

HUMAN RESOURCES MANAGEMENT: DHANALAKSHMISRINIVASAN SUGARS PRIVATE LIMITED, UDUMBIYAM- A STUDY

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Abstract

Industrial development is an indispensable of development of country. It is an important for survival growth industrial development constrict growth survival and economic development country. The industrialized nation are rich when non-Industrialized nation are poor. The employees were highly satisfied regarding various facilities provided by the company there is smooth relationship between the workers and their management Dhanalakshmi Srinivasan Sugars has been rendered employment opportunities to the people willing at udumbiyam.

KEY WORD: Industrial, Recruitment, Training, Welfare facilities

INTRODUCTION

Industrial development is an indispensable of development of country. It is an important for survival growth industrial development constrict growth survival and economic development country. The industrialized nation are rich when non-Industrialized nation are poor.

The main function area of industry units are production, purchased finance, sales labour etc.,

To carry out these function the management with the personal in organization and their working environment the personal management focuses on requirement and selection training employees benefits and personal practices aim at proper and maximum utilization of manpower and maintainers of industry.

Human resource are heterogeneous in the sense that they differ in personality perception emotion, values, attitudes motives and modes of through their behavior to stimuli is often inconsistent and unpredictable. While other resources deprecate, human resource appreciate.

With the passage of time a human resource as “A whole consisting of inter-related, inter-dependent and interacting psychological, sociological and ethical components”.

According to pecans and robins. “HRM is concerned with the people dimension in management since every organization is made up of people acquiring their services, developing their skills motivating them to higher level of performance and ensuring that they contain to maintain their commitment to the organization are essential to achieving organization.

DEFINITION

According to French: “Personnel management is the recruitment, selection, development, utilization of an accommodation to human resources by organizations. The human resources of an organization consists of all individual regardless of their role who are engaged in any of the organization activities”.

SCOPE OF THE STUDY:

This study is an attempt to involves a rationalized system of estimation of manpower requirement in public sector enterprise. This system would help in maintaining the required level of personnel, by balancing the manpower supply and demand resulting in efficient utilization of human resources. The present study has been undertaken with a view to analyses the personnel practice of Dhanalakshmi Srinivasan Sugar Private Limited in Udumbiyam Perambalur District.

OBJECTIVES OF STUDY:

- ❖ To utilize the available human resources effectively.
- ❖ To study the employees attitudes towards selection and recruitment of employees.
- ❖ To study analyze the attitude of employees to wards training and development programme.
- ❖ To study the employees welfare facilities.

SAMPLE SIZE:

Number of sampling units selected from the population is called size of the sample of 50 respondent were obtained from the population.

PERIOD OF THE STUDY:

The study on human resource management of the employees in Dhanalakshmi Srinivasan Sugar Private Limited, Udumbiyam, Perambalur District. 2019-2020.

5SECONDARY OBJECTIVES

Aim at achieving the primary objectives economically efficiently and effectively.

AREA OF THE STUDY:

The area of the study pertaints to Dhanalakshmi Srinivasan Sugar Private Limited in Udumbiyam Perambalur District.

CONCEPT OF HRM:

Human resource are the main organization of the development process of modern economics. Arthur Lewis observed. “ There are great difference in development between countries which seen to have roughly equal resources so it necessary enquiry into the difference in human behavior”. It is frequently realized that through the exploitation aid play outstanding roles in the development of modern economics none of these factors is more

significant than efficient and connected manpower. It is in fact side that all department comes from the human mind.

Human resource management is defined in terms of its proactive approach to managing people in on organization Karen leggy has specified three elements of HRM as follows:

- ❖ Human resource policies should be integrated with strategy business planning and used to rain force appropriate culture
- ❖ Human resource are available and a source of competitive advantage
- ❖ Human resource can be tapped most effectively by mutually consistent employees to act flexibility in the interest of the adaptive organization pursuit of excellence

Analysis and interpretation

Analysis and interpretation as part an explained in detail about the recruitment selection training and development programme, promotion and welfare.Facilities:

1. Recruitment, selection and training programme.
2. Promotion and welfare facilities.

Table-1

CLASSIFICATION ON THE BASIS OF EMPLOYEES BASED ON WORKING EXPERIENCE

SL.NO	WORKING EXPERIENCE	NO. OF RESPONDENT	PERCETAGE %
1	Below 5	11	22%
2	5-10	8	16%
3	10-15	7	14%
4	15-20	4	8%
5	20-25	8	16%
6	25-30	4	8%
7	Above 30	8	16%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The above table indicates that the years of experience respondent in Dhanalakshmi Srinivasan sugar factory. 22% of respondent are below 5 years experience, 16% of respondent are 5-10 years experience, 14% of respondent are 10-15 years experience, 8% of respondent are 15-20 years experience, 16% of respondent are 20-25 years' experience, 8% of respondent are between 25-30 years experience, and 16% of respondent are above 30 years experience.

CLASSIFICATION ON THE BASIS OF EMPLOYEES BASED ON WORKING EXPERIENCE

Chart-1



TABLE -2

MODE OF TRAINING METHOD

SL.NO	CATEGORY	NO OF RESPONDENT	PERCENTAGE %
1	On the job	22	44%
2	Off the job	13	26%
3	Interactive	15	30%
	TOTAL	50	100%

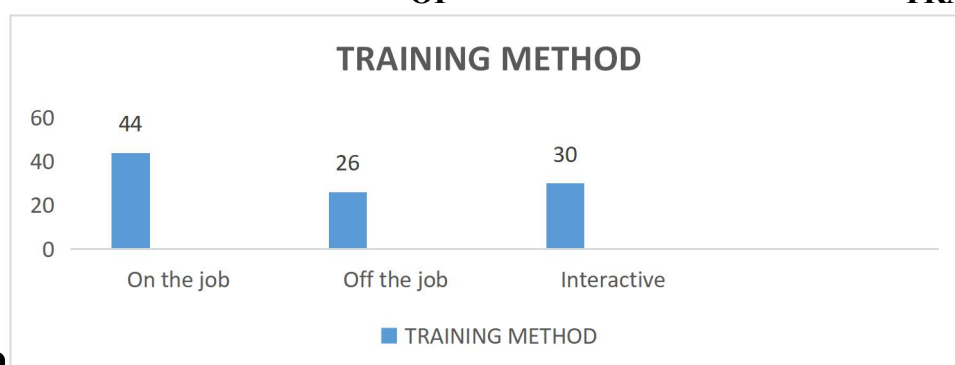
SOURCE: PRIMARY DATA

INTERPRETATION

The table reveals that with respect to mode of training 44% of the respondents have undergone on the job, 26% off the job and remaining, 30% have undergone interactive training.

CHART-2

MODE OF TRAINING



METHOD

TABLE -3

CLASSIFICATION ON THE BASIS OF SOURCE OF RECRUITMENT

SL.NO	CATEGORY	NO. OF RESPONDENT	PERCENTAGE %
1	Qualification	18	36%
2	Experience	10	20%
3	Interview	7	14%
4	Legal heir	8	16%
5	Other source	7	14%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPREATATION

The table reveals that 36% of respondent are recruited through qualification, 20% of respondent are recruited through experience, 14% of respondent are recruited through interview, 16% of respondent are recruited through legal heir, 14% of respondent are recruited through other source.

CHART -3

CLASSIFICATION ON THE BASIS OF SOURCE OF RECRUITMENT



TABLE -4

OPINION ABOUT RECRUITMENT POLICY

SL.NO	OPINION	NO OF RESPONDENT	PERCENTAGE %
1	Highly satisfied	10	20%
2	Satisfied	23	46%
3	Dissatisfied	17	34%
	Total	50	100%

SOURCE: PRIMARY DATA

INTREPRETATION

The above table shows that 20% of employees are Highly satisfied with recruitment policy, 46% of employees are Satisfied with recruitment policy, 34% of employees are the opinion towards dissatisfied.

CHART -4

OPINION ABOUT RECRUITMENT POLICY

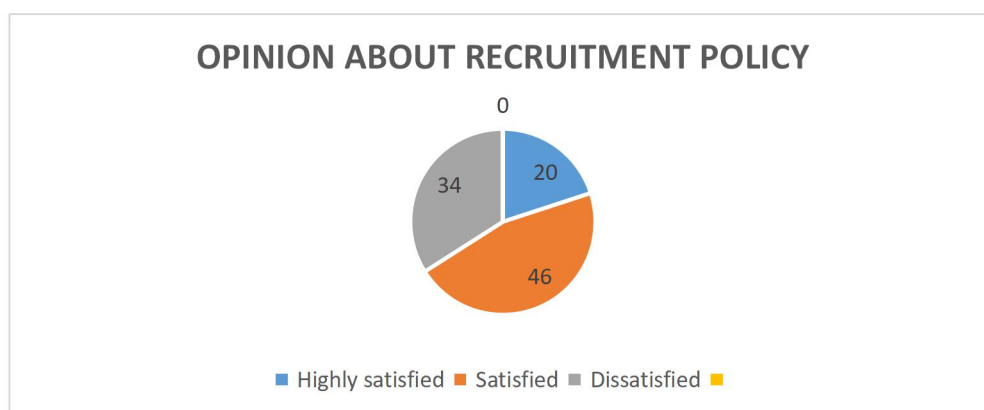


TABLE -5

OPINION ABOUT RETIRED EMPLOYEES

SL.NO	CATEGORY	NO OF RESPONDENT	PRECENTAGE %
1	Yes	36	72%
2	No	14	28%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The table reveals that 72% of the respondent are accepting the respondent facilities 28% respondents are not accepting the employment facilities.

CHART -5

OPINION ABOUT RETIRED EMPLOYEES



TABLE -6

CLASSIFICATION BASED ON THE SATISFACTION LEVEL OF EMPLOYEES ON THE JOB TRAINING

SL.NO	OPINION	NO OF RESPONDENT	PERCENTAGE %
1	Highly satisfied	17	34%
2	Satisfied	23	46%
3	Dissatisfied	10	20%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The table shows that 34% of respondent are Highly satisfied, 46% of respondents are Satisfied and 20% of respondent are Dissatisfied.

CHART-6

CLASSIFICATION BASED ON THE SATISFACTION LEVEL OF EMPLOYEES ON THE JOB TRAINING



TABLE -7

OPINION ABOUT EMPLOYEES PROMOTION

S.NO	OPINION	NO. OF RESPONDENT	PERCENTAGE %
1	Experience	14	28%
2	Qualification	20	40%
3	Performance	15	32%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The table shows that 28% respondent promotion through experience and 40% of qualification in respondent promotion method and respondent are performance the promotion method.

CHART -7

OPINION ABOUT EMPLOYEES PROMOTION

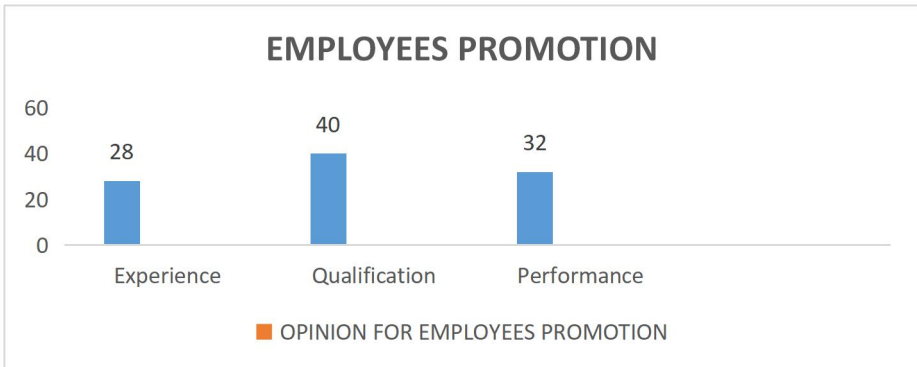


TABLE -8

THE BELOW TABLE SHOWS THAT OFF THE JOB TRAINING

S.NO	OPINION	NO OF RESPONDENT	PERCENTAGE %
1	Group discussion	26	52%
2	Lectures	11	22%
3	Conference	13	26%
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The table reveals that 52% of respondents trained through group discussion, 20% of employees training through lectures and 26% of respondents training through conference.

CHART-8

THE BELOW TABLE SHOWS THAT OFF THE JOB TRAINING

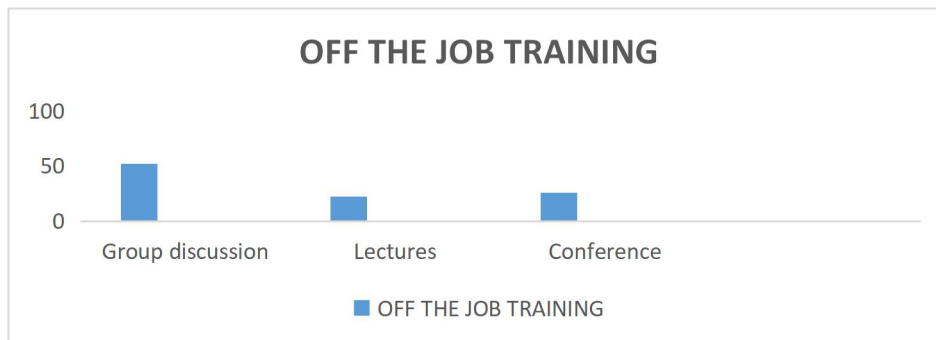


TABLE - 9

OPINION ABOUT JOB SATISFACTION

S.NO	OPINION	NO OF RESPONDENTS	PERCENTAGE %
1	Highly satisfied	19	62%
2	Satisfied	31	38%
3	Dissatisfied	Nil	Nil
	TOTAL	50	100%

SOURCE: PRIMARY DATA

INTERPERTATION

The table shows that majority of 62% of respondents are highly satisfied 38% of respondent satisfied in job and none of respondents are dissatisfied with their level of job satisfied in Dhanalakshmi Srinivasan sugar factory.

Chart-9

OPINION ABOUT JOB SATISFACTION



FINDINGS

- ❖ Majority of (22%) of the respondent of employees are 10-15 year experience.
- ❖ Mostly (44%) of the respondent are on the job training methods.
- ❖ Highly (72%) of the respondents are satisfied with the requirement policy.
- ❖ Maximum of (46%) of the respondent of employees are satisfied.
- ❖ Maximum of (40%) of the respondent said they are promoted by qualification.
- ❖ Highly (52%) of the respondents are group discussion with the job off.
- ❖ Majority of (62%) of the respondent are highly satisfied with the job satisfaction.

SUGGESTION

The following are the suggestion for letter performance of the Human Resources Management of Dhanalakshmi Srinivasan Sugars Pvt Ltd., Udumbiyam.

- ❖ An accurate on detail inventory of the present human resources is to be prepared and to be kept up to data. This will help in establishing human resources in formation system and is beneficial to the organization.
- ❖ The company should adopt some new method recruiting employees.
- ❖ The company may educate the employees about the availability of training and development opportunities.
- ❖ The company by providing employment opportunities to the outstanding sportsman may encourage than more.
- ❖ The company can denote more attention of the development of sports and games activities amount its employees.

- ❖ If the above suggestions are implemented, it will enable them to improve the performance of the employees.
- ❖ The training programme should increase the level of job satisfaction, periodic training programme should be given to the employee on the basis of training need identification.
- ❖ Awareness of career development opportunities available for the employees should be developed.
- ❖ On the whole 83% of the respondents are satisfied with the training program. The management may take measures to find out the dissatisfaction in the training program for the remaining and necessary steps may be taken to overcome the same.
- ❖ The training programme should increase the level of job satisfaction periodic training programme should be given to the employee on the basis of training need identification.
- ❖ Awareness of weaknesses of the employees have to be made known to them by the trainer on regular intervals.
- ❖ Innovative training techniques may be adopted to improve the effectiveness of training program, organization can improve the training techniques according to the latest techniques.

CONCLUSION

The study reveals, that Dhanalakshmi Srinivasan Sugars has been working satisfactorily with a good organization efficient staff and workers and it has better proposals in the future the company can take steps to provide employment opportunities to many people.

The employees were highly satisfied regarding various facilities provided by the company there is a smooth relationship between the workers and their management Dhanalakshmi Srinivasan Sugars has been rendered employment opportunities to the people willing at Udumbiyam.

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