



EMPLOYEE PERCEPTION TOWARDS HR PRACTICES AND ORGANISATION CULTURE AT SRI VELAVAN AGRO TRICHY

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ABSTRACT

This research investigates employees' perceptions of Human Resources (HR) practices and organizational culture, focusing on how employees view recruitment, training, performance evaluation, and compensation benefits, alongside their perceptions of the organizational culture at Sri Velavan Agro. By examining these perceptions, the study aims to reveal the alignment between HR practices and organizational culture and their impact on employee satisfaction, commitment, and overall performance. Through a literature review and case studies, the study identifies advantages and areas for improvement. Data were collected from 150 respondents using a close-ended questionnaire and primary data collection methods. Statistical analysis using SPSS included Chi-Square, One-Way ANOVA, Correlation, and Regression. The findings highlight strengths and areas needing attention, offering practical insights for HR professionals and organizational leaders to enhance employee experience and organizational effectiveness.

Keywords: Employee perception, Human resource practices, organizational culture, Employee satisfaction, organizational performance.

INTRODUCTION

Employee perception is crucial for understanding employee satisfaction within an organization. Satisfied employees tend to exert maximum effort, unlike their unsatisfied counterparts. Perception influences collaboration and communication among employees and teams, impacting engagement and productivity. In any organization, perceptions of work and HR practices play a vital role. HR practices shape employees' perceptions of their jobs and the organization. My internship study focused on HR practices and organizational culture. Employee perception of HR practices is crucial as human resources are a key asset that significantly determines a company's success or failure in its industry. HRM is a professional field essential for organizational productivity. Managing human resources is more challenging than managing technology or capital, requiring effective strategies. Understanding how perception enhances employee performance is vital. This study examines factors of perception, primary



and secondary objectives, and features of organizational HR practices based on employee commitment. Employee perception refers to how employees interpret and make sense of their work environment, including organizational policies, practices, culture leadership behavior, and interpersonal interactions. It encompasses their views on the organizational climate, roles and responsibilities, fairness of policies, career advancement opportunities, recognition, rewards, and overall workplace atmosphere.

Objectives of the study

- To Study the employee's perception about organization HR practices and culture.
- To analyze the ethical and culture context of the factory
- To study the HR practices in the factory
- To study the Existing organization culture and its impact on employees

Research Design

A sample design is a definite plan for obtaining a sample from a given population. It refers to the technique or the procedure the researcher would adopt in selecting items for the sample. Sample design also leads to a procedure to tell the number of items to be included in the sample i.e., the size of the sample. Hence, sample design is determined before the collection of data. In this study, I have collected the data among the employees of the firm.

Population

The population for this study consists of 210 employees from Sri Velavan Agro.

Sample Size

This study examines Employee perception within a sample size of 150 Employees, informed by primary data source.

Sampling technique

Sampling technique used in this study was Simple Random Sampling. This means every employee has an equal chance of being picked for analysis. It helps us make sure our study is fair and includes everyone. This approach will help ensure that the sample is diverse and representative of the entire workforce, allowing for more generalizable findings.

The tools used to analyze the data in this study are:

- CHI-SQUARE TEST
- ONEWAY ANOVA



▪ CORRELATION

▪ REGRESSION

▪ DATA ANALYSIS AND INTERPRETATION

CHI – SQUARE TEST

Relationship between Age and the encouragement of Teamwork and collaborations within the workplace:

H0: There is no significant difference between Age and the encouragement of Teamwork and collaborations within the workplace

H1: There is a significant difference between Age and the encouragement of Teamwork and collaborations within the workplace

TABLE 1

	Value	df	Asymptotic Significance(2-sided)
Pearson Chi-Square	32.905 ^a	16	0.008
Likelihood Ratio	39.678	16	0.001
N of Valid Cases	150		

20 cells (80.0%) have expected count less than 5. The minimum expected count is .08.

INTERPRETATION:

The p-value (0.008) is less than the significant level (0.05); it accepts the alternative hypothesis and concludes that there is a relationship between Age and the encouragement of Teamwork and collaborations within the workplace.

CORRELATION

Relationship between the supervisor's promotion of a healthy work environment and employee perception:

H0: There is no significant difference between the supervisor's promotion of a healthy work environment and employee perception.

H1: There is a significant difference between the supervisor's promotion of a healthy work environment and employee perception.



TABLE 2

			These factors significantly influencing Employee perception	your supervisor actively promotes work environment that
Spearman'srh	These factors significantly influencing Employee perception	Correlation Coefficient	1.000	.273**
		Sig.(2-tailed)		0.001
		N	150	150
	your actively promote work environment That and happiness	Correlation Coefficient	.273**	1.000
		Sig.(2-tailed)	0.	
		N	150	150

Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The p value (0.001) is less than the significant level (0.05) it accepts the alternative hypothesis and concludes that there is significant relationship between the supervisor's promotion of a healthy work environment and employee perception

ANOVA

Relationship between the company's consistent upholding of ethical standards and employee perception:

H0: There is no significant difference between the company's consistent upholding of ethical standards and employee perception.

H1: There is a significant difference between the company's consistent upholding of ethical standards and employee perception.

TABLE 3

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between	68.292	4	17.073	27.676	0.000



Groups					
Within Groups	89.448	145	0.617		
Total	157.740	149			



INTERPRETATION:

The pvalue (0.000) is less than the significant level (0.05) it accepts the alternative hypothesis and concludes that there is significant relationship between the company's consistent up holding of ethical standards and employee perception.

REGRESSION

Relationship between satisfaction with management's reaction to complaints and employee perception:

H0: There is no significant difference between satisfaction with management's reaction to complaints and employee perception.

H1: There is a significant difference between satisfaction with management's reaction to complaints and employee perception.

TABLE 4

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.509 ^a	0.259	0.254	0.888	0.259	51.862	1	148	0.000

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	40.932	1	40.932	51.862	.000 ^b



Residual	116.808	148	0.789		
Total	157.740	149			



Coefficients ^a								
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	2.281	0.279		8.181	0.000	1.730	2.832
	how satisfied are you with the reaction of management with the complaints	0.488	0.068	0.509	7.201	0.000	0.354	0.622

INTERPRETATION:

The p-value (0.000) is less than the significant level (0.05); it accepts the alternative hypothesis and concludes that there is a significant relationship between satisfaction with management's reaction to complaints and employee perception.

FINDINGS

- From Table 1, the p-value (0.008) is less than the significant level (0.05); it accepts the alternative hypothesis and concludes that there is a relationship between Age and the encouragement of Teamwork and collaborations within the workplace.
- From Table 2, the p-value (0.001) is less than the significant level (0.05); it accepts the alternative hypothesis and concludes that there is a significant relationship between the supervisor's promotion of a healthy work environment and employee perception.
- From Table 3, the p-value (0.000) is less than the significant level (0.05); it accepts the alternative hypothesis and concludes that there is a significant relationship between the



company's consistent upholding of ethical standards and employee perception.

- From the Table 4 The p-value (0.000) is less than the significant level (0.05) it accepts the alternative hypothesis and concludes that there is significant relationship between satisfaction with management's reaction to complaints and employee perception.

SUGGESTIONS

- ✓ Review and enhance reward systems to effectively recognize and incentivize employee contributions. Additionally, conduct regular evaluations of compensation packages to ensure they remain equitable and provide enough motivation. Evaluating these elements can lead to improved productivity and satisfaction among employees.
- ✓ Ensure that the workplace provides adequate ventilation, sufficient lighting, comfortable seating arrangements, and individual gadgets as needed. By prioritizing these aspects, employees can work in a comfortable and conducive environment that supports their well-being and productivity.
- ✓ Ensure that management is responsive and proactive in addressing employee complaints and concerns, fostering a culture of accountability and support.
- ✓ Offer training, mentorship, and advancement opportunities to help employees develop their skills and advance in their careers within the organization. By investing in employees' professional growth, organization can boost job satisfaction and retention.

CONCLUSION

The project provided a unique opportunity to learn and understand various aspects of human resource management. In a large organization like Sri Velavan Agro, employees are the main assets, making their positive perception of the organization and its culture crucial.

Effective HR practices and regular feedback are essential for well-planned activities. This study analyzed employees' perceptions of HR practices such as recruitment, training, reward management, and performance management, which predict employee commitment. The findings indicate that employees feel positive about the organization, suggesting that their perception of the organizational culture is favorable and does not influence them to leave.

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