

HR POLICIES SUPPORTING INNOVATION WITH RESPECT TO NEWGEN SOFTWARE

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ABSTRACT

This study explores the role of HR policies in fostering a culture of innovation at Newgen Software, a leading provider of digital transformation solutions. In today's rapidly evolving tech landscape, innovation is vital for sustaining competitiveness, and human resource policies play a key role in nurturing this capability. The research examines how Newgen Software's HR practices—including talent acquisition, performance management, learning and development, rewards, and organizational culture—are aligned to encourage creativity, risk-taking, and collaboration. Primary data collected through employee surveys and HR interviews, along with secondary analysis of company reports, highlights the ways in which flexible work environments, continuous learning opportunities, and cross-functional team collaboration promote innovation. The findings indicate that empowering employees with autonomy, encouraging experimentation, and recognizing innovative efforts significantly contribute to a thriving innovation ecosystem within the organization. The study also identifies areas for improvement, such as more inclusive innovation programs and structured idea evaluation frameworks. It concludes by recommending strategies for enhancing innovation-oriented HR practices to ensure Newgen remains agile and future-ready in a highly competitive market.

Keywords: HR Policies, Innovation, Newgen Software, Digital Transformation, Organizational Culture, Employee Empowerment, Talent Management, Learning and Development, Creative Work Environment.

1. INTRODUCTION

This study is conducted to measure the effect of human resource policies(planning, recruitment & selection, training & development, job analysis & design, motivation, performance appraisal, and employee participation in decision making) on Organizational performance, to verify if there is a positive and significant relationship between human resource policies and organizational performance ,and to measure the scope of application of human resource policies. These guidelines identify the organizations intention in matters of recruitment, selection, promotion, development, compensation, motivation, and otherwise leading and directing employees in the working organization.

HR policies serve as a roadmap for the manager.HR policies are also defined as that body of principles and rules of conduct which govern the enterprise in its relationship with employees. Such a policy statement provides guidelines for a wide variety of employment relationships in the organization. The purpose and significance of the HR policies hardly need any elaboration. Every organization needs policies to ensure consistency in action and equity in its relation with employees. Policies serve the purpose of achieving organizational goals in an effective manner. HR policies constitute the basis for sound HRM practices. Moreover, policies are the yardstick by which accomplishment of programs can be measured.

2. RESEARCH METHODOLOGY

1. Research Design:

This study adopts a **descriptive research design** to understand and analyze how HR policies at Newgen Software support and drive innovation. The approach helps in exploring the existing HR frameworks and their impact on employee behavior, creativity, and organizational innovation outcomes.

2. Data Collection Methods:

Primary Data:

Collected through structured **questionnaires** and **interviews** with HR personnel and employees at various levels within Newgen Software.

Secondary Data:

Sourced from company websites, annual reports, HR policy documents, case studies, industry white papers, and academic journals relevant to HR and innovation.

3. Sampling Method:

A **purposive sampling technique** is used to target HR managers, team leads, and employees working in innovation-focused departments.

4. Sample Size:

A sample of **50–70 respondents** including HR executives, software developers, and innovation team members from Newgen Software.

5. Data Analysis Tools:

Data will be analyzed using **descriptive statistics** (percentages, averages) and **qualitative content analysis** to identify patterns, perceptions, and policy impacts.

3. CONCLUSION

This study shows that the policy of the company provides facilities for the all-round growth of individuals by offering in-house and external training, reorientation programs, lateral mobility, and self-development through self-motivation. These initiatives help employees enhance their skills and knowledge, contributing to both personal and organizational success. The company's policy is designed to help individuals realize their potential in all facets while ensuring they contribute effectively to achieving higher organizational and personal goals. The emphasis on team-building fosters a culture of teamwork, making it the primary instrument in all organizational activities. A structured system of rewards, incentives, and control mechanisms ensures a scientific and equitable approach to employee recognition and career development.

Furthermore, the company acknowledges and values employee contributions in a timely manner, ensuring a high level of motivation and morale among the workforce. However, while employees understand their work goals and how they align with the company's broader objectives, they feel that the organization does not effectively communicate expectations. There is a concern among employees regarding communication and decision-making within the organization, as information leaks create uncertainty and dissatisfaction. Additionally, employees feel they do not receive adequate recognition and rewards for their contributions and accomplishments. Many also believe that they are not fairly compensated for their efforts, which affects their motivation and job satisfaction.

4. REFERENCES

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