

Human Relations Practices With Special Reference To Rajasekar Spintex Mills, Chatrapatti

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Abstract

Workers are more productive when they have the ability to develop effective relationship with their supervisor, workers and customers. The human relations gave great importance to leadership. This study also finds the Human relations practices which are influencing the workers' performance in an organisation. The human relations skills are also equally as important as technical skills to determine organisational success. The major findings are 97.7% of respondents are said that they are recognized as a part of the organization. There is relationship between the monthly incomes human relations practices that are highly influencing in an organisation. The suggestions are the organisation may increase the motivation programmes of the employees to improve their performance. Treat an employee with respect and value, individual productivity and quality increases are highly support the organisational growth.

Key words: Human relations, Skills, Productivity, Organisational growths

1.1 Introduction

In the present scenario of modern advancement, human relation skills are very essential to bring about organisation success, work culture, essence of responsibility and accountability. All work is done through relationships. Workers are more productive when they have the ability to develop effective relationship with their supervisor, workers and customers.

1.1.2 Meaning of Human Relations

Human Relations is the process of training employees, addressing their needs, performance appraisal, collecting feedback, giving counselling, fostering a workplace culture and resolving conflicts between different employees and management.

1.1.3 Factors Influencing Human Relations in an organization

Four Factors Influencing Human Relations in an Organisation are:

1. Work environment
2. Work-group

3. Individual

4. Leader.

Organisation should be viewed as a social system. Human relations in the organisation are determined by the work group leader and work environment.

1. Work Environment:

Human relations advocated the creation of a positive work environment where organisational goals are achieved through satisfaction of employees. In general, when employee needs are satisfied, the work environment is termed positive and when employee needs are not satisfied, the work environment is termed negative.

Positive work environments are characterising by such factors like: goals are clearly stated incentives are properly used to improve performance, feedback is available on performance decisions are timely and participative, rules are minimum conflict is confronted openly and squarely, the work is interesting and growth oriented.

2 .Work-groups:

The work group is the centre of focus of human relations studies. It has an important role in determining the attitudes and performance of individual workers. The Hawthorne studies showed that the informal groups exert tremendous influence over the behaviour patterns of workers At Western Electric Co., the informal groups countermanded official orders quite frequently and played a decisive role in determining production standard. Work is a social experience and most workers find satisfaction in membership in social groups. Unless managers recognize the human relations at work productivity will not improve.

3. Individual:

The human being is an important segment of the organisation Behaviour of an individual is affected by his feelings sentiments and attitudes. Motivation of employees should give due consideration to their economic, social and psychological needs. Thus, motivation is a complex process.

4. Leader:

The human relations gave great importance to leadership. The leader must ensure full and effective utilisation of all organisational resources to achieve organisational goals. He must be able to adjust to various personalities and situations. He must behave in a way that generates respect.

1.1.4 Human relations practices:

Recruitment and Selection

HR recruitment and selection practices generally are based on the organization's mission and the workplace culture. For example, employers that recognize the value of workplace diversity embrace recruitment practices designed to attract a diverse applicant pool. Recruitment practices underlie recruiting activities and functions such as sponsoring

career fairs at colleges and universities with diverse student populations, advertising job vacancies across several venues to reach a broad audience.

Work-Life Balance

Implementing flexible work schedules, providing employees with telecommuting options and training supervisors to spot signs of workplace stress suggests the organizational culture supports employees achieving work-life balance. Managing scheduling logistics, modifying technology for remote access and conducting training sessions are essentially transactional functions. However, these functions ultimately create a results-oriented work environment because they enable greater efficiency and, thus, increase the time employees have to devote to family obligations and personal endeavors.

Training and Development

Training and development are HR management functions that include new-employee orientation, job skills training, leadership training and professional development. These activities improve employees' job skills in their current positions and equip them with skills and expertise for cross-functional work that can increase their value to the organization. Professional development supports an organization's succession planning strategy by preparing future leaders for higher-level jobs and more responsibility. HR management training and development functions reflect promotion-from-within practices and support employees' work goals.

Compensation

Compensation and benefits often are viewed together, presenting a comprehensive view of how employers reward their employees. However, a look at compensation by itself offers a clearer picture of HR management practices because employee wages comprise up to 70 percent of an employer's cost to operate her business, according to a 2011 white paper produced by for World at Work, an Arkansas-based compensation consulting and software development firm. Employee compensation is "an internally equitable and externally competitive philosophy and practice," it notes.

1.2 OBJECTIVES OF THE STUDY

1. To study various Human relations practices in Rajasekar Spintex mills, Chatrapatti.
2. To study the awareness level of workers towards Human relations practices followed by the Rajasekar Spintex mills, Chatrapatti.
3. To study the Human relations practices are influencing the workers' performance in an organisation.
4. To suggest and identify the ways of enhancing healthy relationship between workers' and the management in an organization.

1.3 SCOPE OF THE STUDY

This study would give an overview of Human Relations practices with special reference in Rajasekar spintex mills chatrapatti. The study of Human relations such as working in terms, pay schemes and workers participation are contributing for high rate of workers' performance. The result of this study is useful for improving the relationship of workers' and the management in Rajasekar spintex mills.

1.4 NEED OF THE STUDY

A human relation practices is needed by any organisation that wants to be dynamic and growth-oriented or to succeed in a fast changing environment. This study reveals the importance of human relations for workers performance, personal support, and job security, empower to employees. The human relations skills are also equally as important as technical skills to determine organisational success. So the human relations practices are needed to improve the effectiveness of individual employee's performance in Rajasekar spintex mills, chatrapatti.

1.5 LIMITATIONS OF THE STUDY

1. This study is limited to Rajasekar spintex mills it cannot be generalised to any other organisations.
2. In-depth analysis was not possible in certain areas as it was considered to be highly confidential.
3. It took time for the researchers to explain.

1.6 REVIEW OF LITERATURE

Abstract

The article explores the effects of team voice and workers' representative voice, as well as their interaction, on workers' productivity. We examine team voice in terms of team influence on key work-related issues and representatives influence on multiple collective voice issues. We thus build on the European tradition of examining both direct and indirect voice and their implications for valued organizational outcomes. We find that neither type of voice bears a significant relationship to labour productivity when examined solely but that team voice significantly contributes to enhanced worker efficiency when considered in conjunction with representative voice. In examining the interaction of the two types of voice, we find that a combination of low team and low representative voice leads to inferior labour efficiency compared to other conditions. We also find a negative interaction between team voice and worker representative voice, supporting an interpretation that these types of voice do not complement each other with respect to worker productivity. The positive impact of each type of voice is significantly stronger at low levels of the other type of voice.

Keywords: Comparative management, continuous improvement, worker involvement, worker representation, worker voice, human relations.

Jarewon Kim, John Paul McDuffie and Frits K Pill

Abstract

Organisation is predominately dynamic that pose enormous opportunities and challenges to the corporate practitioners and policy makers. Understanding such dynamism is

very crucial to pursue the organizational strategic objectives. The primary aim of this paper is to examine the impact of organizational culture on workers' performance and productivity from the perspectives of multinational companies operating especially under the telecommunication sector of Bangladesh in south Asia. The paper has applied qualitative methodology focusing on a case study of graneenphone, the leading telecommunication based subsidiary in Bangladesh. The paper argues that organizational culture significantly influences workers performance and productivity in the dynamic emerging context.

Keywords: Culture, performance, productivity, telecommunication

Mohammad Jasim Uddin², Rumana Huq Luva² and Saad Md. Maroof Hossian¹

Abstract

The art of successfully managing business and projects requires the ability to both design and execute an effective HR strategy. This means that risks need to be identified and understood with sufficient time and leeway to enable them to be avoided. The Human relations management recognized as an essential element of organization's strategy. Present paper look into the Human relations influence on productivity. This research explores the HR practices contribution for maintain productivity.

Keywords: Human relations, Workers participation, HRM practices

Nagaraju Battu¹, Balmuri Satyasagarrao² and Venka Ramamurthy K³

Abstract

Keith Davis, Participation refers to the mental and emotional involvement of a person in a group situation which encourages him to contribute to group goals and share the responsibility of achievement. The participative management style is a part of government policy in India. The system aims at getting better relations between workers' and employers. This paper tries to examine to what extent works in industry in the determination of management strategy, production planning, personnel policy, human development programme.

Keywords: Participative management, Government policy

Keith Davis (1977)¹

Abstract

Human relations are the relationship between workers' and employers within the organizational settings. The field of industrial relations look at the relationship between management and workers', particularly groups of workers represented by union, human relations are basically the interactions between workers', employers and the management and the associations through which such interactions are mediated. The term human relations have a board as well as a narrow look. From this perspective, human relations cover all aspects of the employment relationship, including human resource management, employee relations and management relations. Accordingly, human relations pertains to the study and practice of collective bargaining, trade unionism and human management is a separate, largely distinct field that deals with non-union employment relationships and the personnel practices and policies of workers.

Keywords: Human relations, management relations, collective bargaining

Cully et al (1999)¹, Baker et al (1996)²

Abstract

Organisational determinants of human relations in industry identified advancement, welfare, money, recognition and appreciation as factors which constituted the best combination in explaining variation in supervisory management relations in industry. These factors together contributed 78 percent variation in human relations in industry. It was also found that relationship between welfare and employer-employee was positive and improvement in one factor contributed to the improvement in the other.

Keywords: Human relations, supervisory management

Bal Dev R. Sharma and Das G.S.

1.7 RESEARCH METHODOLOGY

Research design: Descriptive research

Sources of data collection:

- Primary data
- Secondary data

Sampling methods: Simple Random sampling method.

Population size: 200 workers' in Rajasekar mills.

Sample Size: 132 workers' of the Rajasekar Spintex mills, Chatrapatti

Research Instrument: Questionnaire as research instrument for collecting primary data.

Statistical tools:

1. Percentage analysis
2. Weighted average analysis
3. Chi-square analysis

4.1 FINDINGS

- 78.8% of the respondents are male and 21.2% of respondents are female.
- 46.2% of the respondents are belongs to age group of 26-35years.
- 62.9% of the respondents are belongs to qualification of Diploma/IT.
- 55.3% of respondents are belongs to experience of below 1year.
- 62.1% of respondents are belongs to monthly income of below 5000.
- 22.0% of respondents are belongs to maintenance department.
- 97.7% of respondents are said that they are recognized as a part of the organization.
- 34.8% of the respondents are said that the human relation practices are used in organization for improving productivity.
- 94.7% of respondents are aware about the human relations practices in an organization.

- 38.6% of respondents are said that the human relations practices are followed by an organisation.
- 34.8% of respondents are said that the physical working conditions are affecting human relation practices in an organisation.
- 35.6% of respondents are said that the training is highly influencing the performance in an organisation.
- 38.6% of respondents are said motivation is helps to improve productivity in an organisation.
- 50.0% of respondents are moderate towards an expectation level of human relation practices in an organisation.
- 26.5% of respondents are said communication skills are provided by an organisation through training.
- 37.9% of respondents are said that the performance appraisal is evaluated on team based system in an organisation.
- 32.6% of respondents are said that the human relations practices are enhancing interpersonal relationship between management and peer group in an organisation.
- 37.1% of respondents are said the job rotation is relevant factor in an organisation.
- 91.7% of respondents are said that they are allowing to making decisions in an organisation.
- 32.6% of respondents are said that they are allowing to taking decisions towards on appraisal methods in an organisation.
- 62.9% of respondents are compensation is calculated based on overall performance in an organisation.
- 42.4% of respondents are said that the performance analysis is developing the score card system in an organisation.
- Most of the respondents are satisfied with rewards and incentives are fairly distributed by an organisation.
- There is relationship between the monthly incomes human relations practices that are highly influencing in an organisation.

4.2 SUGGESTIONS

- Management should allow the employees to participate in decision-making by the way of providing more training by the experienced persons.
- The organisation may increase the motivation programmes of the employees to improve their performance.
- The organisation may guide their employees in the career planning process.
- Company has to increase on the job training programs for all departments.

5.1 CONCLUSION

The study can be concluded from the research, the organisation has to improve their existing motivation system this will help to satisfy the present employees in an organisation. This study supported the importance of human relations in an organisation. Treat an employee with respect and value, individual productivity and quality increases are highly support the organisational growth.

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