

A STUDY ON PERCEPTION OF EMPLOYEE ON ORGANIZATION HR PRACTICES

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ABSTRACT: Employees perception is formed by organizational roles, styles of leadership, styles of communication at the workplace etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees. This was to test the hypothesis and the relations between fairness perception of human resource (HR) practices and organizational commitment which are affected by

the quality of leader. To understand the extent to which the perception enhances the employee in an organization. It also states the factors of perception, primary and secondary objectives, and features of organization and HR practices based on employee commitment in an organization.

KEYWORDS: Perception of Employees, Organization, HR Practices

1. INTRODUCTION

Employee perception on Organizational HR practices, commonly known that human resource of an organization is important capital. It plays a significant role and largely determines success and failure of a company in a particular industry. HRM is widely defined as a field of professional practice and organizational activities. HR management as the tremendous relevance to productivity of industry. Since managing human resources is highly challenging as compared to managing technology or capital and for its effective management.

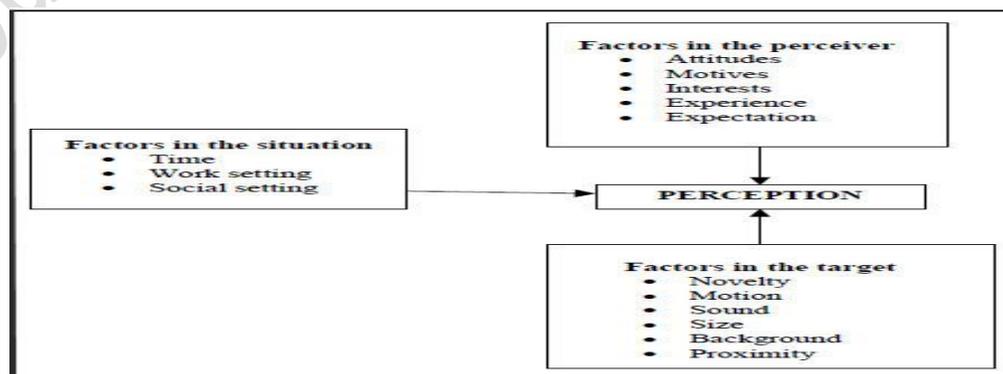
According to Robbins, perception can be defined as process by which individuals organize and interpret the sensory impressions in order to give meaning to their environment.

MEANING

When an individual looks at a target and attempts to interpret what he or she sees that interpretation is heavily influence by the personal characteristics of the individual perceiver. Personal characteristics that effect perception include a person's attitudes, personality, motives, interests, past experience and expectations.

2. PERCEPTION OF EMPLOYEE

FACTORS INFLUENCING PERCEPTION



PRIMARY OBJECTIVE

To understand the employee perception with regard to various organizational aspects.

SECONDARY OBJECTIVE

- To know the level of employee satisfaction based on their perception.

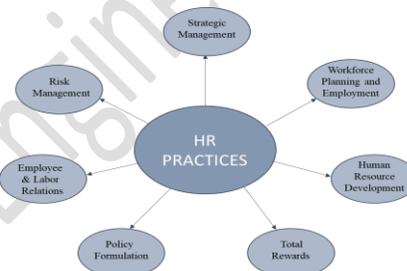
3. ORGANIZATION

An organization is an entity comprising multiple people, such as an institution or an association, which has a particular purpose. All organizations as a management structures that determines relationships

FEATURES OF ORGANISATION

- Composition of Interrelated Individuals.
- Deliberate and Conscious Creation and

4. HR PRACTICES



- **Strategic Management:** The strategic management process is a management technique used to plan for the future: Organizations create a vision by developing long-term strategies. This helps identify necessary processes and resource allocation to achieve those goals.
- **Workforce Planning and Employment (recruitment and selection):** Recruitment and Selection is an important operation in HRM, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. It is a process of sourcing, screening, shortlisting and selecting the right candidates for the required vacant positions.

- To learn what the employees perceive about the management.
- To know about the interpersonal relationship among the workers.
- To identify various other factors influencing employee perception.

between the different activities and the members, and subdivides and assign roles, responsibilities, and authority to carry out different tasks. Organizations are open system – they effect and are effected by their environment.

Recreation.

- Achievement of Common Objectives.
- Division of Work.
- Coordination

- **Human Resource Development (training & development):** Training and Development is a subsystem of an organization which emphasize on the improvement of the performance of individuals and groups. Training is an educational process which involves the sharpening of skills, concepts, changing of attitude and gaining more knowledge to enhance the performance of the employees
- **Total Rewards (compensation & benefits):** Compensation and benefits refers to the compensation/salary and other monetary and non-monetary benefits passed on by a firm to its employees. Compensation and benefits is an important aspect of HRM as it

helps to keep the workforce motivated.

- **Policy Formulation:** Policy formulation is the development of effective and acceptable courses of action for addressing what has been placed on the policy agenda.
- **Employee and Labor Relations:** The Employee and Labor Relations function of the Human Resources Department is commonly associated with matters such as investigations, counseling and disciplinary actions, but that certainly is not its primary mission
- **Risk Management:** Risk management is the process of identifying, assessing and controlling threats to an organization's capital and earnings. These threats, or risks, could stem from a wide variety of sources, including financial uncertainty, legal liabilities, strategic management errors, accidents and natural disasters.

Employee Perception of HR Practices(Impact on Commitment to the Organization)

The highly competitive environment of today's business organizations underlines the importance of developing an efficient and productive work force and then retaining it. Research has identified various factors affecting employee retention and employee commitment which has emerged as a significant contributor towards an employee's decision to stay or leave an organization. Human Resource Management Practices (HRMPs) of an organization is an important post-entry variable that can affect the commitment of the employees towards their organization. The evidence in the literature suggests that it was not the human resource practices per se but the perceptions of the employees regarding those practices that actually affected their commitment to their workplace. The present study has attempted to investigate three dimensions of employees' perceptions, perceptions of fairness, perceptions of effectiveness, and perceptions of support (FES) of HRMPs of their organization and its relation with their Organisational Commitment (OC).

Findings

The principle outcomes of employee perception is where individuals are heavily influenced by the personal characteristics through the perceiver. It also determines the individual's authority to carry out various tasks in an organization. Through HR practices it shows the commitment in an organization.

Suggestions

By managing HR practices and using their benefits are more important to sustain in an organization. Personal characteristics are one of the requirements for progress. It must be self-managed through effective teams, there must be highly contingent compensations for an employee, and effective workforce planning must be implemented. Implementation is to be carried between Total rewards strategies.

Conclusion

The conclusion of this study shows the employee's perception towards organizational HR practices. By the perception, it also signifies the personal characteristics of the employees such as attitudes, personality, motives and interests. It also determines the relationship between the different activities of the members. It also signifies the best HR practices of an organization. These practices are important to carry out different tasks between the employees in an organization. Through perception, it shows the commitment in the organization.

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