Research Project Report

"EMPLOYEES PERCEPTION REGARDING HRD"

FOR THE PARTIAL FULFILLMENT OF THE REQUIREMENT

FOR THE AWARD OF

MASTER OF COMMERCE

UNDER THE GUIDANCE OF

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<u>ACKNOWLEDGEMENT</u>

All praise to the almighty with whose auspicious blessings i have been able to accomplish my research project report successfully. Equal credit goes to my parents and teachers who made me what i am today by their hard labor, devotion, support & prayer.

My special thanks to my parents for generic cooperation coordination and valuable support. I must not forget to render my deep feelings of gratitude and thanks to all the respondents of the survey for valuable information, co-operation, advice and suggestion to make this Endeavour a great success.

I am grateful to my guide **PROFESSOR VIVEKA ROHILLA** for her efforts during my project work. My sincere thanks to all other who were associated with the project directly or indirectly for providing me the excellent guidance during the project.

DECLARATION

I, **AKASH ROUT, E**nrolment no. **18032010305,** student of School of finance and commerce, Galgotias University, Greater Noida, hereby declare that the project report on **"EMPLOYEES PERCEPTION REGARDING HRD"** is an original and authenticated work done by me.

 I further declare that it has not been submitted elsewhere by any other person in any of the institutes for the award of any degree or diploma.

Name and Signature of the Student:

AKASH ROUT

CERTIFICATE

This is to certify that the project report **"EMPLOYEES PERCEPTION REGARDING HRD"** has been prepared by **AKASH ROUT** under my supervision and guidance. The project report is submitted towards the partial fulfillment of 2-year full time Master of Commerce.

Name & Signature of Faculty:
PROF. VIVEKA ROHILLA

ABSTRACT

Human Resource Development (**HRD**) is thestructure for help employees to developingtheir personal& organizational skills, Knowledge and capability. HRD is one of the most significant opportunities that employees seek when they consider as an employer. **HRD** includes such eventuality as Employees Training, performance management, employee profession development, Mentoring, planning, Key employee identification, and Organisation development. The focus of all sides of HRD is on the evolution of the capability, stimulation and skills of employees and motivate employees so that the company and workforce can achieve their work goals.

KEY WORDS: Human Resource Development (**HRD**), Performance management, Organizational skills, Employees Training.

INTRODUCTION

HRD as those learning experience which are organized, for a specific time, and designed to bring about the possibility of behavioural change"

Human Resource development is combining few HRM functions, so it is a relatively term as means to prepare staff and organisation based on activities organisational development, training & career evolution.HRD mainly aims at building human competence, creating a good work climate and improving employee satisfaction on work. HRD has surely contributed in maximising productivity. H.R.D. has had less negative impact on the organisation productivity, itself is a positive point. If employees think negatively for their company, the productivity is adversely affected and things out of control. But, HRD activities, help the employees to change their mind towards organisation & help to develop their skills.

HRD helps to develops new skill, intelligence & attitude of the employees in the company. An ambience of trust & regards can be created with the help of **HRD**.**HRD**focus of all sideofHRD is on evolve thecapability andstimulation, to keep to evolve the skills ofemployeesand motivate employeesso that thecompany and workforce canachievetheir work goals. HRD can be informal as in employee development by a manager or internal training classes taught by internal staff or a consultant. It is helpful for employees to gain experience as long aswork in the organization.

HRD is applicable to both at macro level as well as micro level. At the macro level, HRD is relatedtogrowth of people of nation as a whole. At micro level, each organization is concerned with developing its human resources.

CURRENT TREND IN HRD:

- AI to become a standard tool for recruiters.
- HR teams will begin to use data analytics in a more focused manner to increase productivity, innovation, and revenue at the organization.
- Marketing and branding will be anpart of the HR function.

- Focus to create a healthy work culture & will provide them with opportunities to grow, add value to HR roles.
- Blacklist for CV fraudsters, emphasis on background check.

<u>OBJECTIVE OT THE STUDY</u>

- To study the HRD practices& developmental climate in organisations.

- To study the organisational Culture in organisations.

- To study what are the learning sources for managers.

- To fairly exhibits on the methodologies adopted by the organization to train & develop their employees.

- The study on how employee perceive HRD as a valuable component in their working environment.

<u>Scope of the study:</u>

- To know Training programs will develop Knowledge, creativity, Skills and attitude.

- To know the Company has good Welfare and other schemes will support to employees or not.

- To Analyzed Promotion is depend on Seniority or performance &merit basis method.

- To know the Self-appraisal program plays an important role in employee development.

DATA COLLECTION

Primary Data:The study based on Primary Data. Tools prepared for Data collection were Interviewpanelfor thework experienced people. First set of questions tells the respondents details, the designation, organization they work. Next set of questions to know how organisation help employees to sharpen his skills. To check outthe different HRD practices like,Role advancement, Performance Counselling,Performance and potentialassessment, Career planningand development, Employees Training &feeling about job, relation with peers.

Secondary data

1. Internet
2. Newspapers
3. Wikipedia
4. Quora

RESEARCH METHODOLOGY

Hypothesis:

a) There are no significant differences in the HRD activities of various companies.
b) HRD satisfaction level of various employees do not differ significantly.
c) Contribution of resources for HRD do not differ significantly.

RESEARCH DESIGN:

Research design is the blue print for empirical research work that guides the researcher in a scientific way towards the achievement of the objectives. Survey method has supported the researcher to find the attributes or factors the realization, usage, and consciousness of **HRD**between different companies.

Sample Design:

Sampling design iscompulsoryin every scientific study. Hence, to collect the data the researcher decided through multi stage sampling.

RESULT ANALYSIS

In the survey, totally 55 questionnaire were circulated.

The basic demographic profile of participants is explained.
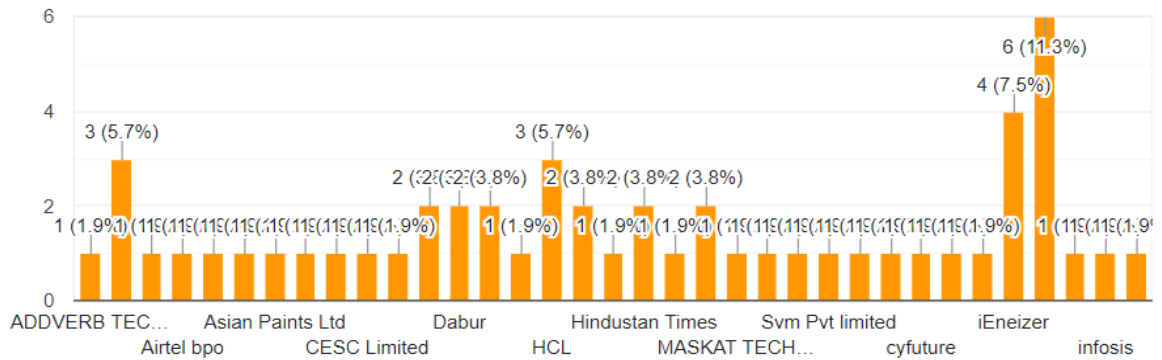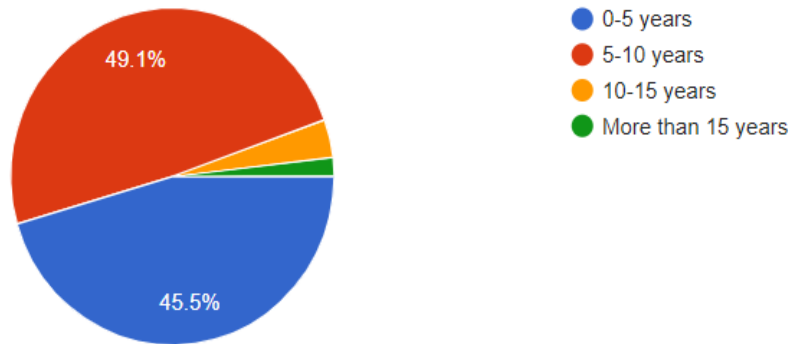
Gender

55 responses

- Female
- Male

56.4%

43.6%
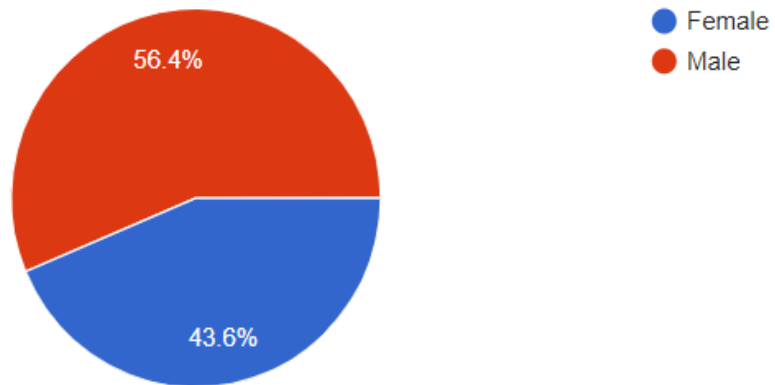
Designation

53 responses
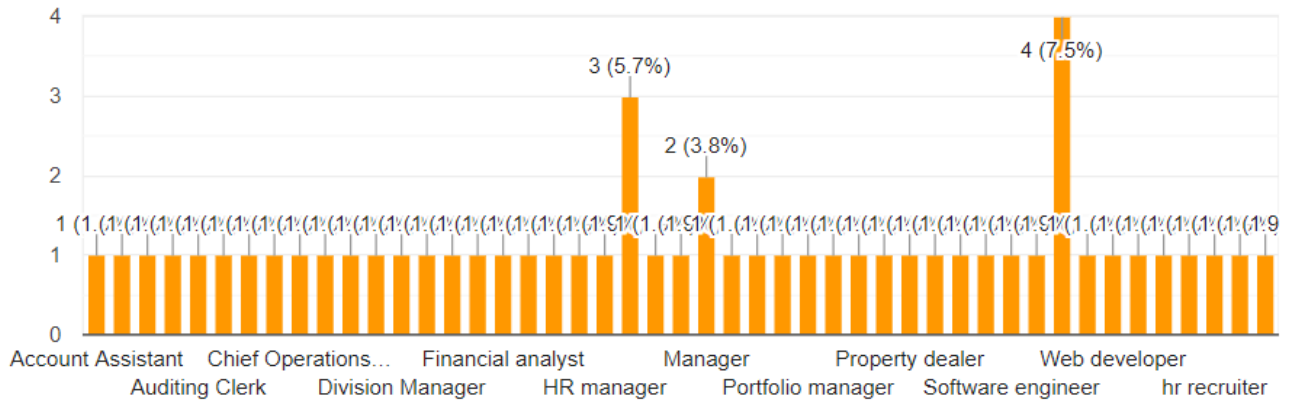
Name of the Organisation

53 responses

Since how many years have you been working with this organisation?

55 responses
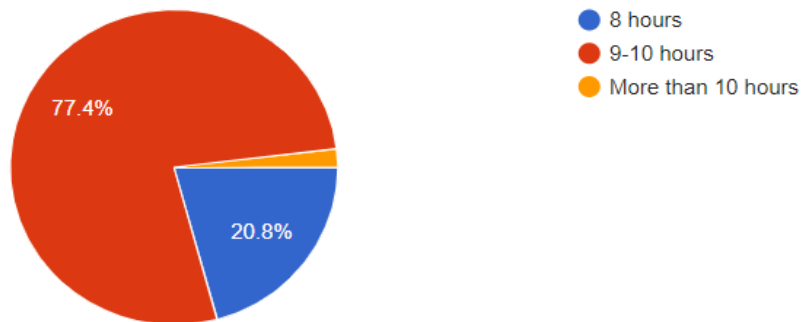

Legend:
- ● 0-5 years
- ● 5-10 years
- ● 10-15 years
- ● More than 15 years

49.1%

45.5%

INTERPRETATION: From the above table shows 49.1 % working with the organisation 5-10 years,45.1% working with the organisation 0-5 years % rest as shown.

What is the average working duration/ hour of an employee?

53 responses

Legend:
- ● 8 hours
- ● 9-10 hours
- ● More than 10 hours

77.4%

20.8%

INTERPRETATION: From the above table shows 77.4% people working hour in company 9-10 hrs.

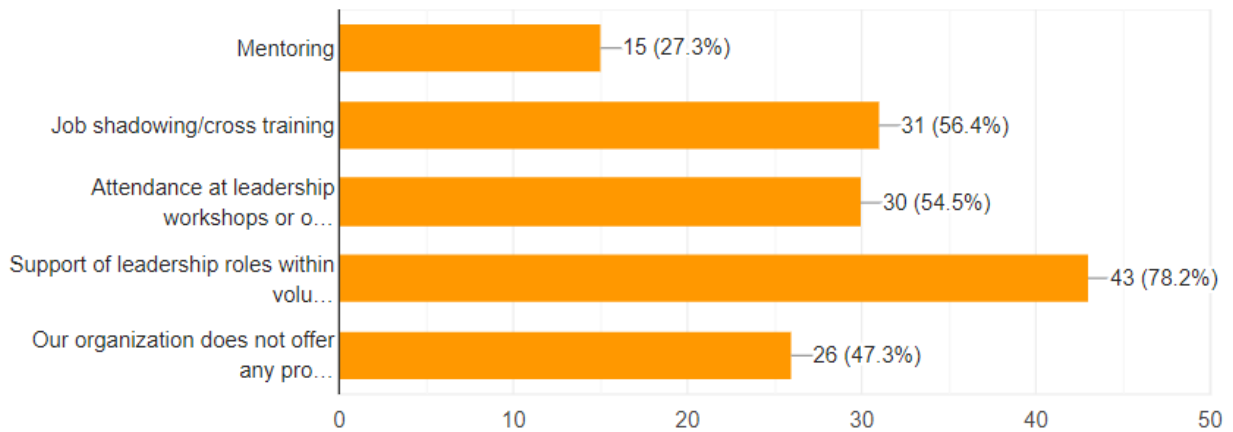For the job analysis of the employee which method is performed By your organization?

55 responses

Observational	17 (30.9%)
Interview	46 (83.6%)
Questionnaire	31 (56.4%)
Functional	18 (32.7%)
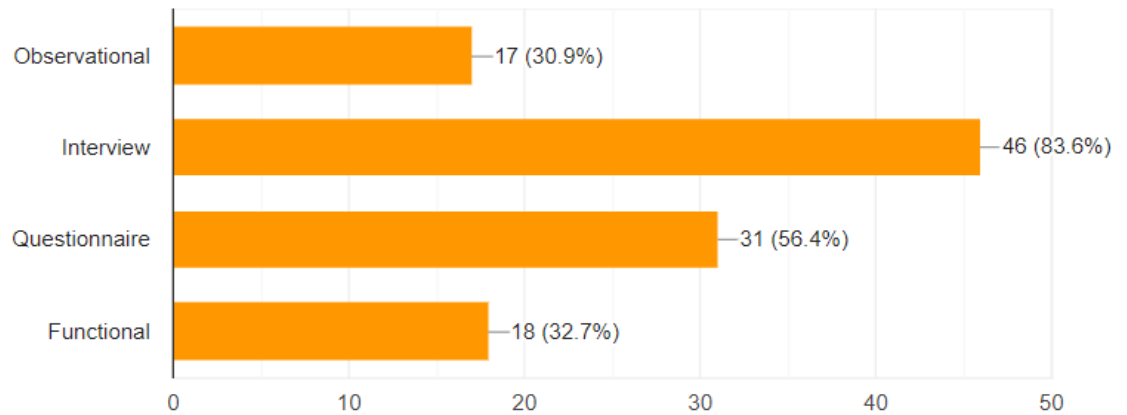
INTERPRETATION:From the above table shows in job analysis the method is used mostly is Interview 83.6% in organisation. Like iEnizer,HCL, Cyfuture etc.

Does your organization offer any programs and/or practices focused on employee leadership training/development? Select all that apply.

55 responses

Mentoring	15 (27.3%)
Job shadowing/cross training	31 (56.4%)
Attendance at leadership workshops or o...	30 (54.5%)
Support of leadership roles within volu...	43 (78.2%)
Our organization does not offer any pro...	26 (47.3%)

The training programmes formulated by your organization are in tune with the needs and requirements of employees?

54 responses

- Strongly disagree
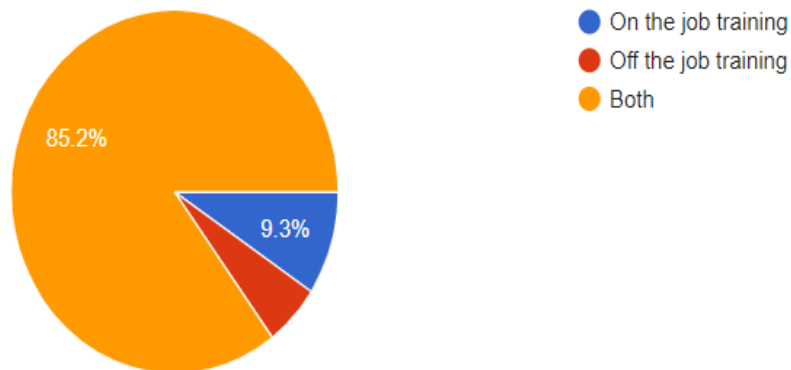- Disagree
- Neutral
- Agree
- Strongly agree

59.3%

29.6%
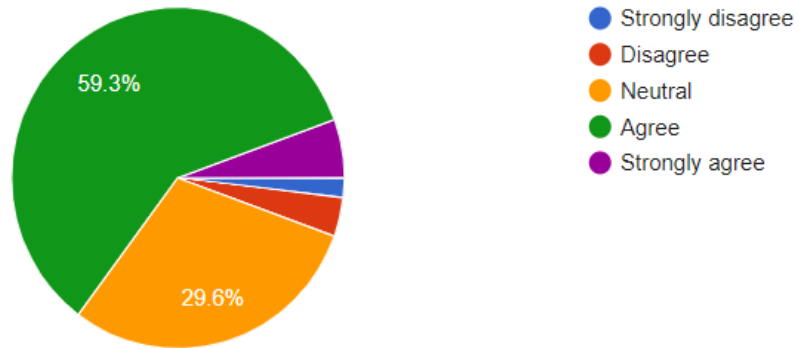
INTERPRETATION: From the above table shows training programs formulated by organisation in according with the needs & requirement of employees of cyfuture, iEnizer, Dabur, Airtel Bpo etc.
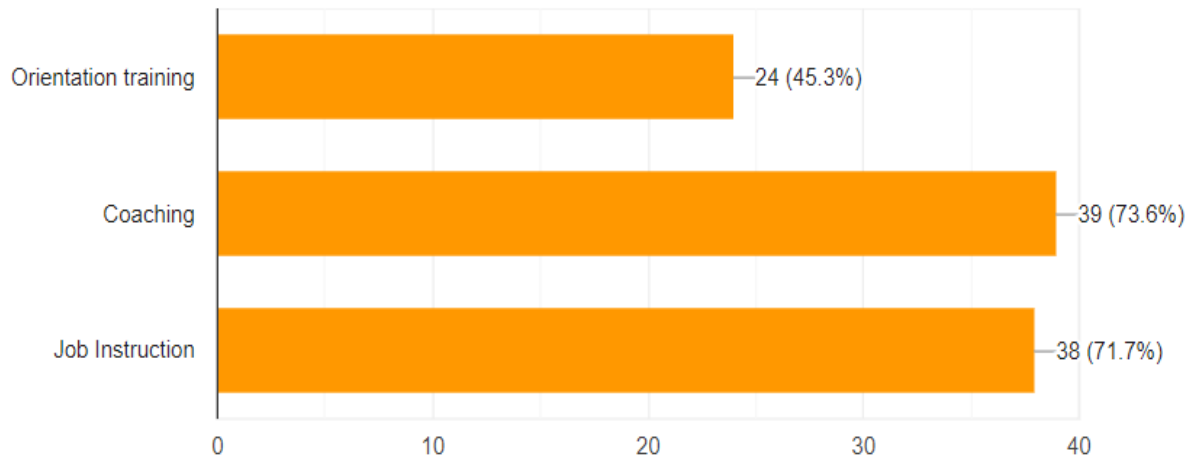
Please specify the types of training?

54 responses

- On the job training
- Off the job training
- Both

85.2%

9.3%

INTERPRETATION: From the above table shows Organisation offer both "On the job training" & "Off the Job Training" by every company employees.

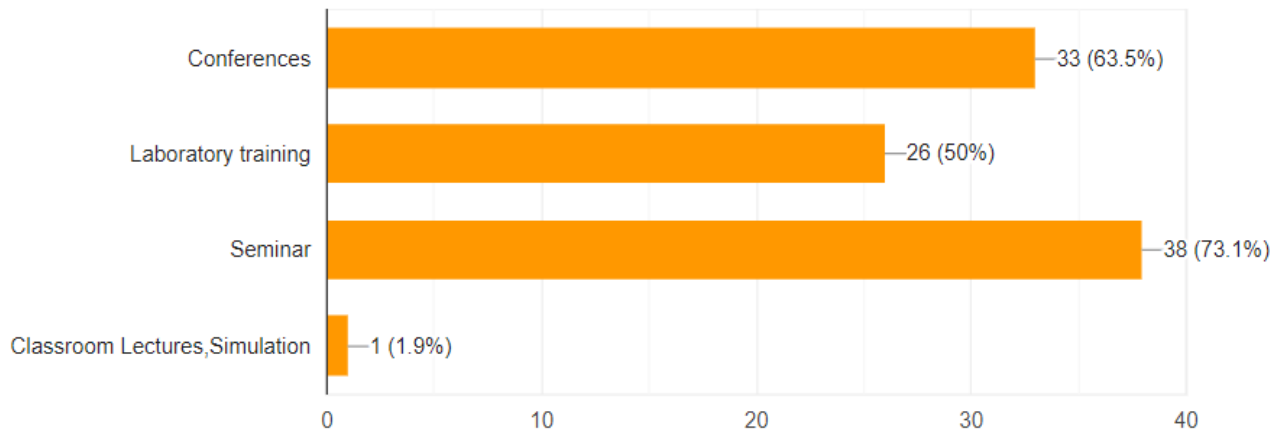## If 'On the Job Training' specify?

53 responses

Orientation training	24 (45.3%)
Coaching	39 (73.6%)
Job Instruction	38 (71.7%)

If 'Off the Job Training' specify?

52 responses

Conferences	33 (63.5%)
Laboratory training	26 (50%)
Seminar	38 (73.1%)
Classroom Lectures,Simulation	1 (1.9%)

Does training & development activities helps the organisation to maintain employee retention rate?

53 responses

- Yes
- No
- Maybe

11.3%
9.4%
79.2%
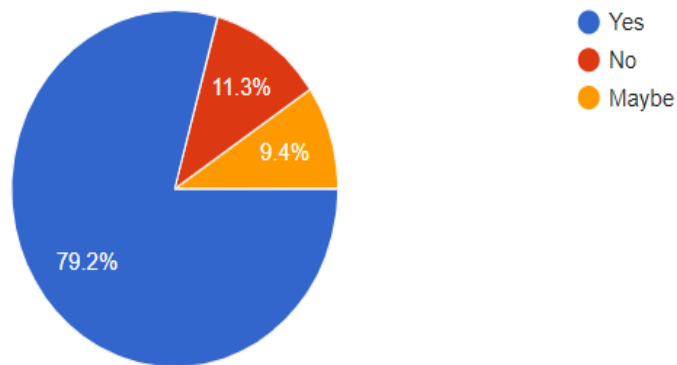
INTERPRETATION: From the above table shows employees of cyfuture, iEnizer, Dabur, Airtel etc. agree training & development programs help him to stay in the organisation.
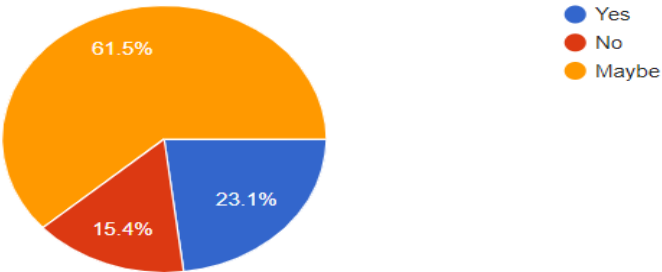
Does Your company Promote Green HRM are creating / developing awareness among employees?
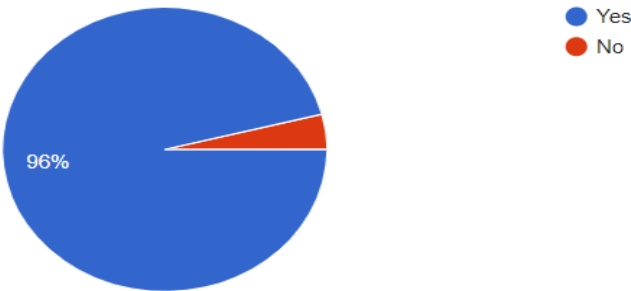
52 responses

- Yes
- No
- Maybe

44.2%
19.2%
36.5%
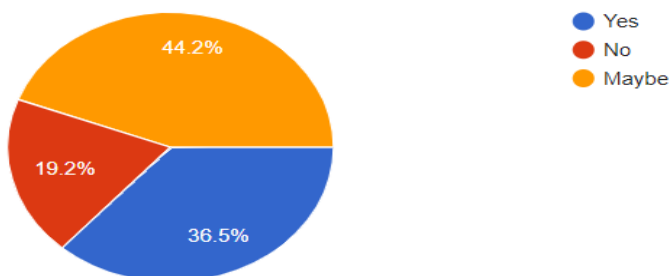
Does your Company use Artifical Intelligence in the hiring process?

52 responses

- Yes
- No
- Maybe

61.5%

23.1%

15.4%

Does training & development program facilitate the organisation in increasing the Return On Investment?
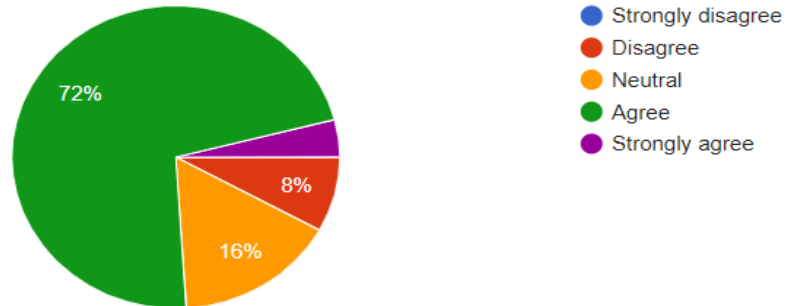
50 responses

- Yes
- No

96%

INTERPRETATION: From the above table shows Organisation less use AI program in department for work in cyfuture, iEnizeretc.. Training & development help in increasing the ROI.
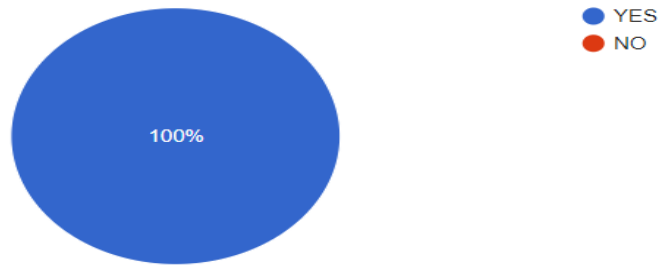
Efforts are taken to generate awareness amongst the employees about the organization's financial position, customers' needs, quality of product/service, cost etc. (Please tick)
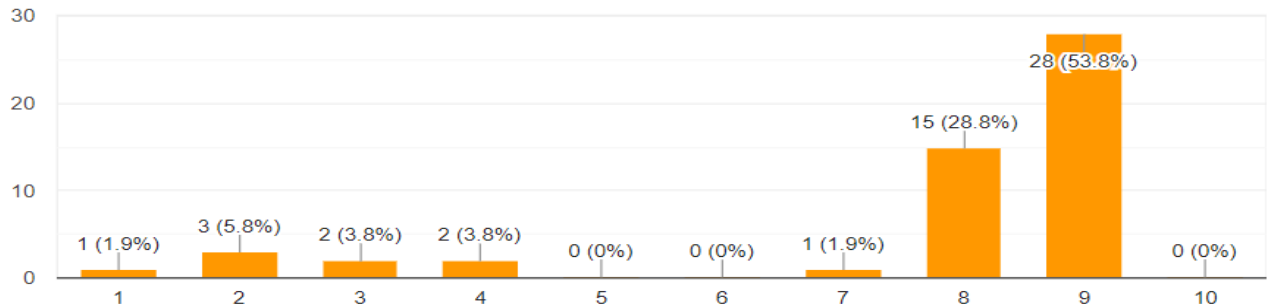
50 responses

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

72%

8%

16%

Are you encouraged to experiment with new methods and creative ideas?

50 responses

- YES
- NO

100%

How do you rate your relation ships with co-workers?

52 responses

1 (1.9%)   3 (5.8%)   2 (3.8%)   2 (3.8%)   0 (0%)   0 (0%)   1 (1.9%)   15 (28.8%)   28 (53.8%)   0 (0%)

1   2   3   4   5   6   7   8   9   10

INTERPRETATION: From the above table shows Organisation encouraged New & creative ideas from employees. Good relation in organisation with peers help in future achievement for organisation.
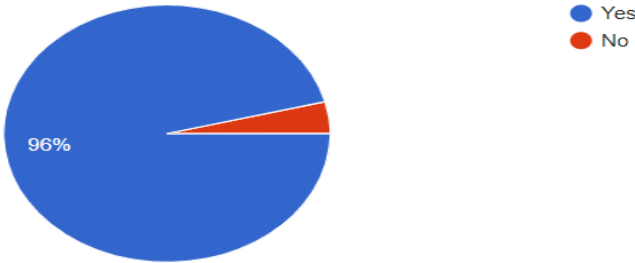
Performance Appraisal system helps to reduce grievance among the employees?

50 responses

- Strongly disagree
- Disagree
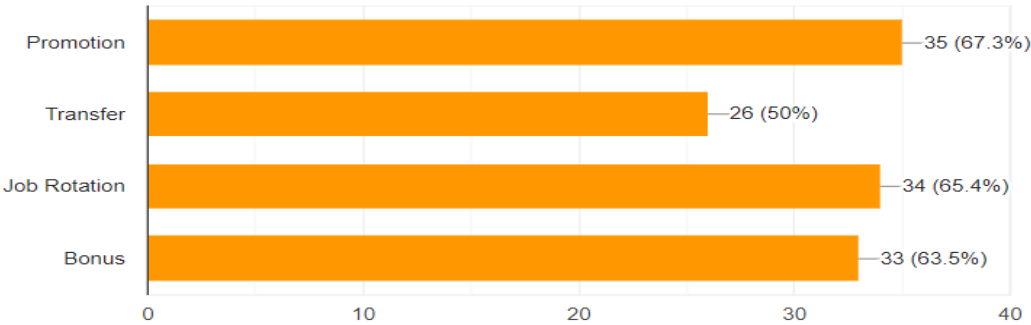- Neutral
- Agree
- Strongly agree

64%

6%

24%
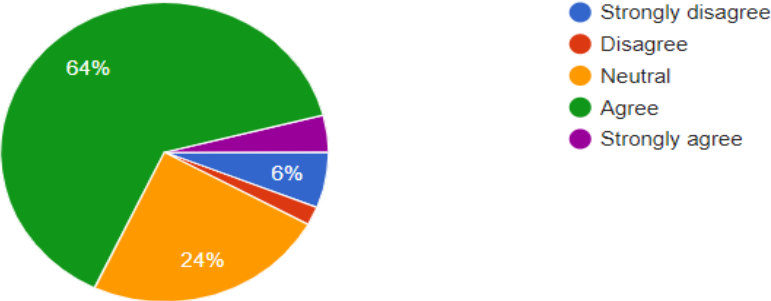
Does your organization make any contribution toward an employee's Health Savings Account (HSA) or Health Reimbursement Account (HRA)?

50 responses

- Yes
- No

96%

For motivating the employee what sorts of activities is performed by your organization?

52 responses

|	
Promotion	35 (67.3%)
Transfer	26 (50%)
Job Rotation	34 (65.4%)
Bonus	33 (63.5%)

INTERPRETATION: From the above table shows performance appraisal help to reduce grievances among the employees. Organisation contribute in HRA & motivating the employees with activities is promotion, Transfer, Bonus etc. in cyfuture, iEnizer, Dabur, Airtel, Asian etc.
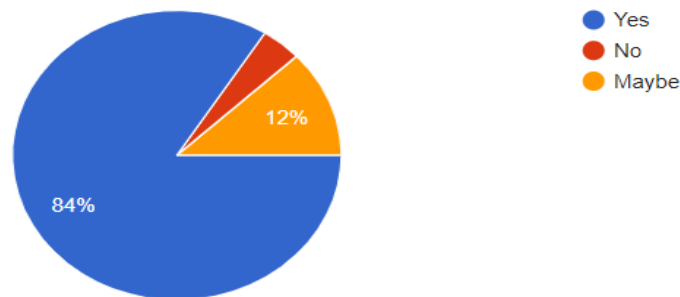
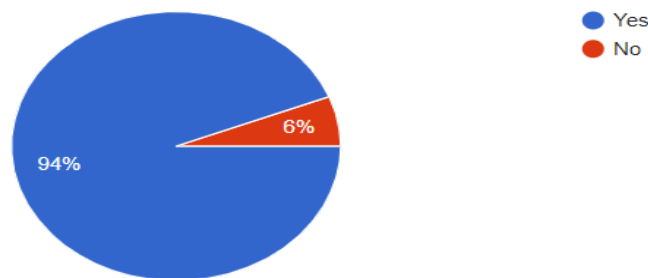How often you receive feedback about your job performance?

51 responses

- Frequently
- Occasionally
- Rarely
- Never

27.5%

9.8%

62.7%
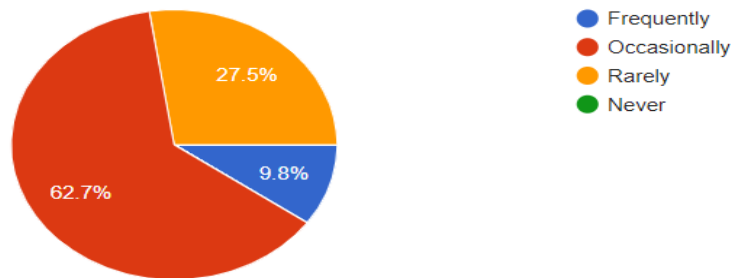
Do you receive recognition when you do a good job?

50 responses

- Yes
- No
- Maybe

12%

84%

Are you aware of your role in achieving the organisation's overall objectives?

50 responses

- Yes
- No

6%

94%

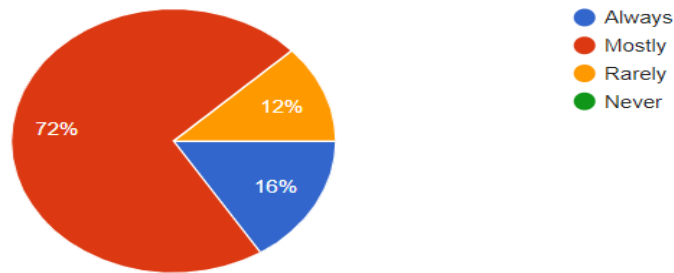**INTERPRETATION**: From the above table shows occasionally employees receive feedback on performance from organisation. Employees aware about the role in organisation & objectives to be achieved & Receive recognition when perform better in job.
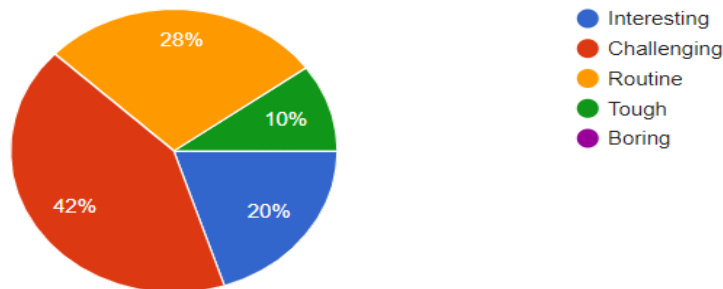
Do you equip yourself with latest product knowledge and trends and changes happening in the industry?
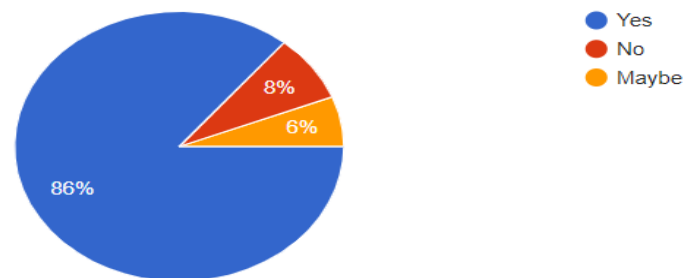
50 responses

- Always
- Mostly
- Rarely
- Never

72%
12%
16%

How do you feel about your job?

50 responses

- Interesting
- Challenging
- Routine
- Tough
- Boring

28%
10%
42%
20%

Do you discuss your problems with superiors?
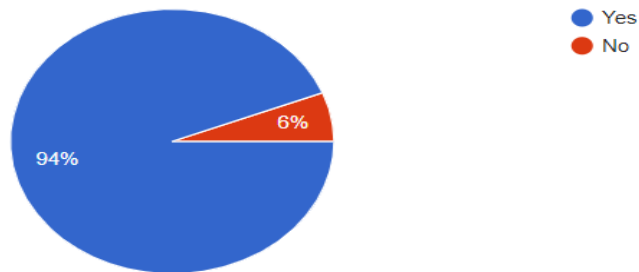
50 responses

- Yes
- No
- Maybe

8%
6%
86%

INTERPRETATION: From the above table shows employees mostly to equip the latest knowledge & trends in the industry. Employees feel about the job is challenging 42%, Routine 28%, Interesting 20%, Tough 10% in cyfuture, iEnizer, Dabur, Airtel etc.. Employees free to discuss problems face in the job with superiors.

## Does your company offers career opportunities?

50 responses

- Yes
- No

94%
6%

How often does your CEO/President host regularly-scheduled employee meetings?

50 responses

- At least monthly
- Quarterly
- Annually
- Our CEO/President does not host regularly-scheduled employee meetings.

68%
8%
20%

Do you agree with the statement: "I am proud to work for our company"

53 responses

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

34%
52.8%
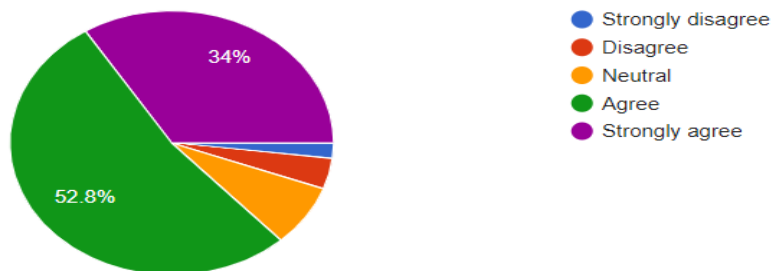
INTERPRETATION: From the above table shows employees agree on organisation offer career opportunities to best employees. Quarterly CEO employees meeting to take feedback & discuss problems. Employees proud to work with theorganisation they work like cyfuture, iEnizer, CESL, Dabur, Airtel, Hcl, Hindustan times etc.

FINDINGS

- After the Study found that 60% of the respondents are agree that company has good welfare schemes & other benefits to its employees.
- After the Studyfound that 10% of the respondents not happy with the company has good welfare schemes & other benefits schemes to its employees.
- 94% Employees aware about the role in organization & objectives to be achieved. 64% respondents agree performance appraisal help to reduce grievances among employees.96% respondentsagree Organization contribute in HRA for welfare.

Majority organizations report HRD information to Board of Directors followed by employees of the organization.45 out of 55 agree to share problems with superiors without any grievances.Quarterly Top management follow up meeting to take discuss problems, roles & responsibility.

There is positive attitude of employees towards HRD.

<u>Suggestion</u>

- Welfare measures & Development schemes of the employee may be improved to motivate the employees & increasing productivity.
- Employees can be encouraged to take initiative & Top management can't interfere too much in work to make sure the employees enjoy their work.
- Top managements of the organizations timely analysis the employersperformance &communicating Weaknesses in a non-fierce way.
- Employees should give time to find out their strengths & also encourage juniors to give higher authority & responsibilities to prepare for future roles.

<u>Conclusion</u>

HRD concept is known to almost everyone working in an organization. Human resource development plays an important role in the development of an employee and in the growth of an organization,by providing an organization with the needed employees who have training and learning new skills in to develop their skills, knowledge, abilities and their competencies.It is ahead concludedthere are a number of workforcethat don't have any knowingabout HRD activities. Most of the people have knowing about HRD, but somedon't actively participate in development program because of fear of new changes in working style & fear of loss of jobs.

Organizations should, more focus on Artificial Intelligence to become a standard tool for recruiters. That help us to save time & cost to focus on other activity as well. Due to its increasing importance in the organization and they reward their employees for better performance in work with monetary and non-monetary incentives.

According to the study educated to uneducated employed labour force has been increasing in recent years. At recent years the level of education of manpower has gone up and becoming more mobile. Hence existing personal policies and procedures were no longer work for a better educated workforce and needs greater changes & development in the work plan.

Thus HR managers will have to be come with strong plans & policies for competencies in the Challenging market situation. Having a satisfied workforce is necessary to become a competitive advantage for organizations as it can ensure that employees give their best performance which is also effect on the performance of the company.

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2. Newspapers
3. Wikipedia
4. Quora