

Opinion of Employee SMEs of on Human Resource Practices

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ABSTRACT

MSMES have played an important role in our country's economy. They have significantly contributed towards growth, manufacturing, services and export. By virtue of the fact that small enterprises are located all across the country they have helped in inclusiveness and dispersal of the benefits of the development. HR practices such as Training development, Recruitment and Selection, Performance Appraisal, Employees Remuneration and Compensation, Employees Participation in Management, Career Development and Grievance Redressal are desirable to help coping with the Increasing in complexity resulting from greater number of employee to improve organisational efficiency and effectiveness in **SMEs**.

KEY WORDS: Training development, Recruitment and Selection, Performance Appraisal, Employees Remuneration and Compensation, Employees Participation in Management, Career Development, Grievance Redressal, **SMEs**

I. INTRODUCTION

As SMEs contribute meaningfully to increasing nations' gross domestic product (GDP) and offer occupation to a huge number of people, it is essential to inspire their continued existence and development. The disappointment of SMEs is mainly to a condition of lower GDP of a nation, higher joblessness rate and resulting social pressures.

SMEs in India have been given a separate personality and the Government of India has given high main concern to this segment on account of the dynamic role it plays in composed and maintainable economic growth. It is measured a growth engine of our economy and plays a critical role in the technique of economic development by “, employment generation, cost addition raising entrepreneurship and its skills, sensible spreading of national income, regional dispersal of industries” and importance depth to the industrial base, enlistment of capital and causal to the country's exports.

The modern period with the growth of Indian economy and rapid growth of trade, the Small and Medium Enterprises has emerged as a energetic and active section in the process of development which is measured not only as a key feature to lift up the per capita income but also a energetic tool for a larger alteration of the Indian economy. As per the Development Commissioner of Micro, Small and

Medium Enterprises (MSMEs) (2001), the sector has the credit of being the second highest in employment, and views next to the agricultural sector. The complete development of MSMEs sector is much higher than the large industries. MSMEs are the support for the existing and upcoming growth business with together domestic and foreign companies financing in the “Make in India” creativities and make major influence in the area of indigenization. The MSMEs sector will act as a catalytic agent to bring about this socio-economic alteration in the increasing economy of India. Indian MSMEs are estimated to raise to \$88 billion by 2017. They create 8000 varieties of product ranging from traditional to high-tech and labour intensity of MSMEs sector is four times greater than the large firm.

II. METHODOLOGY

Methodology surveyed in this research is established on Indian condition. This data is collected from 467 employees of the small and medium enterprises by interviewing them with questions covering HRM practice and performance in SMEs IN CHENNAI. Format of questionnaire is being prepared to interview the manager in key Role. In addition, the view of the subordinates and workers also observed by way of direct interview. Questionnaire comprises of 101 items that was designed to measure the HRM practices and performance of SMEs in Chennai. These 101 Items are grouped under eleven major factors of Human resource practices of employee.

Parametric T-Test is used to calculate the efficiency of Human Resource carry out of SMEs on employees as well as an organisation.

2.1 Objective of the Study

To Study Human Resource Practices of SMEs

2.2 Finding Of T-Test

The Ranking of elements of HR (Practices, Planning, Policy) are ascertained through range from strongly agree to strongly Disagree. The overall opinion of SMEs can be ascertained through parametric T-Test.

Opinion of employee of SMEs on Training and Development.

Employee of SMEs gave their response about **Training and Development** .From the T-test it is found the mean value of the variable ranges from smallest to Highest 3.28 to 4.38, along with standard deviation ranges from .67 to 1.04 as well as standard error mean .03 to .05. T-value are also range from 5.805 to 44.207. This indicate the employee in SMEs strongly agree for the Training evaluation Investment, attraction of higher educated worker and Improvement of knowledge and skill of employee.

Opinion of employee of SMEs on Recruitment and Selection

The Respondent of SMEs Reveal their opinion about recruitment and selection in t-test that mean value of recruitment and selection variable range from 3.2612 to 4.3126 along with Standard Deviation ranging from .71818 to 1.08457 as well as standard error of mean ranging from .03323 to .4861, T-value are also ranging from 5.375 to 39.497. From this it is determined that referral for Recruitment, online advertisement, priority for skilled workers, Recruitment through labour contact are strongly agreed for the Recruitment and Selection process in the study, Whereas placement through vocational school, application invited through newspapers, Indirect Discrimination, Recruitment Practices, Multiple Recruitment Method etc, are Moderately agreed for the Recruitment process suggested in the study.

Opinion of employee of SMEs on Performance Appraisal

The opinion of the SMEs employee about performance appraisal in T-test the mean value of Performance Appraisal ranging from 3.7602 to 4.4390. The Fourth column of the table shows that

Standard Deviation is ranging from .73316 to .96410 and the Fifth columns reveals the Standard Error is ranging from .03393 to .19268. The Sixth column of the above table records the T-value ranging 7.46 to 36.229. Performance Appraisal as the development tool, Motivating and evaluating of performance Appraisal to SMEs and Performance Appraisal as process standardisation and error reduction , continuous improvement, Performance Appraisal Design, Performance Evaluation, Appraisal by the owners, periodicity of Appraisal, strongly agree the Performance Appraisal Method , whereas Appraisal for compensation, Appraisal for assessing employee strength and weakness, pay increase and promotion closely tied to Performance Appraisal moderately agree the performance Appraisal practices in the current study.

Opinion of employee of SMEs on REMUNERATION AND COMPENSATION

The Data regarding employee remuneration and compensation gathered shows that mean value of employee Remuneration and compensation ranges from 3.6767 to 4.2934 and Standard Deviation Ranges from .72352 to 1.05856 and standard error ranges from .03348 to .04881 and T-value is calculated as ranging from 13.555 to 36.648. The utilisation of performance are incentive base system for pay fixation, Transparency in computer system, determination of starting sales and Annual sales, Negotiation of pay package, Managerial Prejudice, cash bonus, structure system, compensation increase the employee satisfaction, variable pay, wages fixation based on Job Analysis , job evaluation and Job Description variable are strongly agreed by the employee of SMEs. The Job Performance, Pay decision, are moderately agreed by the Respondent.

Opinion of employee of SMEs on Participation in Management

A parametric T-Test is performed to assess the employee in participation management shows that the mean value of employee range from 3.3405 to 4.1777, Standard Deviation Range from 3.3405 to 4.1777, Standard Deviation Range from .75871 to 1.11235 and standard error mean range from .03511 to .04958. The T-value is ranking from .6868 to 33.545. From this it is determined that performance in participation, Encouragement, Association of level of participation, employee involvement, Association of level of participation, employee Involvement, Decision making skill and Improvement are strongly agreed by the Respondent whereas the following variables such as improvement daily output, effectiveness, Trade union participation in Management, Top Management involvement, Suggestion, Positive attitude, goal setting process was moderately agreed by the SMEs Employee.

Opinion of employee of SMEs on Carrier Development

The Respondent for Carrier Development it is found that mean value is ranging from 3.6809 to 4.0236 and standard deviation range from .88639 to .99381 and Standard error ranging from .04595 to .04102. The computed T-value ranging from 14.820 to 24.535 . The utilisation of performance data for carrier development is strongly agreed by SMEs employee, whereas support mechanism, Inter-Department Transfer, Flexible working Hours, Carrier progression, Attrition are moderately agreed by the SME Respondent in the Current Study.

Opinion of employee of SME employee Grievance and Redressal

The opinion of the SMEs employee about Grievance redressal it is found that mean value ranges from 3.5824 to 4.1949 and Standard Deviation Ranging from .75732 to 1.04740 and standard Error ranking from .03504 to .04847. The T-value of one-sample Test Range from 12.539 to 34.095. From this table it is finalised that Employee empowerment, settling the Grievances, Pay Condition of employee are strongly agreed by the employees of SMEs. Whereas owner-manager role , formal grievance redressal, clear cut policy, counselling to employee, unfair treatment of employee, Formal procedures for Grievances, Grievance at work area are moderately agreed by the Respective employees of SMEs.

Opinion of employee of SME employee in Human Resource Planning

Employees of SMEs gave their opinion regarding Human Resource planning form t-test it was revealed that mean value of Human Resource Planning Range from 3.5824 to 4.1949 and the next column of the table show that Standard Deviation Ranking from .75732 to 1.04740 and the next column reveals the Standard Error is ranging from .03504 to .04847, next column reveals the t value from 14.535 to 33.983. From this table it is determined that formulation of HRD, Recruitment of additional manpower, Forecasting Techniques, Reason for overstaffing and under staffing are moderately agreed by respondent of SMEs .Whereas Formal Planning , need of planning , Human Resource Planning are neglected, lack of strategic planning, HR planning leads to expansion are considered as strongly agreed by the SMs Employees.

Opinion of employee of SME employee in Human Resource Planning

The Parametric T-test is used to evaluate the employee Human Resource Policy reveals the mean value of HR planning range from 3.7537 to 4.1756, , Standard deviation ranging from .81772 to 1.00925 and standard error ranking from .03554 to .04670 and T-value rank between 17.610 to 33.983. This table show the awareness of Human Resource policy, Employee participation in HRD process, Role of SMEDA and Chamber of commerce, clear written policies are strongly agreed by the employees of SMEs whereas policy regarding labour turn over, Type of policy, Fringe Benefits and leave Rules etc. are moderately agreed by the employees of SMEs in the Current study.

Opinion of employee of SME employee in Impact Of Human Resource Practices

The Employee of SMEs Reveals their views about Impact of Human Resource Practices it was found out from T-test mean values of Variables range from 4.5182 to 4.3747. Along with Standard Deviation Range from .56672 to .79888 and Standard Error rank from .02622 to .03697, t-value range between 38.288 to 59.035. From this it is determined that all variables are strongly agreed by SME Employees such as Individual efficiency, organisational efficiency, increase in productivity, profitability, Reduction in Employee Absenteeism , Stress Reduction, Interpersonal Relationship, Type of Training , Employee satisfaction, Turnover of employee, Market competition are strongly agreed by the respective employee of SMEs in the currently study.

III. CONCLUSION

In growth oriented SMEs the existence of formal HR practices such as Training development, Recruitment and Selection, Performance Appraisal, Employees Remuneration and Compensation, Employees Participation in Management, Career Development and Grievance Redressal are desirable to help coping with the Increasing in complexity resulting from greater number of employee to improve organisational efficiency and effectiveness.

IV. REFERENCE

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