

A STUDY ON HUMAN RESOURCE DEVELOPMENT PRACTICES IN CORPORATE SECTOR

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ABSTRACT:

Human Asset Advancement is the incorporated utilization of preparing, hierarchical turn of events, and profession advancement endeavors to work on individual, bunch and authoritative viability. A country with bountiful actual assets won't profit itself except if it utilizes its HR. Indeed the HR is exclusively answerable for utilizing the physical and regular assets and for the change of customary economies into present day and mechanical economies. Generally, "the distinction in the degree of financial advancement of the nations is to a great extent an impression of the distinctions in nature of their HR. The critical component in this recommendation is that the qualities, perspectives, general direction and nature of individuals of a nation decide its financial turn of events". The accomplishment of any association generally relies upon the proficient human asset improvement, aside from its activities, showcasing, and deals.

Keywords: HR Practices, Retainment

INTRODUCTION:

HR Advancement can be seen on a very basic level as a methodology or technique to accomplish mix between the individual worker and the association by fostering a fitting common relationship. The issue of combination emerges from the way that hierarchical interests and individual interests don't naturally harmonize. In their drive to satisfy destinations like development and benefits, associations ordinarily will in general capacity in manners that disregard or abuse the interests and needs of people. Incorporating the person with the

association, hence, requires cognizant and conscious authoritative and administrative activity to overcome any barrier.

In spite of the fact that improvement of people has been in presence in one structure or the other since the beginning of civilization, an arranged and orderly way to deal with Human Asset Advancement (HRD) started fundamentally in the twentieth century. HRD implies a coordinated learning experience pointed toward coordinating with the authoritative requirement for HR with the individual requirement for profession development and advancement. It includes a progression of learning exercises intended to deliver social changes in individuals so that they secure an ideal degree of capability for present and future jobs. HRD is certifiably not a bunch of procedures yet a cycle of assisting individuals with gaining vital capabilities. It depends on the conviction that everyone has a potential and an important resource that can be created in a proper climate and backing.

Research Methodology:

Methodology is the systematic, theoretical analysis of the methods applied to a field of study. It comprises the theoretical analysis of the body of methods and principles associated with a branch of knowledge. Typically, it encompasses concepts such as paradigm, theoretical model, phases and quantitative or qualitative techniques.

A methodology does not set out to provide solutions - it is, therefore, not the same as a method. Instead, a methodology offers the theoretical underpinning for understanding which method, set of methods, or best practices can be applied to specific case

RESEARCH DESIGN

The research design refers to the overall strategy that you choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring you will effectively address the research problem; it constitutes the blueprint for the collection, measurement, and analysis of data. The research design chosen for this study is descriptive.

DESCRIPTIVE RESEARCH

Descriptive research is used to describe characteristics of a population or phenomenon being studied. It does answer questions about how/when/why the characteristics occurred. Rather it addresses the "what" question.

SAMPLE SIZE

Sample size determination is the act of choosing the number of observations or replicates to include in a statistical sample. The sample size is an important feature of any empirical study in which the goal is to make inferences about a population from a sample.

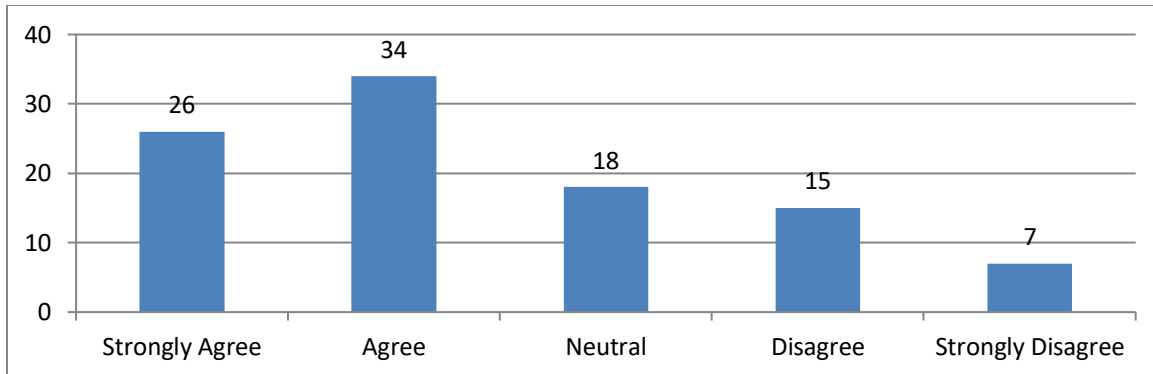
In practice, the sample size used in a study is determined based on the expense of data collection, and the need to have sufficient statistical power. The sample size determined for the study is 160 which are finalized through pilot study.

DATA ANALYSIS AND INTERPRETATION

CONTRIBUTE TO ORGANISATION’S MISSION AND VISION

PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
Strongly Agree	29	26
Agree	37	34
Neutral	20	18
DisAgree	17	15
Strongly DisAgree	7	7
Total	110	100

CHART: 8

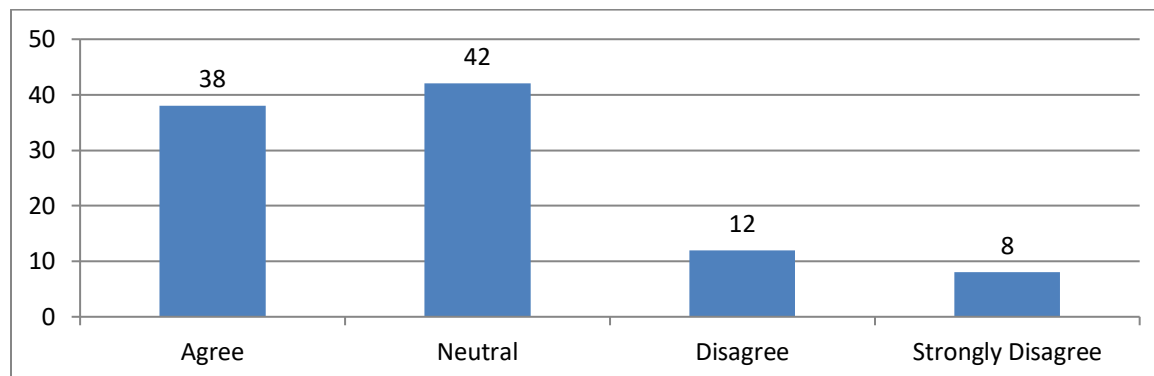


INTERPRETATION:

From the above table it tends to be deciphered that 34% of the respondents are concurring that they feel their commitment to the association's main goal and vision and 26% of the respondents are unequivocally concurring that they feel their commitment to the association's central goal and vision. The majority of the respondents are concurring that they feel their commitment to the association's main goal and vision

BELIEVES JOB IS SECURE

PARTICULARS	NO. OF RESPONDEN'TS	PERCENTAGE
Strongly Agree	0	0
Agree	42	38
Neutral	46	42
Disagree	13	12
Strongly Disagree	9	8
'Total	110	100



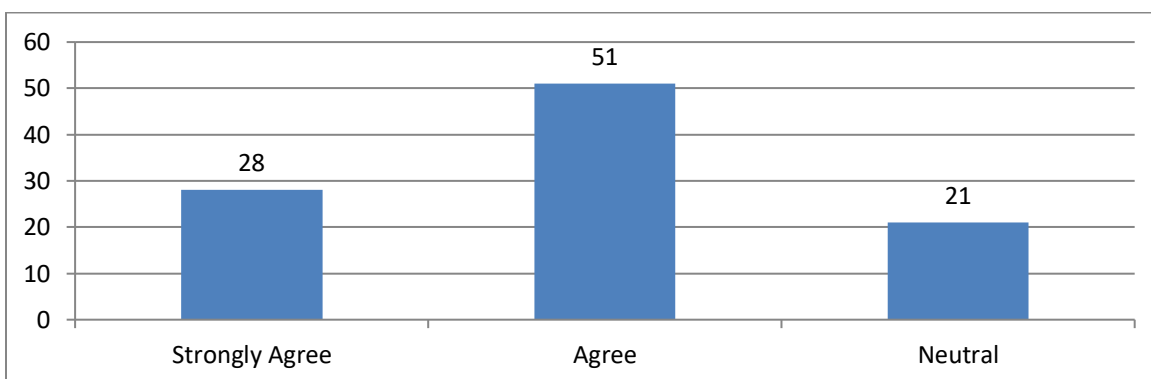
INTERPRETATION:

. From the above table it can be interpreted that 42% of the respondents are either Agreeing or Disagree that they believe their job is secured and 38% of the respondents are agreeing that they believe their job is secure. `Most of the respondents are either Agree or “Disagree” that they believe their job is secured.

QUALITY SERVICE IS A TOP PRIORITY AT THE ORGANISATI'ON

PARTICULARS	NO. OF RESPONDEN'TS	PERCENTAGE
Strongly Agree	31	28
Agree	56	51

Neutral	23	21
Disagree	0	0
Strongly Disagree	0	0
Total	110	100



INTERPRETATION:

From the above table it can be interpreted that 51% of the respondents are agreeing that the quality service is a top priority at the Organization and 28% of the respondents are “Strongly Agreeing that the quality service is a top priority at the Organization. Most of the respondents are agreeing that the quality service is a top priority at the Organization.

FINDINGS

- Most of the respondents say Concur that they happy with the workplace in their association.
- Most of the respondents are concurring that they feel their commitment to the association's central goal and vision.
- Most of the respondents are concurring that the Organization has given sufficient power to settle on choices which are taken at their level.
- Most of the respondents are concurring that they performed well and they can depend on being advanced.
- Most of the respondents are either Concurred or Differ that they accept their work is secured.

CONCLUSION

Worker fulfillment while for the most part a positive in your association can likewise be a killjoy if unremarkable representatives stay since they are happy with the work environment. Factors adding to representative fulfillment incorporate approaching workers with deference, giving customary worker acknowledgment, enabling representatives of above industry-normal advantages and pay period representative advantages and friends exercises and positive administration inside a triumph structure of objectives, estimations and assumptions.