

Like all other research studies are also not free limitations. First, all the measures were based on self-reports thus causing a concern of common method. Longitudinal and experimental studies should be undertaken in this direction to establish the Cause-and-effect relationship between the studies variables. So, the future studies should focus on the role of demographic variables as well.

2. REVIEW OF LITERATURE

R.N. Chatterjee (1974) In his articles the author discussed about the economic development requires two types of human resources one the labour s, (unskilled and semiskilled) who work in the forms or in factories and the second , the entrepreneurs who organised and bear the responsibility of all economic activities income is generated by technical and economic innovation and growth in income the opportunities available for innovation .the sectors which are highly mechanised and capital intensive requires high talent manpower to handle the complicated.

Mridula Mishra (2010) In his articles the author discussed about the state planning major expressway and power in mode. It is important that these projects are implemented in a time –bound manner and allocated with a transparent process in place. An empowered monitoring mechanism could also be put in place at the highest level to regularly monitor the progress on the basis of specified milestone.

Suhail S.Zidan (2011) In his articles the author discussed about human resource planning in their focus on training and development, organisation development and career development to the company and employees take the responsibility for enchaining the performance of the organisation through the assessment of needs and the identification of gap in performance at the workflow and individual levels.

Shyam Kartik Mishra (2013) In his articles the author discussed about the India has a demographic country and improved, economy growth and improve standards of living, socio economy and demographic features of Indian economy, mismatch employers Needs of quality workers and availability of large number of Worker without desired capabilities to demographic Indian economy.

Naveed R Khan (2013) In his articles the author discussed about the comparisons between HR practices and HR outcomes, HR practices to work staffing, job design,training development, performance appraisal, and given to the career planning to practices and they HR outcomes in the part of the HR practices for a long term process and HR outcomes and can examine the impact of hr practices,HR actives a need to developed in employees and organisational Growth.

3. RESEARCH METHODOLOGY

RESEARCH DESIGN

“A Research Design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with the economy in procedure”. The research design adopted for the studies is descriptive design. The researcher has to describe the present situation in order to know the behavior of the consumers. Hence descriptive research study is used. Descriptive research can only report what has happened and what is happening.

The Descriptive Design is marked by the prior formulation of specific research problem. The investigator already knew a substantial amount of the research problem. The investigator should be able to define clearly what is that he/she wants to measure and to setup appropriate and specific means for measuring it.

METHOD OF DATA COLLECTION

The researcher used questionnaire method to collect data from the primary source. Self-prepared questionnaire along with HRD Climate questionnaire developed by C.N. Daftuar were used for collecting data from the respondent.

POPULATION

The research population, also known as the target population, refers to the entire group or set of individuals, objects, or events that possess specific characteristics and are of interest to the researcher. It represents the larger population from which a sample is drawn.

SAMPLE SIZE

Using Cochran’s Formula, the sample is calculated and the sample size is 117

TOOLS FOR DATA ANALYSIS

- Percentage analysis
- Chi square

SAMPLING METHOD

The respondents of the study are employees of the organizations and the researcher has adopted the researcher random sampling.

SCALING METHOD

The scaling method used in the study was 5-point likert scale.

4. DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

Table No: 4.1- Seniors leaders activity support the development

Income	Frequency	Percent

Strongly disagree	02	01.9%
Disagree	33	31.4%
Neutral	30	28.6%
Agree	18	17.1%
Strongly agree	22	21.0%
Total	105	100.0%

INFERENCE

The table shows that out of 105 employees 01.9% of employees belongs to the strongly disagree, 31.4% of employees belongs to the Disagree, 28.6% of employees belongs to the Neutral ,17.1% employees belong to Agree and 21.0% of employees belongs to the strongly agree for senior's leaders activity support the development.

CHI-SQUARE

HYPOTHESIS STATEMENT

H₀ – There is no significance relationship between Age of the respondents and Employees feel empowered to take ownership of their own development

H₁ – There is a significance relationship between Age of the respondents and Employees feel empowered to take ownership of their own development

Table No: 4.2 - Age of the respondents × Employees feel empowered to take ownership of their own development

	Value	Df	Asympatic Sig (2-tailed)
Perason Chi-Square	27.81	12	.006
Likelihood Ratio	27.90	12	.006
Linear-by-Linear Association	.00	1	.992
N of Valid Cases	105		

Source: primary data

Inference:

From the above table, the calculated significant value is 0.000, that is below than the 0.05 (5% level of significance). Hence H₀ is rejected and H₁ is accepted. Therefore, it is inferred that there is significant relationship between Age of the respondents × Employees feel empowered to take ownership of their own development.

5. FINDINGS

- The majority 31.4% of the respondents disagree that seniors leaders activity support the development.

➤ There is significant relationship between Age of the respondents × Employees feel empowered to take ownership of their own development.

6. SUGGESTIONS

Training needs identified through discussions with departmental heads supported by appraisal reports and also discussions with individual employees. After employees are identified and sent for training. A scientific system of appraising the performance of employees should be introduced by organization. The scientific system of appraising the performance of employees should be based on identification of key performance areas.

7. CONCLUSION

The through framework and the growth of human resources in an organization is provided by the HRD climate and process. It improves an organization's ability to find talented personnel and to foster healthy work environments where each employee may further develop and use their skills in ways that support the organization.

8. REFERENCES

- [1] Ahmad S., Schroeder R., The Importance of Recruitment and Selection Process for Sustainability of Total Quality Management, *International Journal of Quality & Reliability Management* 19 (5) (2002) 540-550.
- [2] Dwivedi R.S., *Managing Human Resources: Personnel Management in Indian Enterprises*, New Delhi: Galgotia Publishing Company (1997), 8-29.
- [3] Mufeed S.A., Reward Superior Performance of Individuals: A Key to Achieve Competitive Advantage through Competent People, *International Journal of Pure and Applied Mathematics Special Issue* 328 New Delhi: Tata McGraw Hill Publishing Company (2005), 466-479.
- [4] Padmakali Mishra, Gopa Bhardwaj, Human Resource Development Climate: An Empirical Study among Private Sector Managers, *Indian Journal of Industrial Relations* 38 (1) (2002), 66-77.
- [5] Ramachandra Gowda M., Parameswara Gupta E.A., HRD: Requiring Today Innovative Techniques, *Southern Economist* 45 (13) (2006), 15-17. [6] Subha Rao P., *Essentials of Human Resource Management and Industrial Relations*, Mumbai: Himalaya Publishing House, 2004.