

A Study on HRM Practices and Its Impact on HRM Outcome

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Abstract: In this paper it examines HRM Practices and Its Impact on HRM Outcome in MRC Mills Pvt Ltd, stay with their current employers. Results reveal that a substantial percentage of Employee members perceive that their employers are not meeting their expectations regarding voice, Trust, organizational commitment, and job satisfaction. The results also demonstrate that each of trust, commitment, and job satisfaction simultaneously mediates the effects of met expectations on employee intent to stay. Practically, these findings suggest that by meeting employee expectations, universities can enhance employee perceptions of job satisfaction, organizational commitment, and trust, which in turn reduce employee turnover intentions. Further practical and theoretical implications are discussed and suggestions for future research are offered.

Keywords: Job Satisfaction, Job Retention, Job Trust, Expectations

Introductions

The overall goal of this paper is to understand the phenomenon of employee turnover in the MRC Mills by examining the relationships HRM Practices and Its Impact on HRM Outcome. Understanding the relations between these variables can provide abstract administrators and human resources (HR) managers with better chances to develop more effective programs and plans to recruit and retain faculty members. The findings of this study may also help public policy-makers in the other parts of the requirement to develop better higher policies and procedures. Review of the existing literature revealed only one study. Study focused only on organization and did not include critical determinants of employee turnover such as job satisfaction, organizational commitment, trust, and availability of job opportunities.

Employee engagement is the state in which individual are emotionally and intellectually committed to the organization. Employee engagement is inclusive of long-term emotional involvement and is an antecedent to more temporary generalities of employee sentiment, such as job satisfaction and commitment. Engaged employees come to work every day feeling a connection to their organization, have a high level of enthusiasm for their work and perform at high levels.

Job satisfaction is an attitude that is simply how content an individual is with his or her job; whether he or she likes the job or not. Job satisfaction can also be seen within the broader context of the range of issues which affect an individual's experience of work, or their quality of working life. Job satisfaction can be understood in terms of its relationships with other factors.

Review of Literature

Khaldoun I. Ababneh (2016) undergone A study on Effects of met expectations, trust, job satisfaction, and commitment on faculty turnover intentions in the United Arab Emirates. Examines they will be talk about the trust and satisfaction and employee turnover intentions. They will so much help of them.

Hotner Tampubolon (2016) conducted a research on "The relationship between Employee Engagement, Job Motivation, and Job Satisfaction towards the Employee Performance" found that the Employee Engagement positively and significantly influenced employee performance. The purpose of the study is to investigate the effect of employee engagement, job motivation and job satisfaction to employee performance in Ministry of Export and Import Department, the Indonesian Ministry of Trade. The data was collected from 90 persons who work in the department.

Preeti Thakur (2014) conducted a research on "A research paper on the effect of employee engagement on Job Satisfaction in IT sector" seeks to find out the effect of engagement of employees and the study has been carried out of 120 officers as well as the clerks of the IT sector. The researcher has found that that among the former work motivation could be improved through increasing job authority and accountability. It was also found that at the clerical lever, rewards and sanctions are significantly associated with job involvement. It was concluded that there is a positive relationship between Employee Engagement and Job Satisfaction.

Abdulwahab S. Bin and Shmailan (2015) conducted a research on "The relationship between job satisfaction, job performance and employee engagement: An explorative study" helps to understand the advantages of having satisfied and high performing employees as well as using the power of the employee engagement to be competitive and profitable. The researcher has found that the employee satisfaction is directly linked to employee engagement and literature confirms that satisfied employees do perform better and contribute to the overall success of an organizations.

J. Bloemer and J. Henseler (2017) undergone A study on reducing Employee Turnover through customer center job quality through to make job quality the will make successful on this article and to be known for the employee turnover.

A.Feji&Annelis E.M van Vianen(2017) undergoing on met expectation and supplies values fit of Duch young adults determine of work outcomes they said to be expecting to the customer about the job and organizations.

Sophie De Winne Luc Sels (2018) undergoing on the Impact of employee turnover and turnover on labour productivity a flexible non liner approach. They said to be violence of employee turnover.

Methodology

The methodology involves the way of the project carried out. Research methodology is way to solve the problem systematically. The main function of the research is to provide for the collection of relevant evidence with minimal expenditure of effort, time and study.

Method of Collection

Primary study for use this study.

The Primary Data

Method

Questionnaire

Sampling Units

145 Sample Size

Tools Used

Percentage Analysis, Independent T- test, Annova, Regression.

Chapter IV

1. Descriptive Analysis

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working on the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred.

Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

It is normally used for inferring the results in quantitative terms. In this study, percentage analysis was used to measure the percentage of demographic profile of those customer who participated in the study on various aspects of service quality dimensions.

Table 4.1

Demographic Profile	Categories	Count	Column N %
Gender	Male	130	89.7%
	Female	15	10.3%
Position in the organization	General Manager/CEO	1	0.7%
	HR	1	0.7%
	Quality Manager	1	0.7%
	Marketing Manager	1	0.7%
	Finance Manager	1	0.7%
	Employee	140	96.6%
Education degree	Diploma/ Below	92	63.4%
	Bachelor	48	33.1%
	Master degree	5	3.4%
Years of experience	Less than 2 years	86	59.3%
	2-5 years	55	37.9%
	6-10 years	3	2.1%
	11-15 years	1	0.7%
	Greater than 15 years	0	0.0%
Working organizations	Less than 2 years	0	0.0%
	2-5 years	139	95.9%
	6-10 years	5	3.4%
	11-15 years	0	0.0%
	Greater than 15 years	1	0.7%
Marital status	Single	66	45.5%
	Married	79	54.5%
Salary package	Less than 10 K	75	51.7%
	10K-20K	65	44.8%
	20K-30K	4	2.8%
	30K-40K	1	0.7%

Description: The above Table shows a clear understanding of demographic profile of the respondents studied. It encloses the descriptive statistics of Gender, Position in the organization, Education degree, Working organization, Marital status and salary package of the MRC mills Pvt Ltd. The profile reveals that the majority of the respondents are male.

The study shows that 89.7% of the respondents are male, 10.3% of the respondents are female in the organization. The study found that 63.4% of the respondents were having diploma/ below level education and 33.1% are completed an bachelor degree finally 3.4% of the respondent was completed master degree. About 54.5% have stated marital status as married and 45.5% of the respondent are single.

Table 4.2

Job Satisfaction	SD %	D %	N %	A %	SA %	\bar{X}	σ
I feel dissatisfied with my job.	3 2.1%	10 6.9%	23 15.9%	71 49.0%	38 26.2%	3.90	.94
I am often bored with my job.	0 0.0%	1 0.7%	22 15.2%	92 63.4%	30 20.7%	4.04	.62
I find enjoyment in my job.	0 0.0%	0 0.0%	13 9.0%	74 51.0%	58 40.0%	4.31	.63
Most days I am enthusiastic about my job.	2 1.4%	9 6.2%	16 11.0%	55 37.9%	63 43.4%	4.16	.95
My job makes good use of my skills and abilities	0 0.0%	0 0.0%	10 6.9%	64 44.1%	71 49.0%	4.42	.62

*SD - Strongly Disagree, D - Disagree, N - Neutral, A - Agree, SA - Strongly Agree

Table 02 revealed that the mean score of Job Satisfaction during the study ranges from 3.90 to 4.42 and standard deviation score varies between 0.62 and 1.02 among the satisfaction. The statement 'I Fell dissatisfied with my job' scores lower mean and higher standard deviation. The statement 'My job makes good use of my skill and abilities' scores higher mean and lower standard deviation score which reveals the effect of consistency on perception among the satisfaction.

Table 4.3

Training and Development	SD %	D %	N %	A %	SA %	\bar{X}	Σ
Training and development program has increase the efficiency	0 0.0%	0 0.0%	6 4.1%	64 44.1%	75 51.7%	.58	4.48
Training program has increase the productivity	0 0.0%	0 0.0%	0 0.0%	51 35.2%	94 64.8%	.48	4.65
Training helps to improve employee – employer relationship.	0 0.0%	0 0.0%	6 4.1%	83 57.2%	56 38.6%	.56	4.34
Providing relevant training for job.	0 0.0%	1 0.7%	3 2.1%	110 75.9%	31 21.4%	.48	4.18
Adoption to new working methods with training	0 0.0%	0 0.0%	3 2.1%	58 40.0%	84 57.9%	.54	4.56

*SD - Strongly Disagree, D - Disagree, N - Neutral, A – Agree, SA - Strongly Agree

Table 03 revealed that the mean score of Training and Development during the study ranges from 4.18 to 4.65 and standard deviation score varies between 0.48 and 0.58 among the training and development. The statement ‘Providing relevant training for job’ scores lower mean and higher standard deviation. The statement ‘Training program has increase the productivity’ scores higher mean and lower standard deviation score which reveals the effect of consistency on perception among the training and development.

Table 4.4

Organizational Commitment	SD %	D %	N %	A %	SA %	\bar{X}	Σ
I am proud to tell others I am part of this organization.	0 0.0%	0 0.0%	3 2.1%	50 34.5%	92 63.4%	4.61	.53
This organization is the best of all possible places to work.	1 0.7%	2 1.4%	6 4.1%	74 51.0%	62 42.8%	4.34	.69
I speak highly of this organization to my friends.	0 0.0%	7 4.8%	14 9.7%	80 55.2%	44 30.3%	4.11	.76
This organization has a great deal of personal meaning for me.	1 0.7%	3 2.1%	21 14.5%	67 46.2%	53 36.6%	4.16	.80
In this organization employee are encouraged to take initiative	0 0.0%	0 0.0%	4 2.8%	61 42.1%	80 55.2%	4.52	.55

*SD - Strongly Disagree, D - Disagree, N - Neutral, A – Agree, SA - Strongly Agree

Table 04 revealed that the mean score of Organizational Commitment during the study ranges from 4.11 to 4.61 and standard deviation score varies between 0.53 and 0.80 among the training and development. The statement ‘I speak highly of this organization to my friends’ scores lower mean and higher standard deviation. The statement ‘This organizational’ scores higher mean and lower standard deviation score which reveals the effect of consistency on perception among the organizational Commitment.

2. Independent Sample T Test

Null Hypothesis (Ho): There is no significant difference between gender, and HRM Practices.

Alternate Hypothesis (Ha): There is a significant difference between male and female with HRM Practices

Table 4.5

Demographical Question		HRM Practices Mean					
		Mean	Standard Deviation	Count	T	Df	Sig.
Gender	Male	4.29	.21	130	.838	17.079	.413
	Female	4.24	.22	15			

Above t-test Table reveals that the perception of employee towards HRM Practices appearance variables were not having any difference among gender because both male and female perceives same about the HRM practices supports the null hypothesis i.e., there is no significant difference between gender with HRM practices. The null hypothesis was not supported for gender and HRM practices variables.

Null Hypothesis (Ho): There is no significant difference between gender, and Job satisfaction.

Alternate Hypothesis (Ha): There is a significant difference between gender with Job satisfaction.

Table 4.6

Demographical Question		Job Satisfaction Mean					
		Mean	Standard Deviation	Count	t	Df	Sig.
Gender	Male	4.16	.38	130	-.508	143	.597
	Female	4.21	.34	15			

Above t-test Table reveals that the perception of employee towards HRM Practices appearance variables were not having any difference among gender with job satisfaction supports the alternative hypothesis i.e., there is no significant difference between gender and job satisfaction. The null hypothesis was not supported for gender and job satisfaction variables.

3. MULTIPLE REGRESSION

Regression is the determination of statistical relationship between two or more variables. In simple regression two variables are used. One variable (independent) is the cause of the behavior of another one (dependent). When there are more than two independent variables the analysis concerning relationship is known as multiple correlations and the equation describing such relationship is called as the multiple regression equation.

Regression analysis is concerned with the derivation of an appropriate mathematical expression is derived for finding values of a dependent variable on the basis of independent variable. It is thus designed to examine the relationship of a variable Y to a set of other variables $X_1, X_2, X_3, \dots, X_n$. the most commonly used linear equation in $Y = b_1 X_1 + b_2 X_2 + \dots + b_n X_n + b_0$ Here Y is the dependent variable, which is to be found. X_1, X_2, \dots, X_n are the known variables with which predictions are to be made and b_1, b_2, \dots, b_n are coefficient of the variables. In this study, the dependent variable is HRM, Independent variables are T and D, OC, JS and analysis are discussed as follows:

Dependent variable: HRM (Y)

- Independent variables: 1. TD (X1)
 2. JS(X2)
 3. OC(X3)

Table 4.7

Coefficients ^a							
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	HYPOTHESEIS
		B	Std. Error	Beta			
1	(Constant)	4.617	.385		12.004	.000	
	JOBSA	.047	.048	.084	.993	.322	YES
	TD	-.088	.076	-.097	-1.155	.250	YES
	OC	-.032	.021	-.127	-1.524	.130	YES

4. Annova Test

Erceg-Hurn&Mirosevich (2008) suggested that the homogeneity of variances assumption is most important in research which cannot be taken for granted while carrying out a statistical test like ANOVA. So to assess the equality of variance for two or more groups, Levene test was used and the result shows there is significance difference in the variance ($P > 0.05$) in all the cases.

Table 4.8

Demographical Questions		Job Satisfaction				
		Count	Mean	Standard Deviation	F	Sig.
Years of experience	Less than 2 years	86	4.19	.37	2.178	.093
	2-5 years	55	4.11	.36		
	6-10 years	3	4.47	.42		
	11-15 years	1	4.80	.		
	Greater than 15 years	0	.	.		

Table 4.9

Demographical Questions		HRM Practices				
		Count	Mean	Standard Deviation	F	Sig.
Years of experience	Less than 2 years	86	4.27	.20	3.373	.020
	2-5 years	55	4.28	.21		
	6-10 years	3	4.40	.36		
	11-15 years	1	4.90	.		
	Greater than 15 years	0	.	.		

To explore the statistical difference between the given factors among the position in the organization the table 4.8 clearly shows that ($P>0.05$) there is no significant difference between the general manager, HR manager and quality manager they are significantly same about HRMP

To explore the statistical difference between the given HRMP factors among the experience of respondent in the organization, the table 4.12 clearly shows that ($P>0.05$) there is no significant difference between the Highly experienced and low experienced r they are significantly same about HRMP practices in organization

To explore the statistical difference between the given HRMP factors among the years of the organization, the table 4.08 clearly shows that ($P>0.05$) there is no significant difference between the implementing the new policies they are significantly same executing new HRMP.

To explore the statistical difference between the given HRMP factors among the years of experience in the organization, the table 4.08 clearly shows that ($P>0.05$) there is no significant difference between experience and HRMP factors.

Chapter 5

Conclusion

Employees are constitute an important, if not the most important, component of the training and development process in organization. Hence, understanding employee members' perceptions, attitudes, behavioral intentions, is central for any organization seeking to be effective and efficient in its training process. This paper enriches our understanding of the phenomenon of employee turnover in the karur by demonstrating that meeting members' expectations is positively associated with organizational commitment, job satisfaction, and trust, which in turn, are positively associated with employee members' intent to stay with their current employers. Furthermore, results show that each of trust, commitment, and job satisfaction simultaneously mediates the effect of met expectations on faculty intent to stay while controlling for other potential mediators.

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