

# A STUDY ON HR PRACTICES IN DRS DILIP ROAD LINES LTD

At Chennai ( Tamil Nadu)

Ms. KOTAPURI SIVANI

Under the Esteemed Guidance Of

Mr. R. ESWARAI AH ,MBA, Ph.D

MBA DEPARTMENT

NARAYANA ENGINEERING COLLEGE AUTONOMOUS, GUDUUR

## EXECUTIVE SUMMARY

The aim of the descriptive research study was to know the opinion of employees with respect to HR Practices how its going on in the organization. The outcome of the research witnessed that majority of the respondents have shown the positive tendency with respect to HR Practices in the organization. The researcher has taken the advantage of both primary and secondary data sources. Applied both descriptive and inferential statistics to analyse the data in all dimensions. The researcher will facilitate to motivate the employee by applying fair HR Practices. The outcome of the research can be generalized under any context where the need arises to Hr Practices of employees.

*Key words: HR Practices, Recruitment and Selection Process, Training and Development Process, Performance Appraisal Process, Promotion and Transfer.*

## REVIEW OF LITERATURE

The study found that HRM practices are very skilfully applied by services. They have applied all superficial practices in higher proportion as compared to other services but the core practices are applied only in public transport. In this study data was collected through self developed questionnaires and chi square test was used to test the hypotheses is less. The impact of human resource management practices on organisational commitment of employees in various sectors in India. Researcher has used primary and secondary data sources for this study and data was gathered through various research papers. The study showed that HRM practices have a significant role on organisational commitment of employees. Study addressed that mission and vision there awareness is less.

## RESERACH METHODOLOGY

### Need of the Study

- Whether HR Practices play an important role on the working of employees.
- To study employees are satisfied/dissatisfied with HR Practices will help them to get motivated.
- How the performance appraisal system is being practiced & implemented in the organization.
- Whether employees are satisfied towards the present appraisal system followed and to suggest any new scaling techniques for betterment of the organization.

### Scope of the Study

- Hr management consists of many activities. The present research is confined to study and examination of HR practices- Recruitment and Selection, promotion, Transfer, work-life balance, Welfare facilities, Training and Development in the company.
- This project work has been done focus on various HR Practices to achieve higher standard level of performance in the organization.

### Objectives of the Study

- To study Recruitment and Selection process of the organization.
- To study the opinions about the employees welfare facilities in the DRS DILIP ROAD LINES LTD.
- To know the impact of the HR Practices on the employees performance.

### Data Sources

The data collection is an interesting aspect of the study. For the purpose of achieving data effectively the information consists of two types of data.

#### a) Primary Data

#### b) Secondary Data

**a) Primary Data:** The Primary Data are those, which are collected freshly and for the first time, from the employees directly. It is collected through the following methods.

- 1) Questionnaire
- 2) Interview
- 3) Observation

**b) Secondary Data:** Various sources are available namely books, magazines etc.. and also collected from various files, records, articles, journals, periodical organization reports, press media, data base, world wide facilities.

### Sample Size

Researcher has been taken 110 sample size by using structured questionnaire which include both and open and closed ended questions.

### Sampling Techniques

The researcher applied the sample random sampling technique followed by percentage method used to assess the collected data in all aspects by taking the advantage of tables and graphs.

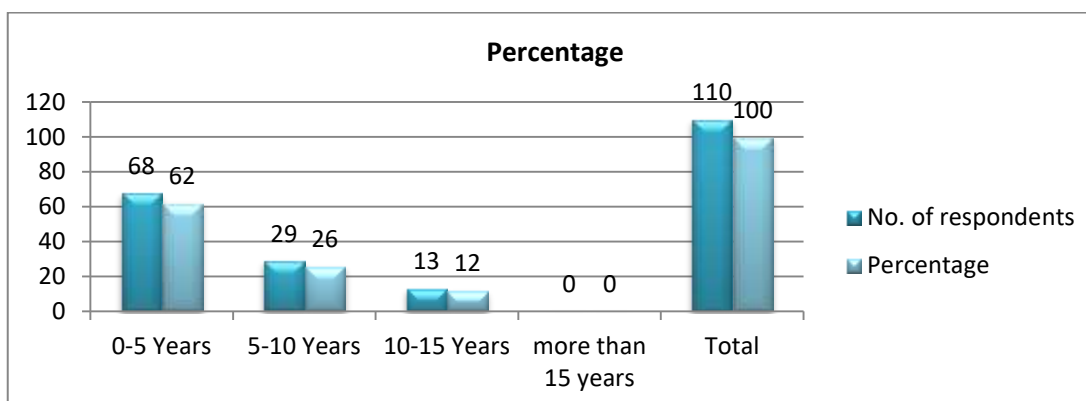
## DATA ANALYSIS AND INTERPRETATION

### 1. FOR HOW LONG HAVE YOU BEEN WORKING IN THE ORGANIZATION?

**TABLE; Distribution of sample respondents with respect to opinion on how long have you been working in the organization.**

Years	No. Of respondents	Percentage
0-5 years	68	62%
5-10 years	29	26%
10-15 years	13	12%
More than 15 years	0	0
<b>Total</b>	<b>110</b>	<b>100%</b>

**CHART;** Graphical representation of Distribution of sample respondents with respect to opinion on for how long have you been working in the organization.



#### INTERPRETATION;

The above graph shows that the 68% of the employees are working 0-5 years and 29% of the employees are working 5-10 years and 13% of the employees are working more than 15 years in this organization, the majority is 68% of the employees are working in the organization for 0-5 years.

#### FINDINGS

- ❖ From the analysis, the majority of the respondents opined that 73% they have 5 years of experience in the DILIP ROAD LINES LTD.
- ❖ From the analysis, the majority 91% of the respondents are opined that they are aware of their current HR Practices.
- ❖ From the analysis, the majority 73% of the respondents are satisfied with the Recruitment & Selection .
- ❖ From the analysis the majority 59% of the respondents opined that present HR Practices need some change.
- ❖ 58% of the respondents were opined that they are faced formal interviews in selection process.

#### CONCLUSION

From the research, I conclude that in DRS DILIP ROAD LINES , the maximum number of employees are satisfied with the HR Practices implemented by the organization. The employees are putting their maximum efforts for growth of the organization. The management should take into consideration the suggestions in order to satisfy the employees highly, which also impact on their performance and the contribution for organization development.