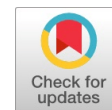# HR Policies and Strategies in It Companies in India - A Conceptual Study

Raju Challa, Smitha Sambrani

Abstract: HR are abilities, dispositions, imaginative capacities, comprehension and various qualities acquired in an organisation or company point of view. They compare to the complete inbuilt limits, have data and abilities as mentioned in the job description. The approach, practice, and techniques lead the organisation in achieving its objectives, which in turn builds an image or brand for the company in society. The methodology adopted in this is transparent, with the aim that everyone working in the firm can understand its purpose and the necessary resources required to achieve the goals or objectives. The sky is the limit if the HR department of the firm is working satisfactorily and is aligned with the business activities of the association. The paper aims to provide clear information about various elements of HR approaches and methodologies employed by IT firms in India.

Keywords: HR Abilities, Organization, IT firms, Policies, Strategies

I. INTRODUCTION

Human resources are considered a fundamental asset among all assets utilised in a social framework. Every one of the exercises of an association is initiated and completed by human resources that belong to the association. Plants, work environments, and to some degree or completely robotised machines, as well as complex hardware and numerous such materials in an association, are dependent on human resources and remain unproductive unless faculty effort and leadership are applied. To put it plainly, the accomplishment of any association depends particularly on the nature of its human assets. The executives of staff, which was recently considered a managerial activity, have now evolved into key affiliation and critical power of execution and effectiveness within an organisation. Previously, the staff unit's long-standing role was to handle work related to determination, enrollment, pay, and preparation of representatives, which has been integrated and deliberate, and is a key human asset to the board. For over twenty years, considerable thought has been given among analysts in the field of key human asset management, given its beneficial connection with the financial and market performance of the organisation.

Interfacing HR work with the association's methodologies is a way to utilise the available talent, knowledge, and skills to collaborate on achieving the required targets and objectives.

II. STATEMENT OF THE PROBLEM

The productive use of resources, such as hardware, materials, and money, within an organisation relies on the effectiveness of human resources. Practical and capable Human Resource (HR) is crucial for any organisation, and it is the core resource in the IT industry, where quest, innovation, and creativity for ceaseless learning are essential and indispensable. The HR in the IT sector must be dynamic due to its multicultural nature, rigid worldwide competition, and rapidly evolving technologies. The perception of employees regarding management and their association with businesses, managers, and other colleagues is influenced by HR policies, rules, and guidelines. Therefore, it is essential to develop suitable HR strategies under the guidance of human resources management. Thus, the effective management of HRM issues in all facets of business is a crucial component in achieving performance and, accordingly, becomes a strategic aspect.

III. OBJECTIVES OF THE STUDY

1. To study the functions of HRM in IT companies in India
2. To analyse the policies and strategies relating to specific HRM activities such as Selection and Recruitment, Training and Development, Performance appraisal and Job design and rotation
3. To study the impact of strategic alignment of HR policies on organizational development

IV. REVIEW OF LITERATURE

The role of HRM is to design, implement, and oversee strategies and initiatives designed to utilise the association's HR. According to RL Mathis and JH Jackson (2010), [1] HR, the board assumes the liability of fulfilling a few jobs. The nature and level of these jobs depend on what the senior administration anticipates from HR executives and what abilities the HR staff possess or have demonstrated. The board of the associations creates Authoritative Approaches to communicate their way of thinking and directing technique to workers. Executives and business process owners are at risk of being associated with and developing strategies to drive progress. Strategies apply an intense highlight to the board's declarations. They describe, detail, and outline what is expected from labourers and how the board intends to resolve the issues of clients, workers, and partners.

HR Policies and Strategies in It Companies in India - A Conceptual Study

HRM (Human Resource Management) is a planned set of organised and structured methodologies, strategies, and practices for managing people in an organisation; and HRM practices refer to the tasks executed and experienced by employees, which can be objectively verified. Human Asset The executives highlight the joining that should exist between HR, the board rehearses, and the external and internal potential outcomes of the association Oliveira and Oliveira (2011), [2]. HR approaches and systems are essential to regulate people at work, unequivocally in the points related to utilizing, preparing, evaluation, pay and the plan of a fair and secure condition for association delegates Dressler (2002), [3]. Five essential strategies and practices outlined by the HR department to represent administration in associations include determination and recruitment, training and development, compensation, performance evaluation, and working conditions. The association investigates to assess, create, and screen individual staff members. People align with the HR strategies and frameworks that promise to reach clients and employees. An illustration of this is the set of principles. (Mazeed, S. A., et.al. (2019), [4]. People have certainty and confidence in their partners, directors and the association. They feel a sense of belonging to the gathering, are respected like others, and are prepared to express their interests safely. Workers anticipate straightforward correspondence from HR chiefs. Workers were recognised and compensated for their outstanding performance, which led to increased efficiency. Representatives demand flexible working hours to accommodate their work and personal responsibilities. Beehr, T., and J. E Newman (1978), [5] they maintain that choices and cycles should be fair from association. Administrators realise that sensible HR approaches and procedures require the assistance of HR experts. They use the presentation of the executive's framework to assess the ability of their group.

V. RESEARCH METHODOLOGY

For this study, a sample of employees working in selected IT companies across India was selected and studied. The methodology used for this study is described below, including the study universe, sampling method, data collection, and analysis tools. The target population comprises HR Managers, Project Managers, Team Leads, and Software Engineers within the selected IT companies in India. The top four IT companies in India were chosen for the present study, namely TCS, Infosys, Wipro, and Tech Mahindra. The total sample is 103 employees.

VI. ANALYSIS & RESULTS

The analysis was conducted using various statistical tools, including regression, correlation, and the chi-square test, through SPSS software.

Table 1: Results of Chi-Square Test

Variable	Value	DOF	Significant	Statistical Inference
Chi-Square	133.125[a]	6	.000	**133.125[a]** DOF = 5
Ratio of Likelihood	134.271	5	.000	
Linear Relationship	16.767	2	.000	

The worth of Pearson's Chi-square is 133.125, at six levels of opportunity and a 5 per cent level of importance. In this way, the Invalid Speculation ("There is no connection among
Age and experience of the respondents") is dismissed, and it is presumed that there is a relationship between age and experience factors.

Table No. – 2: Strategic Alignment and Organisational Development

		Strategic Alignment	Organizational Development
Strategic Alignment	Correlation	2	.366[**]
	Significant		.000
Organizational Development	Correlation	.366[**]	2
	Significant	.000	

From Table 2, it is observed that the coefficient of correlation between Essential Arrangement and Authoritative Improvement is 0.366. It addresses a positive relationship between two factors. The acquired coefficient of relationship is considered significant at a 1% level of significance. In this manner, the invalid speculation, for example, "There is no huge connection between Essential Arrangement and Hierarchical Turn of events," is dismissed. It appears reasonable to decipher that the Essential Arrangement and Hierarchical Improvement are connected. It implies that a connection exists between these two arrangements of factors, i.e., Vital Arrangement and Hierarchical Turn of events.

Table 3: ANOVA Model Summary

Model	R	R²	R² Adjusted	SE
	.990[a]	.919	.919	0.74196

Model	SS	DOF	MSS	F	Significant
Regression	815.354	2	423.334	769.425	.000[b]
Residual	57.493	100	0.537		
Total	882.807	102			

Coefficient of Correlation

Model	Un Std. Coefficients		Std. Coefficient	t_c	Significant
	B	SE	Beta		
Constant	.411	0.223		1.578	0.000
T & D	0.928	0.022	.943	33.653	0.000
PA	0.966	0.022	0.969	39.431	0.000

T&D is a free factor, and Vital Arrangement is a dependent variable. According to the table above, the P-value is 0.000. In this manner, it is observed that preparing and improvement impact the Essential Arrangement, as the P-value is less than 0.05. Thus, an invalid theory is dismissed. Execution Examination is a free factor, and Vital Arrangement is a dependent variable. According to the table above, the P-value is 0.000. Subsequently, it is found that Exhibition Evaluation impacts the Essential Arrangement, as the P-value is less than 0.05. Subsequently, invalid speculation is dismissed.

VII. LIMITATIONS

The number of IT organisations is skyrocketing, so the review has been limited to a chosen number of IT organisations within the sample size. Sample respondents and their perceptions of HR policies and strategies regarding various aspects of HRM were obtained only from the sample companies. It was challenging to collect data from samples in equal numbers from multiple segments, which would have been more appropriate for research studies. The present study is limited to IT organisations based in India, while organisations from other nations were not considered. Respondents are limited to 103, where a few of them were not interested in providing valid answers to the questionnaire, and a few were disinterested in participating in the survey. Hence, the results may differ when compared to a large sample size.

VIII. SUGGESTIONS

Based on the study results and observations, the following suggestions are framed concerning the topic under study: To achieve balanced growth and improvement of human resources, a comprehensive system of human resource planning, including career development, needs to be structured and implemented. To reinforce joint effort and participation among managers and employees, beyond the foundation of the meritocracy method at various levels of the organisation, incentive bonus schemes and payment policies are to be designed and executed based on the proficiency, performance, and productivity of employees. It is also crucial for HR professionals in IT organisations to review and update the retirement policies and benefits for IT employees. Dewe, P.I. and Guest, D.E. (1991), [6,7].

IX. CONCLUSION

HRM engages with the association to attract and retain a skilled, committed, and motivated workforce, developing and enhancing the natural capabilities of individuals - their skills, potential, and employability - by offering learning and ongoing opportunities for growth. The role of HRM should be viewed through the lens of the company's overall key targets, rather than a standalone approach that focuses on a unit-based or scaled-down perspective. The idea here is to gain a comprehensive perspective on HRM that ensures there are no dynamic systems and the HRM strategy is not entirely aligned with the hierarchical goals.

DECLARATION

Funding/ Grants/ Financial Support	No, I did not receive.
Conflicts of Interest/ Competing Interests	No conflicts of interest to the best of our knowledge.
Ethical Approval and Consent to Participate	No, the article does not require ethical approval or consent to participate, as it presents evidence.
Availability of Data and Material/ Data Access Statement	Not relevant.
Authors Contributions	All authors have equal participation in this article.

REFERENCES

1. Mathis, R.L. and Jackson, J.H. (2010) Human Resource Management. 13th Edition, South-Western College Publishing, Ohio.
2. Oliveira and Oliveira (2011) Contribution of IT & ITES Sectors in the Growth of Indian Economy, International Research Journal of Management and Commerce, Volume 2, Issue 12, December 2015
3. Dressler (2002) ─ A Conceptual Framework of Occupational stress and coping strategies, International Journal of Business Economics & Management Research, Vol. 3 (5), May 2002
4. Beehr and Newman - Organisational Behaviour Issues for Managers and Systems Analysis. Working Paper No. 660. Indian Institute of Management, Ahmedabad, (NewEdition) 1978.
5. Mazeed, S. A., Saritha, P., Begum, N., Illangi, C. B., & Manjula, G. (2019). Job Satisfaction and Employee Engagement– Contemporary Tools to Eliminate Stress among the Workforce in an Organisation. International Journal of Innovative Technology and Exploring Engineering, 8(11), 1744–1746. [CrossRef]
6. Beehr T. and J. E Newman, Job Stress: Employment Health and Organisational effectiveness, a facet analysis, model and Literature Review, Personnel Psychology, 1978. Pp. 665-669 [CrossRef]
7. Dewe, P.I. and Guest, D.E. ─Methods of coping with stress at work: A conceptual analysis and Empirical study of Measurement issues‖, Journal of Organisational Behaviour, Rev. Edit 1991. [CrossRef]

AUTHORS PROFILE

Raju Challa, MBA, UGC NET, (Ph. D.), Currently Working as an Assistant Professor in the Department of Business Management at Keshav Memorial Institute of Management Studies, Narayanguda, Hyderabad. He teaches core management and HR specialisation subjects for management students. He has 14 years of teaching experience. He published 10 articles in various globally recognised journals. He also attended more than 20 national and international seminars and conferences, presenting papers in the HR stream. He is at the edge of completing his Ph. D. from the Department of Business Management, University College of Commerce and Business Management, Osmania University, Hyderabad.

Prof. Smitha Sambrani, BE, MBA, Ph.D., Currently working as a Professor in the area of Marketing and Supply Chain Management in the Department of Business Management, University College of Commerce and Business Management, Osmania University, Hyderabad. She has 26 Years of Teaching Experience in Marketing and Supply Chain Management. She guided 13 Research Scholars and awarded Ph. D. to 13 Students. She published 44 articles in Various Journals and acted as Editor for four Books. She also authored 3 Books. She also attended numerous national and international seminars and conferences, where she presented papers on various management topics.