

HUMAN RESOURCE MANAGEMENT PRACTICES AND ITS IMPACT ON EMPLOYEE ENGAGEMENT AND PERFORMANCE WITH REFERENCE TO ELGI EQUIPMENTS

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Abstract

The amount of uncertainty in the business environment requires organizations regularly monitor the change and need to adjust the expectations of the employees associated with them. Every organization tries to design and develop business strategies to compete and make an effort to survive by adapting appropriate business strategies such as fighting the competition by managing product price, cutting of the manufacturing cost, and redesign of the business process and downsize of the employees. Apart from these strategies, employee engagement has emerged a new approach to Human Resource Management to stay competitive and improve performance. Today the shift is on the focus in Human Resource Management (HRM) to build the employee engagement. The research work is undertaken with the aim to analyze the practices of human resource management and its impact on the employee engagement and performance. The main objective of this research is to empirically explore the relationship between employee engagement and employee performance in the Company. The research tries to know the influence of high performance in concern. A structured questionnaire was designed to cover the various aspects of HRM practices and its relationship with employee's engagement and their performances.

Key Words: Performance, Employee Engagement, HRM, Strategies

Introduction

Human Resource Management practices are essential for the development of any organization (Hallberg and Schaufeli, 2006; Paul and Anantharaman, 2003). The main Human Resource Management practice includes staff recruitment, techniques of selection, market adapted training, enhancement of performance, suitable system of exchange, appraisal of social security and planned strategic needs (Tessema and Soeters, 2006; Macey and Schneider, 2008). Employee engagement is built on integrity, trust, two-way communication and commitment between organization and employees. It is an approach enhancing the probabilities of success of business, contributing to individual as well as organizational performance, well-being and productivity. Employee engagement is about completely including as the team member, focusing on the clear goals, empowering and trusting receiving constructive and regular response, supporting in new skills development, thanking and recognizing for achievement. Outcomes of HRM practices can be well understood through social exchange theory. Fletcher (2019) highlights the importance of social exchange theory, which postulates that the employees and the management of an organization exchange tangible or intangible resources. Tangible resources such as cash incentives or intangible resources like employee recognition result in more positive outcomes from employee engagement. Numerous positive outcomes of HRM practices had been cited in the literature. The

following paragraphs show the development of hypotheses related to HRM practices and some of these positive outcomes.

Review of Literature

Yamoah (2014) concluded that the positive effect of human resource capacity, when conceptualized in terms of employee training and employee empowerment had been well documented in the literature. according to a study, stated that it's very important to understand the employees physical and mentally situation because it helps to understand every employee's performance as engaged employees are more energetic and dedicated to complete their assign tasks (**Schaufeli et al., 2008**). It also known that performance of employee also shows that the employee is engaged to the work and organization because basically employee who are really hard working to complete their assign tasks on time are they are engaged to the organization. However, as stated by this researcher, employee engagement defined as the positivity of employee and the mind of thinking fulfilling the tasks and also dedication is most important in employee engagement (**Schaufeli et al., 2002**). Employee engagement and performance is very important in an organization because employee is main asset of an organization without employee is impossible to improve development of a business and increase on profit.

Research Methodology

Objective of the Study

- 1.To Know the Demographic profile of the employees
- 2.To know the factors influencing the employee engagement and performance
- 3.To know the difference in employee engagement and performance
4. To investigate and evaluate the relationship among the Human Resource Management practices and the employee engagement amongst the employee's working
- 5.To give suggestions for improving the employee engagement and performance

Research Design and Data Collection

The Descriptive Research Design were used to describe the present status of the organization. The researcher used Convenient Sampling Method for data Collection. The questionnaire was directed on sample of overall population was 500 employees (respondents) who are working in the Company. The sample drawn was 180. Out of 180 responses received, 170 questionnaires after editing were found suitable and taken for study. The data analysis was carried out using SPSS Software package to analysis the chi-square, Correlation and ANOVA.

Data Analysis and Interpretation

Profile of the employees and their interest are vital for any organization. The successful employee engagement program of the organization not just creates work force but a community. Demographic characteristic of respondents influences the employee's engagement with their job and organization. The demographical characteristics of the respondents out of 170 respondents 4.7% were of the age up to 25years. 47.6% respondents were in the age group 25years-35years, 34.1% were in the group aged 35-45 years and 5.9% respondent in the group having age of 45years-55years. 7.6% of the respondents were in the group of 55-65years age. For the research dealing with employee engagement, it is significant to know the gender (sex) of the respondents, in current

scenario, males are equally cognizant comparing to the women. 72.4% male and the remaining 27.6% female. The information relating to respondent's marital status show 64.1% as married and remaining as unmarried. Educational qualification, another demographic characteristic revealed interesting facts. It is observed that more than 89% respondents in the sample were having graduation, PG, or professional degree to their credit. There is significant p value less than 0.05 relationship between employee's engagement and performance of the employees. The Pearson correlation co efficient data shows that reward and recognition have significant impact on employee's engagement and performance of the employees. This indicates that human resource management practice has an impact on employee's engagement and performance in the organization.

Recommendations and Future Research

This research study is to explore the impact of employee engagement and performance and Labour force in organization. The future researchers to get the information from this study for further research of the impact on employee engagement and performance. This would help the future researcher's better understanding on how employee engagement and performance have to be arisen in future. Moreover, suggested the future researchers to review on the respondents towards impact on employee engagement and performance in semi urban areas to get understanding and result was helping the future researchers to know how many employees are employed and unemployed. For the future researchers take part in this study and contribute your effort on developing and updated the new information on employee engagement and performance in the organization for better understanding on this study.

Conclusion

The aim of this research study is to indicate the impact of various human resource management practices on employee engagement and performance. Furthermore, explore each variable impacts on employee engagement and performance which is to raise the organizations employee engagement and performance to leads to success and avoid the negative impact on employees it is create employees disengaged in their work which is also affect the organization success and profits. In conclusion, I would like to conclude the impact of human resource management practices towards employee engagement and performance. Since, in the current business environment many businesses have improved unpredictability, so that the HRM practices take in part in success of the employee's engagement and their performance in an organization. The organization enhance the employee's performance and more strongly employees engaged itself to achieve the objectives of the business.

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