



Exploring the Link between Human Resource Management Practice and Employee Performance in the IT Sector: A Case Study of Karnataka State

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Abstract

This research article aims to understand the effect of human resource management practices on employee performance in IT sectors. This study helps in evaluating the relationship between Human Resource Management practices and worker performance. The main objective of this research paper is to study the exploring of HRM practices on employee's performance and to suggest the improvement in HR Practices. A questionnaire is distributed to the IT employees at the beginning of the study to gather data. To conduct the study, statistical methods are used and hypotheses are formulated. Applying statistical methods, the data is examined. The survey is limited to employees in IT-related businesses. The conclusions and findings are provided based on the data collected. The present research further shows that since employees now have a more favourable opinion of HRM procedures, there has been a decrease in absences from work and an increase in earnings for the company.

Keywords: Human Resource Management, HR Practices, IT sector and HRM Procedures.

1. Introduction

Many people view Human Resource management as a fairly recent development. However, a review of the field's history shows that the ideas shaping it can be traced to the earliest days of humanity. Improving the capabilities of workers and overseeing staff have always been important matters. Human resources management originated in the 18th century and evolved into modern human resources departments.(Ali et al., 2020) The origins of human resources (HR) date back to 19th-century Europe, with advocates such as Robert Owen and Charles Babbage highlighting the significance of employee welfare in achieving organizational prosperity.(Vitaud, 2016) HR was shaped by Frederick Winslow Taylor in the early 20th century, emphasizing scientific management and productivity, becoming a separate field. At the same time, C.S. Myers established the foundation for the human relations movement by emphasizing how non-monetary incentives can affect productivity, as

shown in studies such as the Hawthorne experiment.(Green Human Resource Management, n.d.)

2.1 Meaning of Human Resource Management

Human resource management involves coordinating and overseeing employees in a company to achieve its goals, vision, and mission. This involves bringing in, selecting, instructing, rewarding, keeping, and inspiring workers.

2.2 Definition of Human Resource Management

According to Michael Armstrong (1997) Human Resource Management be defined as "a systematic strategy for collecting, developing, managing, encouraging, and enhancing the trust and loyalty of the organization's people who work in and on it"

2. Review of the Literature

Dr. Manvi Panchal(Panchal, 2020) Examining the importance of a thorough HRM system in the Indian



banking sector, this literature review examines private sector financial institutions in Ghaziabad. The article focuses on how HR methods, including recruiting, instruction, evaluations of performance, and remuneration, have influenced the sector's growth and global competitiveness. The study illustrates how important customer and employee satisfaction are to banks' profitability through information collected by 150 employees. Good HR practices are crucial to raising employee satisfaction and, in turn, the overall performance of Ghaziabad's private sector banks. Frank Nana Kweku Otoo and Mridula Mishra (Otoo & Mishra, 2018) This paper aims to investigate how employee performance in small and medium-sized businesses is impacted by HRD practices. Principal factors from the body of existing literature were combined to create an integrated research model. Questionnaires were used to acquire data. Using structural equation modelling, the model's and the hypotheses' validity was examined. Confirmatory factor analysis is used to determine the validity and reliability of the dimensions. The findings suggest that certain Human Resource Development procedures affect workers' output. However, the work performance of the companies under study is unaffected by performance reviews. Sundararaj and K. Meeraswaran, (Sunderaraj & Mareeswaran, 2017) determined that a number of responsibilities, like as employing, development and training, performance review, and rewarding, fall under the purview of the human resources departments of businesses. These steps would improve the printing industry's human resource management system. They used scaling methods and percentage analysis to look at the data Saira Hassan (Hassan, 2016) This study aimed to ascertain how HRM practices affected workers' productivity in Pakistan's textile sector. Data for this research topic were gathered using a random sampling technique. Regression analysis and the statistical Pearson correlation method were used on the data to examine any relationships between HRM practices and employee performance. The findings show that HRM procedures include employee training, career planning, performance appraisal, compensation, and the performance of employees is

positively impacted by involvement. It follows that the independent variables positively influence changes in the dependent variable.

3. Objectives of the Study

- To research how human resource management techniques, affect employee productivity
- To suggest the improvement in Human Resource practices.
- To evaluate current status, the Human Resource Management Practice in IT Sector.

4. Statement of Problem

The exploring of Human Resource Management practices on worker performance has been the subject of numerous studies. Although several studies have demonstrated the connection between Human Resource Management practices and employee's performance, very few have tried to demonstrate the connection between HR practices and workplace productivity. Furthermore, the IT sector has not yet seen the completion of any such studies. To close the above-mentioned gap, the current study focused on the IT sector and examined how HRM practices affected employee productivity, sales growth, and absenteeism. The goal of the study would be to determine how HRM practices would affect employee productivity, absenteeism, and the growth of the IT sector's sales.

5. Methodology of Research

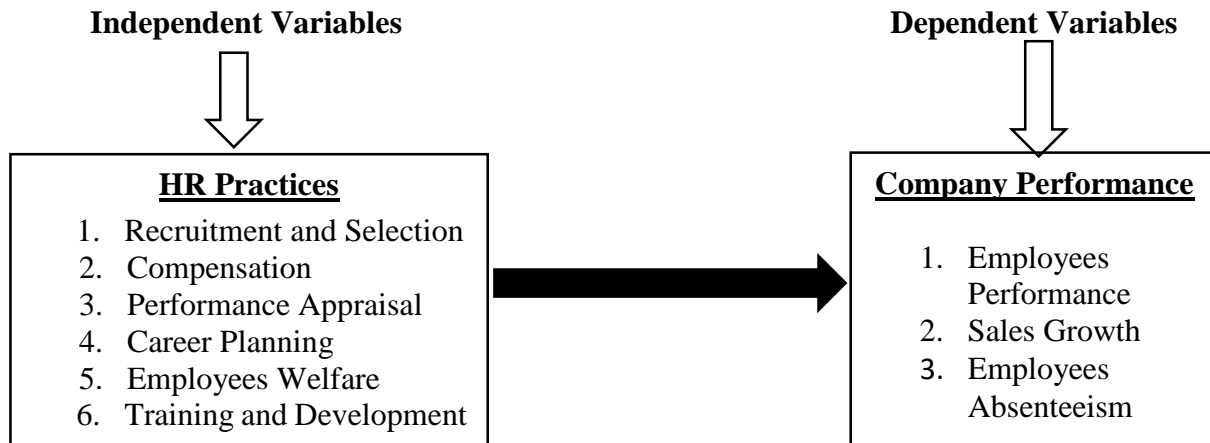
The investigation was carried out to ascertain the exploring of Human Resource Management Practices on Employees Performance in IT sector.

5.1 Data Collection

Questionnaires were formed to use the 5-point Likert scale to gather data from different IT sector employees. There were two sections to the questionnaire: the first contained demographic data about the respondents, and the second part handled HRM practices and Employees performance. In the context of this investigation. The method for gathering the data was random sampling. To gather the information required for the analysis, the given the target respondent.

5.2 Research Framework

Dependent Variables Independent Variables



5.3 Data Analysis and Interpretation

5.3.1 Do you aware about our HRM Policies and Practices

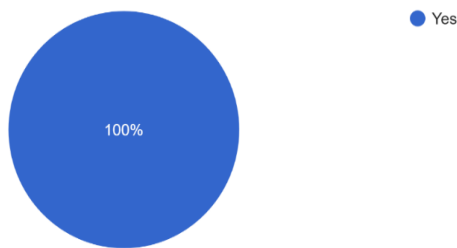


Figure 1 You Aware About Our HRM Policies and Practices

Analysis: It can be observed from Chart 1 that out of 41 Respondents, 100% respondents are aware of the HRM policies and practice

Interpretation: Majority of respondents are aware of HRM policies and practice. Figure 1 shows You Aware About Our HRM Policies and Practices.

5.3.2 How do you evaluate the performance of your company's recruitment and selection procedure?

Analysis: It can be observed from Figure 2 that out of 41 Respondents, 23 respondents are rate the organisation recruitment and selection process as effective. 10 respondents are rate the company's recruitment and selection procedure as neutral. 4 respondents are rate organisation recruitment and selection process as very effective. 3 respondents are rate the company's recruitment and selection

procedure as ineffective. 1 respondent are rate the organisation recruitment and selection procedure as very ineffective

Interpretation: Majority of respondents are rate the company's recruitment and selection procedure as effective.



Figure 2 Shows Evaluate the Performance of Your Company's Recruitment and Selection Procedure

5.3.3 Have you ever participated in company's training and development programs?

Analysis: It can be observed from Chart 3 that out of 41 Respondents, 92.7% respondents are participated in company's training and development programs. 7.3% respondents are not participated in company's training and development programs. Figure 3 Participated in Company's Training and Development Programs

Interpretation: Majority of respondents are participated in company's training and programs.

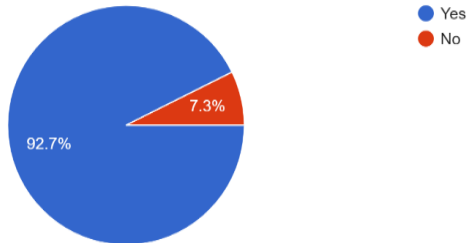


Figure 3 Participated in Company's Training and Development Programs

5.3.4 How do you evaluate the fairness and transparency of the company's performance appraisal system?



Figure 4 Evaluate the Fairness and Transparency of the company's performance appraisal system

Analysis: It can be observed from Chart 4 that out of 41 Respondents, 20 respondents are rate as fairness and transparency of the organisation performance appraisal system as good, 14 respondents are rate as fairness and transparency of the organisation performance appraisal system as average, 4 respondents are rate as fairness and transparency of the organisation performance appraisal system as poor, 2 respondents are rate as fairness and transparency of the organisation

performance appraisal system as excellent and 1 respondents are rate as fairness and transparency of the organisation performance appraisal system as very poor. Figure 4 shows Evaluate the Fairness and Transparency of the company's performance appraisal system.

Interpretation: Majority of respondents are rate as fairness and transparency of the organisation performance appraisal system as good.

5.3.5 Do you think the organization's feedback and communication process are effective?

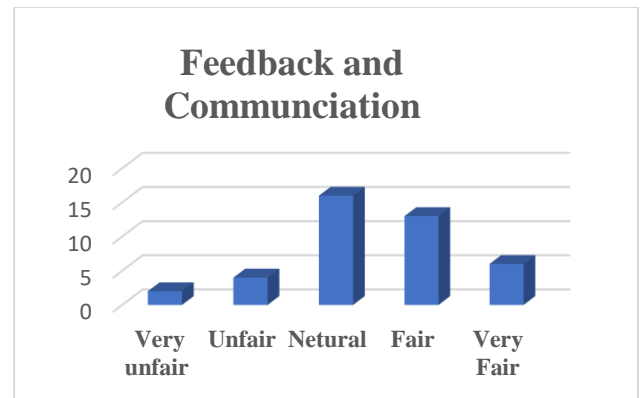


Figure 5 The Organization's Feedback and Communication Process Are Effective

Analysis: It can be observed from Chart 5 that out of 41 Respondents, 16 respondents are think the organisation's feedback and communication process are neutral effective, 13 respondents are think the organisation's feedback and communication process are fair effective, 6 respondents are think the organisation's feedback and communication process are unfair effective, 4 respondents are think the organisation's feedback and communication process are very fair effective and 2 respondents are think the organisation's feedback and communication process are very unfair effective. Figure 5 shows The Organization's Feedback and Communication Process Are Effective.

Interpretation: Majority of respondents are thinking the organisation's feedback and communication process are neutral effective. Figure 6 Opportunities for Career Development or Advancement from The Company

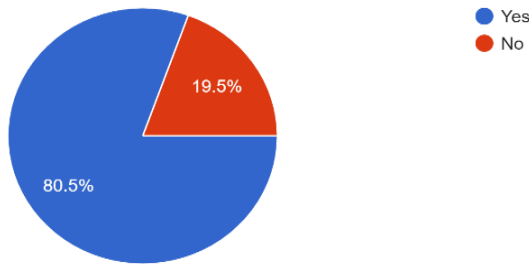


Figure 6 Opportunities for Career Development or Advancement from The Company

5.3.6 Have you got any opportunities for career development or advancement from the company?

Analysis: It can be observed from Chart 6 that out of 41 Respondents, 80.5% respondents are got opportunities for career development or advancement from the company and 19.5% respondents are not get any opportunities for career development or advancement from the company.

Interpretation: Majority of respondents are got opportunities for career development or advancement from the company. Figure 7 Creative thinking and innovation improved company's outcome

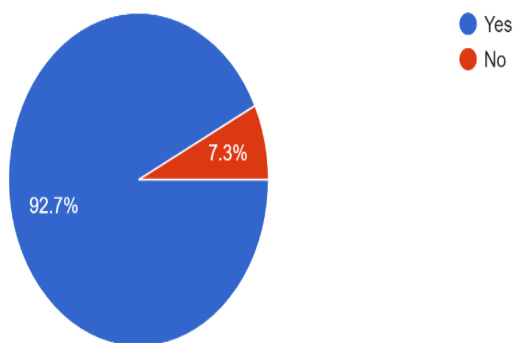


Figure 7 Creative Thinking and Innovation Improved Company's Outcome

5.3.7 Do creative thinking and innovation improved company's outcome?

Analysis: It can be observed from Chart 7 that out of 41 Respondents, 92.7% respondents are creative thinking and innovation improved company's outcome and 7.3% respondents are not creative in

thinking and innovation improved company's outcome.

Interpretation: Majority of respondents are creative thinking and innovation improved company's outcome

6. Major Issue and Recommendation from Respondents

6.1 Major Issues

Salary hike is only around 3% which is 50% less than the inflation rate of the country. They should know about the roles and responsibilities of their duties Not informed in clear to associates. Delays in Appraisal and Change in appraisal cycle every year to delay appraisal Separation policy is not good Behavioural issues in organization Change Management, Leadership Development. Employee training development, Work life balance and Performance Management Team building issue Talent Acquisition and Retention, Organization culture and training and development Compensating Depends on person, favourable to some. Not always based on performance Not Transparency Running the institutions with the available HR without any incentives and bonus Not focusing on Employees Work Life Safety follies not good Unable to understand some policies and they are not in use Lack of management work.

6.2 Recommendations

Salary hike annually should be increased to 10% at least and even more for better performing employees. Should be aware about the laws made for the IT sectors and should well co-operative with the employee Need to conduct training session regarding skills. On time Appraisal and Bonus paid by the company not employees' money. Employees should be allowed to select what better opportunity for them and the current separation policy is not good. As they have some restrictions and they keep lot of our bonus amount with them in order to threaten for leaving Healthy relationship management Building Leadership within Team. Workforce diversity and inclusion, Compensation and benefit and Performance Management Invest in training and development, boosting employee engagement and motivation and Enhance Talent Acquisition and Retention Strategies More



informative on timely basis would be helpful, instead of just on joining. Need to improve in selection of the candidates The workforce's future learning requirements, including those of the organization and its current employees, must also be anticipated. More involvement on ground level and communication with staff. Should get update time interval to Improve salary hikes and best incentives to staff Focus on skill development Think of employees work life balance.

Conclusion

This research examined the exploring of Human Resource Management practices on employee performance in the IT sector. The study found that a majority of respondents were aware of their company's HRM policies and practices. The analysis of responses to survey questions revealed result as a majority of respondents rated the company's recruitment and selection procedure as effective, suggesting that the IT sector company is successful in attracting qualified candidates. A significant portion of respondents had participated in company training programs, highlighting the company's commitment to employee development. While most respondents viewed the performance appraisal system as fair and transparent, there is room for improvement. The majority of respondents felt that the organization's feedback and communication process were neutral or somewhat effective, indicating a need for clearer communication channels. A large portion of respondents felt they had opportunities for career development within the company. The majority of respondents believed that creative thinking and innovation improved the company's outcome. By implementing these recommendations, the IT sector company can strengthen its HRM practices, improve worker satisfaction, and ultimately enhance worker performance.

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