



A Study On The Impact Of Hr Policies And Practices On Employee Engagement

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Abstract

This study examines the correlation between HR policies and practices and employee engagement, specifically focusing on ALTROSYN Technologies Pvt Ltd in Chennai. It investigates the impact of various HR policies and practices on job satisfaction and overall employee engagement within the organization. The research aims to provide insights into strategies that can enhance employee satisfaction and foster a more engaged workforce. The study employs quantitative methods, utilizing confirmatory factor analysis and structural equation modelling to analyse data collected through a survey. The data collection follows a descriptive design to ensure unbiased data collection. The sample consists of 142 respondents from different levels of designation, encompassing top, middle, and lower levels. The target population of the study includes all employees. The required information is gathered through a closed-ended questionnaire. The study utilizes various tools such as Percentage Analysis, Mann Whitney U Test, Kruskal-Wallis H Test.

Key words: HR Policies, HR Practices, and Job Satisfaction.

Introduction

Employee engagement is crucial in today's competitive business environment, as it leads to motivated, productive, and satisfied employees. HR policies and practices shape employee engagement and create a positive work environment. ALTROSYN Technologies Pvt Ltd, a technology company in Chennai, recognizes the significance of employee engagement and aims to improve its HR policies. This study investigates the relationship between HR policies and employee engagement at ALTROSYN, providing insights for improvement. It also contributes to the existing literature on employee engagement in the technology industry, focusing on practical recommendations for similar organizations. The study will use a mixed-methods approach, including surveys and interviews, to gather comprehensive data. Ultimately, the goal is to enhance employee engagement and drive organizational success.

Scope of the Study

In any organization human resource is the most important asset. In today's current scenario, software industry is a very large, and powerful in the market of digitalized world. As most of the company's overall performance depends on its employee's performance which depends largely on the HR policies and practices of the organization, thereby the focus is on the policies and practices of the Altrosyn Technologies Pvt. Ltd. So the project has wide scope to help the company to perform well in today's global competition. The core scope of

the study is to analyze and to assess the impact of the Altrosyn Technologies HR policies and practices with the job satisfaction of the employees.

Objectives of the Study

1. To assess the existing HR policies and practices at ALTROSYN Technologies Pvt Ltd.
2. To measure the level of employee engagement within the organization.
3. To identify the key factors that influence employee engagement.
4. To analyse the impact of HR policies and practices on employee engagement.
5. To provide recommendations for improving employee engagement through HR initiatives.

Review Of Literature

Chandan Kumar and Kaushik Banerjee (2022), In this paper, an attempt has been made to study the perception of the employees towards human resource management policies in Power Sector. Electricity is unavoidable in day-to-day life. Human Resource is one of the main component/inputs of power sector. The efficiency and the effectiveness of employees play the major role for cost and reliability of electricity. It is very important to study the employee's perception towards Human Resource practices in power sector. So that the Employees can be utilized with optimum competency. Beni Widarman Yus Kelana, Nur Naha Abu Mansor, Lim Sanny, Sanil S Hishan, Mohamed Ayyub Hassan (2021) The article was published to discuss the impact of the implementation of sustainability practices of human resource to human resource policies conceptually through discussions of previous studies. In addition, this article also presents the results of SEM analysis gained from questionnaires to answer the research objective which is "To study the significant effects of human resource sustainability practices and Human Resource policies" as empirical evidence. Based on the results, only three human resource sustainability practices have significant impacts on human resource policy including career development, facilities and welfare and personal flexibility

Vidit Jain & Dipannita Barua (2020) Human Resource or HR Policies are a set of functions regulated by a managing body within a particular firm. These policies govern the behavior of all the personnel who are employed by the firm and get affected by the actions of their managers. HR Policy is necessary in every firm as it protects the interests of employees working in a firm. The goal of this study is to make businesses aware about the importance of HR Policy and exposing the feelings of employees towards it. For this project, I investigated the HR Policy of Cosco India Limited', an Indian sports equipment manufacturing company. I conducted a critical analysis of the HR Policy of the company and formulated a questionnaire to be answered by the employees, hoping to get the reviews of the employees working in the company.

Amir Ali (2019) Impact of HR Policies and Practices on Employee Job Satisfaction- this research highlights the HR policies and practices in terms of compensation and performance evaluation and its impact on employee job satisfaction This research highlights the other sign of the coin of compensation as near half of the respondents feel or believe the other way around against the policies of PTCL in terms of compensation and promotion evaluation. Therefore, it is recommended to share the communication gap by keeping the follow-up the option and if possible, employees should be given a chance to put their view of table related to compensation and performance evaluation as it endorses management by objective concept held both the parties responsible not only professionally but ethically too. Although performance appraisal in PTCL is based on the system for the contact central department which represents the technical level employees when it comes to middle-level employees their performance is evaluated on the paper form so research finding now nearly half of the respondents showing their disagreement with the performance evaluated which could be based on favoritism. Therefore, it is suggested that all level should be evaluated on a fair performance evaluation system which will improve the job performance and job satisfaction of employees at PTCL.

Problem Statement

The problem addressed in this study is to assess the impact of HR policies and practices on employee engagement at ALTROSYN Technologies Pvt Ltd, Chennai. The organization seeks to understand the effectiveness of their current HR initiatives and identify areas for improvement in order to enhance employee engagement levels.

The specific issues to be addressed include:

Determining the current level of employee engagement within ALTROSYN Technologies Pvt Ltd. Assessing the existing HR policies and practices and their alignment with promoting employee engagement. Identifying the key factors that influence employee engagement within the organization. Analyzing the impact of HR

policies and practices on employee engagement. Providing recommendations to enhance employee engagement through effective HR initiatives. By addressing these issues, the study aims to provide valuable insights into the relationship between HR policies and practices and employee engagement at ALTROSYN Technologies Pvt Ltd, ultimately assisting the organization in creating a more engaged and motivated workforce.

Limitation of the Study

The time to complete the project was 3 months. Employees were in hurry to complete the questions of the questionnaire. The information provided by the company is not very specified and clear. Analysis of primary data is done on the assumption that the answers given by the respondents are true and correct. Most of the employees are not ready to share the information.

Importance of the Study

Organizational success: Enhancing employee engagement through effective HR policies and practices contributes to overall organizational success.

Retention and talent management: Higher employee engagement leads to improved employee satisfaction and retention, reducing turnover rates and retaining top talent.

Productivity and performance: Engaged employees are more productive and perform at higher levels, positively impacting organizational performance.

Employee well-being and satisfaction: A positive work environment that promotes employee engagement enhances employee well-being and job satisfaction.

Competitive advantage: Organizations that prioritize employee engagement gain a competitive advantage in attracting and retaining top talent.

Continuous improvement: The study provides an opportunity for the organization to assess current practices and make improvements to enhance employee engagement and foster a culture of continuous improvement.

Source of Data collection

Structured Questionnaire Survey: Collecting quantitative data through a structured questionnaire administered to employees.

Interviews: Conducting interviews with selected employees and HR personnel to gather qualitative data.

Focus Group Discussions: Organizing group discussions with employees to obtain qualitative data.

Document Review: Reviewing existing organizational documents, such as HR policies and employee engagement surveys.

Secondary Data: Collecting relevant secondary data from industry reports, research papers, and best practices in HR policies and practices.

Research Methodology

This research utilized qualitative and quantitative methods, incorporating both primary and secondary sources to address the research objectives. The qualitative data complemented the quantitative data analysis, resulting in triangulated findings. The study area, data sources, and sampling techniques were explained in this section.

Sample Size

Sample size determination is the act of choosing the number of observation or replicates to include in a statistical sample. The sample size is an important feature of any empirical study in which the goal is to make inference about a population from a sample. The sample size for the study is 142 which is finalized through a pilot study.

Sampling Method

Probability sampling Probability sampling is also known as random sampling or chance sampling. Under this sampling design, every item of the universe has a known and equal chance of getting selected. Under the probability sampling, the type of sampling used is simple random sampling. Simple random sampling is a subset of a statistical population in which each member of the subset has an equal probability of being chosen.

Period of the Study

The period of the survey was nearly 3 months

Data Analysis and Interpretation

Percentage Method

The percentage method was extensively used for analysis and interpretation. It can be generally calculated as follows:

$$\text{Percentage Method} = \frac{\text{No of Respondents}}{\text{Total Number of respondents}} * 100$$

Table showing Age Group

S.No	Age group	No of Respondents	Percentage of Respondents
a)	Below 25	99	69.7
b)	25-35	20	14.1
c)	35-45	18	12.7
d)	Above 45	5	3.5
	Total	142	100.00

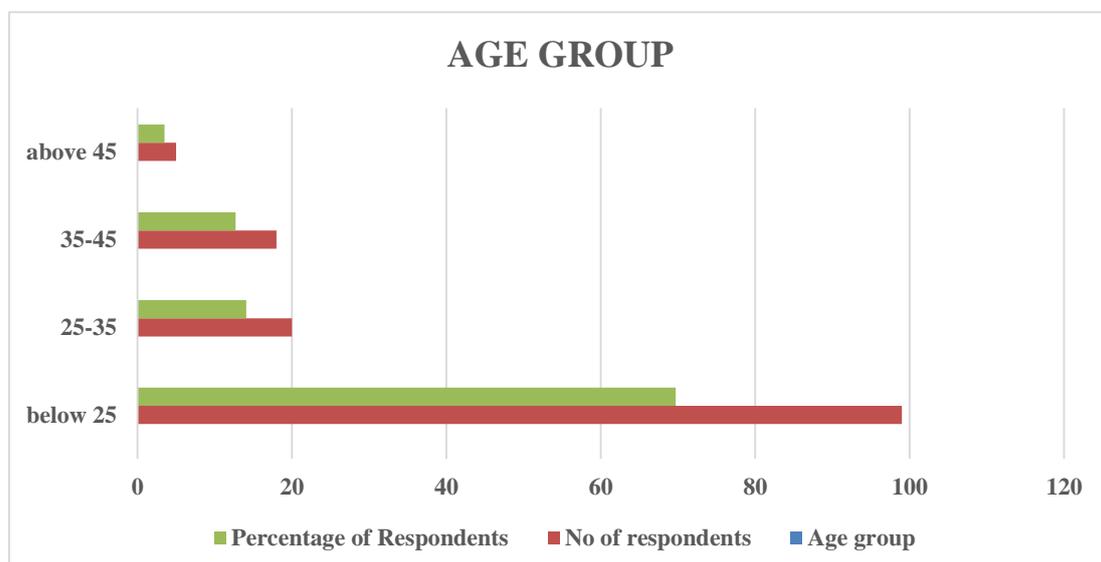
Findings:

From the above table it is found that 69.7% of the respondents are in the age group between below 25 and 14.1% of the respondents are in the age group between 25-35 and 12.7% of the respondents is in the age group between 35 - 45 and remaining 3.5% of respondents were the age Above 45.

Inference:

From the above table it is inferred that majority of the respondents (69%) belongs to the age group below 25.

Chart Showing Age Group



Showing Table Gender

S.no	Gender	No of respondents	Percentage of respondents
a)	Male	48	33.8
b)	Female	94	66.2
	Total	142	100

Findings:

From the above table it can be found that 33.8% of the respondents were male and 66.2% of the respondents were female in the gender.

Inference:

From the above table it is inferred that majority of the respondents were male and 66.2% belongs to the gender female.

Chart showing Gender

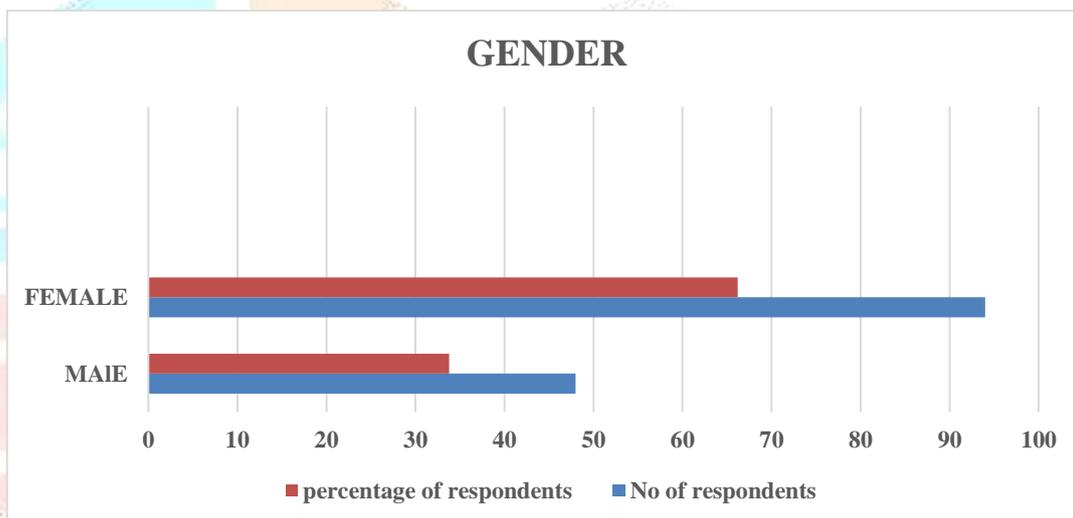


Table showing Designation

S.no	Designation	No of Respondents	Percentage of Respondents
a)	Project Manager	8	5.6
b)	UX/UI Designers	34	23.9
c)	Scrum Master	24	16.9
d)	Team Lead	18	12.7
e)	Business Analyst	18	12.7
f)	Software Developers	40	28.2
	Total	142	100.00

Chart showing Designation

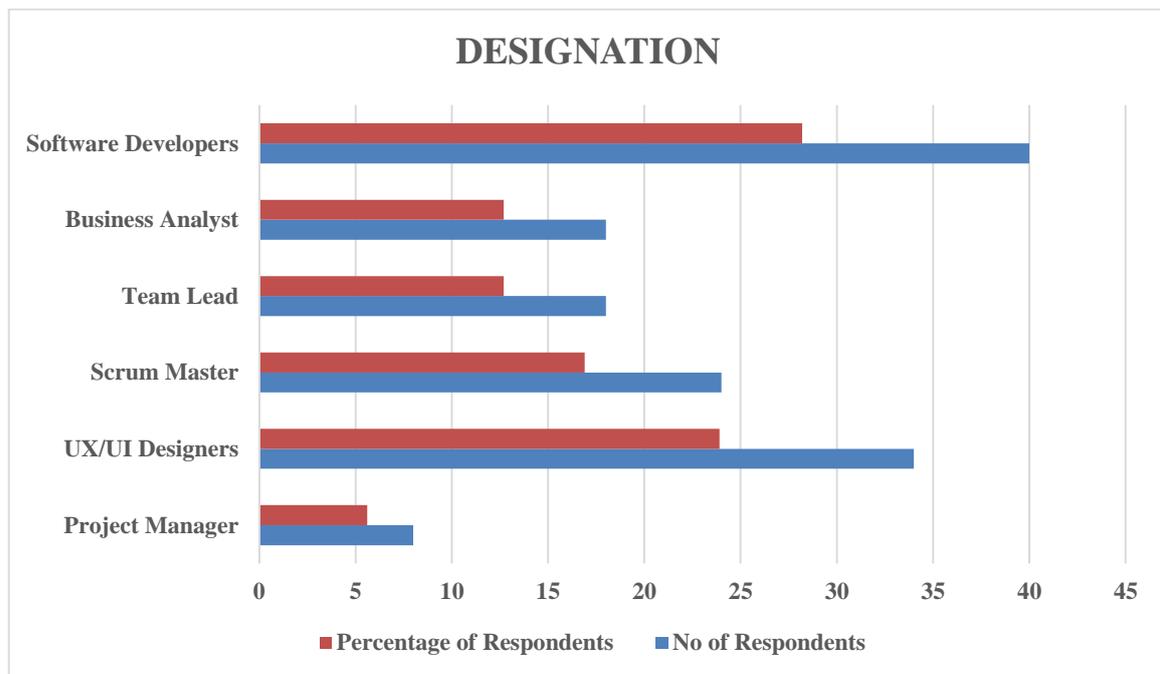


Table Showing Employees Satisfaction of HR policies and Practices

S.no	Satisfaction of HR Policies and Practices	No of respondents	Percentage of respondents
a)	Highly satisfied	42	29.6
b)	Satisfied	61	43
c)	Neutral	13	9.2
d)	Dissatisfied	12	8.5
e)	Highly Dissatisfied	14	9.9
	Total	142	100

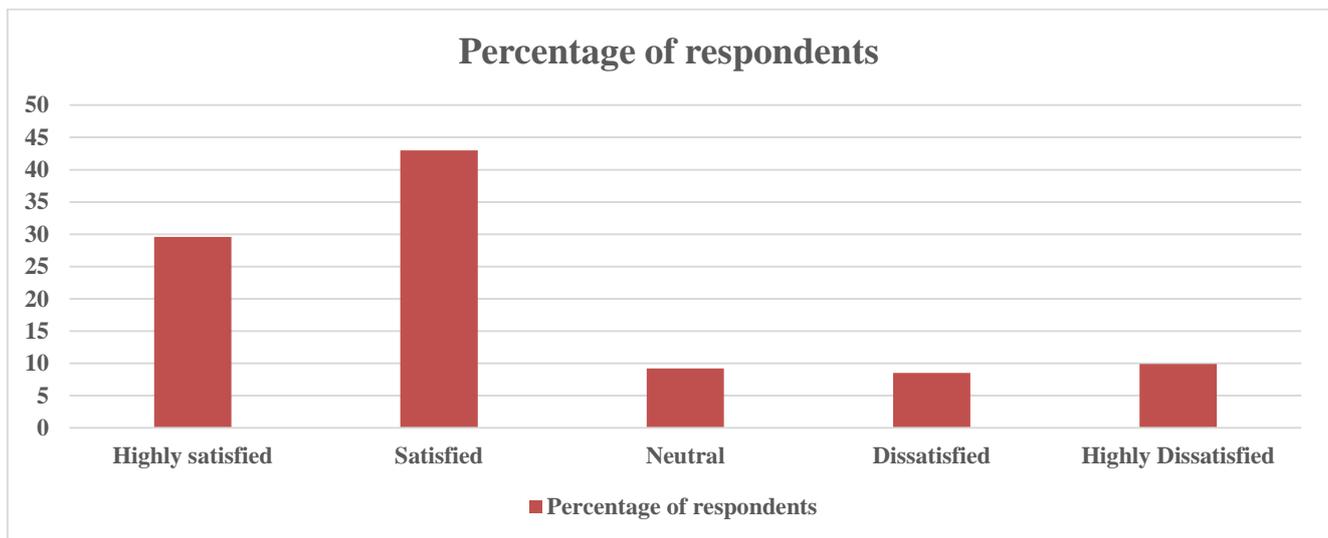
Findings:

From the above table it is found that 29.6% of the respondents are highly satisfied, 43% of the respondents are satisfied, 9.2% of the respondents are neutral and 8.5% of the respondent are dissatisfied and 9.9% of the respondents are highly dissatisfied for the satisfaction of HR Policies and Practices of the employees.

Inference:

From the above table it is inferred that majority of the respondents are satisfied (43%) for the satisfaction of HR Policies and Practices of the employees.

Showing Employees Satisfaction of HR Policies and Practices



Findings:

Percentage of the respondents are female as majority. 70 percentage of the respondents belong to the age group below 25. 58 percentage of the respondents belong to the designation Software Developers & UX / UI Designers. 75 percentage of the respondents feels that the HR Policies and Practices have an impact on their Job satisfaction.

Suggestion

The management can take various initiatives to improve awareness and satisfaction regarding HR policies and practices within the organization. Some of these initiatives include, Communication and Awareness, Employee Preference Alignment, Compensation and Benefits, Policy Enhancements, Performance Evaluation Recognition and Rewards, Software Support, Employee Retention, Equality, Diversity, and Values, Continuous Improvement.

Conclusion

This study empirically examines the relationship between HR policies, practices, and job satisfaction. Results show a positive association between HR policies/practices and job satisfaction, supported by correlation analysis. A conceptual framework was developed and a hypothesized model using structured equation modeling demonstrated a good fit. Effective HR policies/practices positively impact employee job satisfaction, emphasizing the need for well-structured and employee-friendly policies. Implementing effective HR practices enhances employee happiness and satisfaction, ultimately increasing organizational productivity. This study contributes to the existing literature by examining HR policies/practices in the context of ALTROSYN Technologies Pvt Ltd in Chennai, providing insights for optimizing HR strategies and creating an engaging work environment.