

Perspective Frame Work of Human Resource Practices and Policies in Private Sector

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ABSTRACT

The motive of this study became to examine empirically if there are variations in the manner that HR policies and practices are carried out within the non-public sectors of the organisation. The theoretical base of this research is anchored at the proposition that some HR policies and practices are always better than others and that each organization need to adopt those “High performance work practices.” In latest years, corporations inside the personal sectors have witnessed many adjustments of their environment. These pressures have driven organizations from non-public sectors to constantly improve their overall performance. The authors focused on the macro-stage of the company and its productivity. The hypotheses were tested using statistics describing human useful resource operation. On the opposite hand, non-public quarter management emphasizes worker growth and pay for overall performance. Nevertheless, the authors also found evidence that the opposite quarter is “transferring” closer and towards the non-public zone version with the aid of adopting “high performance work practices” to triumph over the turbulent surroundings and call for. This paper attempt to extract the facts to discover how the corporations in India dealing with HR issues and what sort of progressive rules and practices they are following to recruit and maintain their personnel and made them feel quality area to work and playing running and made the corporations inside the fantastic top of their personal subject of business.

KEYWORDS: *Meanings and Definitions of HR rules and practices, Need and importance of HR regulations in non-public area, Types of HR guidelines, HR practices in personal region, Theoretical framework of HRM, practices in essential dimensions of fine HR practices and progressive practices of HR practices*

INTRODUCTION

Increasing productivity inside the public region to fit the levels of the other area. Research suggests that final the productivity hole among the non-public and public sectors would require improved funding in research and development, capital and those, improved education and schooling, and a modernized effective infrastructure. A essential assignment for modern groups is the urge for growing productivity and reaching a competitive benefit.

To achieve aggressive benefit, argue that while humans have constantly been critical to organizations, they have now taken on an excellent extra important role in building a company's competitive benefit.

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They reiterate the reality that achievement more and more depends at the organization's human beings embodied expertise, which includes the understanding, abilities and talents embedded in a organization employees. Human resources fall into this class of resources, specifically if they may be effectively deployed via suitable human useful resource practices. One of the key responsibilities for an organization, consequently, is the powerful management of human useful resource. Research in Human Resource Management (HRM) has set up that the fulfilment of any corporation is particularly inspired by means of the calibre of its human resource

(HR), which in turn, is affected by the enterprise's human resource management practices.

The HR department became then tasked with reviewing the company's HR practices and recommending policy adjustments, were essential. As part of the assessment, education programmes were prepared for all categories of staff. Employees who lacked basic competencies and qualifications and could not be retrained had been laid off, whilst a rigorous recruitment process turned into instituted to attract professional personnel for the numerous departments. After 2003, the employer's income started out growing and has persevered ever in view that. Accordingly, it has paid annual dividends to government. This contrasts with different kingdom-owned media groups, which can be suffering to interrupt even. Since the restructuring, no studies have been done to envision the impact of human aid management practices on the business enterprise's performance.

MEANING OF HUMAN RESOURCES

Human resources is a term used to explain the individual who make up the work force of workers of a firm, even though it is also applied in hard work economics to, for example, enterprise sectors or even complete nations. "Human capital" is occasionally used synonymously with human assets, although human capital normally refers to a greater slim view; i.e., the expertise the individuals encompass and might make contributions to a business enterprise. Likewise, other terms every so often used consist of "manpower", "skills", "labour" and simply "people". The professional area and enterprise function that oversees an enterprise's human assets are called human useful resource control (HRM, or HR).

DEFINITION OF HUMAN RESOURCE POLICIES

According to Yoder, "Human Resource or labour or industrial relations policy provides guidelines for a wide variety of employment relationships in the organization. These guidelines identify the organizations intentions in recruitment, selection promotion, development, compensation, motivation and otherwise leading and directing people in the working organization. Human resource policies serve as a road map for managers. According to Calhoun, "Human Resource policies Calhoun, "Human resource policies constitute guides to actions. They furnish the general standards or bases on which decisions are reached. Their genesis lies in an organization's values philosophy, concepts, and principles.

MEANING OF HR PRACTICES

HR Practices are the policy which are been done by the organization for having optimum utilization of human resource. HR Practices are based on policies of the organization. How the policy is used in the organization by the These HR policies are developed in the all-Human Resource areas like

- Recruitment & Selection
- Training & Development
- Performance Appraisal System
- Evaluation System
- Feed Back Mechanism
- Rewards to Employees
- Work Remuneration of the employees
- Increment practice

HR PRACTICES IN PRIVATE SECTOR:

1. Safe, Healthy and Happy Workplace
2. Open Book Management Style
3. Performance Linked Bonuses
4. 360-Degree Performance Management Feedback System
5. Fair Evaluation System for Employees
6. Knowledge Sharing
7. Highlight Performers
8. Open House Discussions and Feedback Mechanisms
9. Reward Ceremonies
10. Delight Employees with The Unexpected

NEED AND IMPORTANCE OF HUMAN RESOURCE POLICIES IN PRIVATE SECTOR:

- Clear thinking
- Uniformity and consistency of Administration
- Continuity and balance
- Sense of security
- Delegation of authority
- Orientation and schooling
- Teamwork and loyalty
- Better control
- Prompt Decision-making.

TYPES OF HUMAN RESOURCE POLICIES IN PRIVATE SECTOR

1. ORIGINATED POLICIES: These policies are established formally and deliberately by top management. senior executives initiate such policies to guide their subordinates
2. APPEALED POLICIES: These policies are formulated on requests of subordinates who want to know how to handle some situations. The need for such a policy arises because the case is not covered by the earlier policies.
3. IMPOSED POLICIES: An organization accepts these polices due to pressure of external agencies like government, trade association, trade union,

etc for example the policy that nobody below the age of fourteen years will be employed is adopted due to factories Act.

4. **GENERAL POLICIES:** These policies do not relate to any specific issue. Rather than they represent the basic philosophy and priorities of top management. For example, encouraging workers to participate in decision making at all levels is a general policy.
5. **SPECIFIC POLICIES:** These policies relate to specific issue like staffing compensation, collective bargaining, etc. All specific policies must conform to the broad pattern laid down by the general policies. **WRITTEN OR IMPLICIT POLICIES** These policies are inferred from the behavior of managers. For example, in the absence of anything in writing, promotion policy of an enterprise can be inferred from the way promotions have been made.

HUMAN RESOURCE PRACTICES IN PRIVATE SECTOR:

The idea that individual HR practices influences on overall performance in an additive style (Delery & Doty, 1996) is inconsistent with the emphasis on internal fit in the resource primarily based view of the company. With its implicit structures angle, the aid-based totally view shows the importance of “complementary sources”, the perception that individual regulations or practices “have restricted capability to generate aggressive advantage” (Barney, 1995:56). This concept, that a device of HR practices can be greater than the sum of the parts, seems to be steady with discussions of synergy, configurations, contingency factors, external and inner suit, holistic approach, and so forth (Delery & Doty, 1996; Huselid, 1995). Drawing at the theoretical works of Osterman (1987), Sonnenfeld & Peiperl (1988), Kerr and Slocum (1987) and Miles & Snow (1984), Delery & Doty (1996) recognized seven practices which are continually taken into consideration strategic HR practices. These are

1. Internal career opportunity
2. Formal training systems
3. Appraisal measures
4. Profit sharing
5. Employment protection
6. Voice mechanisms and
7. Job definition.

There are other HRM practices that could influence organizational overall performance. For example, Schuler & Jackson (1987) provided a completely complete list of HR practices. However, the seven practices indexed with the aid of Delery and Doty above seem to have the finest guide throughout a

various literature. For example, nearly all these also are among Pfeffer's (1994) 16 best practices for managing human beings. An apparent question at this juncture is: How can groups successfully undertake, put in force, and maximize HRM practices for valued company stage effects? That is, how can companies increase the opportunity that they may adopt after which efficiently put into effect appropriate HRM practices? Ensuring that contributors of the HRM employees have the appropriate human capital or capabilities has been recommended as one way to growth the probability of effective implementation of HRM practices (Huselid, et al., 1997).

FOUR CRITICAL DIMENSIONS OF BEST PRACTICES:

1. Attract and Access

Attracting and maintaining expertise is becoming a massive hassle for every employer, they are following every trick and approach to recruit and keep the personnel.

2. Develop and Grow

Nowadays companies try and recognize the aspirations of employees and recognition on their boom and development. India offers activity rotation possibilities to high – appearing personnel from operations branch. This gives them broader information of the business.

3. Engage and Align

Employee engagement has retained the focus of organizational management and masses of businesses preserve launching new practices to woo employees. They are the usage of innovative practices like “Loyalty Interview”- to find out what is it that makes its employees stay on, the remarks from dependable personnel regularly reflects on the control style and is visible to paintings as a first-rate motivation.

4. Transition

Movement of talents in the company and outdoor of the company sends strong signals to the employees about the commercial enterprise business enterprise's care and situation. Right from the induction, this is often the primary affect the personnel includes, to the go out interview, the sensitivity displayed by the organization has an enduring impact on all personnel.

INNOVATIVE PRACTICES IN HR AREAS IN PRIVATE SECTOR:

1. Recruitment and selection
2. Learning and improvement
3. Rewards and reputation
4. Career making plans
5. Compensation and blessings
6. Performance control
7. Leadership and improvement

Model of Human Resource Management



CONCLUSION

In the present competitive world, the companies are facing lot of skill shortage, talent crunch and attrition those reached historically height ever, that made the companies feel the internal customer also more important equally with external customers, so every company try to devise innovative HR policies and practices to attract best talent, giving them nice environment to work with, that enables the company to retain talents, the above said practices are

conceived and implemented and found successful by the leading companies in India. It is found that convergence of practices of different companies in different HR areas, if any company wants to apply those policies and practices that will benefit for the company to become more competitive in the global market.

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