

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



Raju Challa, Smitha Sambrani

**Abstract:** HR are abilities, disposition, imaginative capacities, comprehension and various qualities acquired in an organization or company point of view. They compare to the complete inbuilt limits, got data and abilities as mentioned in the job description. The approach, practice and techniques lead the organization in achieving its objectives which in turns builds an image or brand to the company in society. Methodology adopted in this is clear with the objective that everyone working in the firm can fathom its objective, the necessary resources to achieving the goals or objectives. Sky is the limit on the off chance that the HR department of firm is working satisfactorily and is adjusted to the business activities of the association. The paper is destined to clear information about different elements of HR approaches and methodologies chosen by IT firms in India.

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

## I. INTRODUCTION

Human resources is seen as a fundamental asset among all assets used in a social framework. Every one of the exercises of an association are initiated and finished by human asset that has a place with the association. Plants, work environments, to some degree or completely robotized machines, complex hardware and numerous such materials in an association are dependent on human asset and remain un-productive separated from faculty exertion and heading. To put it plainly, the accomplishment of any association depends particularly on the nature of its human asset. The executives of staff which was as of late thought to be as a managerial activity has now changed into key affiliation and critical power of execution and adequacy of an association. Previously, the long-laid out job of staff unit was cost work related to determination, enrollment, pay and preparing of representatives has created as integrative and deliberate and key human asset the board. For the beyond twenty years there has been extended thought of analysts in the field of key human asset the board in view of its helpful connection with monetary and market execution of the association.

Interfacing HR work with methodologies of the association is a way to deal with utilize the accessible ability, information and conduct to make the joint effort for accomplishment of required targets and objectives.

## II. STATEMENT OF THE PROBLEM

Productive use of resources such as hardware, materials and money within an organization relies upon the effectiveness of human resource. Effective and capable Human Resource (HR) is crucial for any organization and it is the core resource on account of IT industry where quest, innovation and creativity for ceaseless learning are essential and indispensable. The HR in IT sector must be dynamic because of multicultural nature, rigid worldwide competition and rapidly evolving technologies. The perception of employees about management and the idea of their association with the businesses and managers and other colleagues rely upon HR policies, rules and guidelines. Therefore, it is significant to frame suitable HR strategies by the management of human resource. Thus, effectual management of HRM issues in all facet of business is a contributing component in achieving performance and accordingly becomes strategic in nature.

## III. OBJECTIVES OF THE STUDY

1. To study the functions of HRM in IT companies in India
2. To analyze 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 occupation of HRM is to configuration, make and oversee approaches and undertakings planned to utilize association's HR. As per RL Mathis and JH Jackson (2010), [1] HR the board assumes up the liability of satisfying a few jobs. The nature and level of these jobs depend upon what the senior administration anticipates from HR the executives and what abilities do the HR staff have or shown. Authoritative Approaches are created by the board of the associations to communicate its way of thinking and directing technique to workers. The executives and business process owners are at risk for the association and construction of strategies to control it toward progress. Strategies apply a strong highlight to the declarations of the board. They describe, detail, and figure out what is expected from laborers and how the board intends to resolve the issues of clients, workers and partners.

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HR the executives (HRM) is a planned plan of organized and arranged methodologies, strategies and practices for managing people in an association; and HRM rehearses as the tasks truly executed and experienced by laborers, and that can be evenhandedly affirmed. Human Asset The executives highlight the joining that should exist between HR the board rehearses and the outer and inner 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]. There were five essential strategies and practices that laid out representative administration in associations by the HR locale they are determination and enlistment, preparing and improvement, pay, execution examination and working circumstances. The association investigates to assess, create and screen individual staff. People fit in with the HR strategies and frameworks that guarantee to arrive at the clients and workers. 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 associated with the gathering, respected comparable to others, and prepared to safely raise their

interests. Workers anticipate straightforward correspondence from HR chiefs. Workers perceived and compensated for their great exhibition bring about upgraded efficiency. Representatives demand chiefs for giving adaptable working hours to adjust their work and individual responsibilities. Beehr T. and J. E Newman (1978), [5] they maintain that choices and cycles should be fair from association. Administrators realize sensible HR approaches and procedures with the assistance of HR experts. They use the presentation the executive's framework to make and evaluate the ability of their group.

### V. RESEARCH METHODOLOGY

For this study a sample of employees working in selected IT companies across India are selected and studied. The methodology used for the study is described below with universe for the study, sampling method, data collection and tools for analysis. Target population comprises of the HR Managers, Project Managers, TeamLeads and Software Engineers within the selected IT companies in India. Top four IT companies in India were selected for the present study viz. TCS, Infosys, Wipro and Tech Mahindra. Total sample is 103 employees.

### VI. ANALYSIS & RESULTS

The analysis was made by using different statistical tools like regression, correlation, chi-square test through SPSS software.

**Table-1: Results of Chi - Square Test**

Variable	Value	DOF	Significant	Statistical Inference
Chi - Square	133.125 <sup>a</sup>	6	.000	<b>133.125<sup>a</sup></b> DOF = 5
Ratio of Likelihood	134.271	5	.000	
Linear Relationship	16.767	2	.000	

The worth of Pearson Chi-square is 133.125, at 6 levels of opportunity and 5 percent 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 among age and experience factors.

**Table No – 2: Strategic Alignment and Organizational Development**

		Strategic Alignment	Organizational Development
Strategic Alignment	Correlation	2	.366 <sup>**</sup>
	Significant		.000
Organizational Development	Correlation	.366 <sup>**</sup>	2
	Significant	.000	

From the table - 2 it is observed that the worth of coefficient of connection between Essential Arrangement and Authoritative Improvement is 0.366. It addresses a positive relationship between two factors. The acquired coefficient of relationship is viewed as critical at 1% degree of importance. 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 with one another. It infers that connection exists between these two arrangements of factors, i.e., Vital Arrangement and Hierarchical Turn of events.

**Table-3: ANOVA Model Summary**

Model	R	R <sup>2</sup>	R <sup>2</sup> Adjusted	SE
	.990 <sup>a</sup>	.919	.919	0.74196

Model	SS	DOF	MSS	F	Significant
Regression	815.354	2	423.334	769.425	.000 <sup>b</sup>
Residual	57.493	100	0.537		
Total	882.807	102			



**Co-efficient of Correlation**

Model	Un Std. Coefficients		Std. Coefficient	t <sub>c</sub>	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 reliant variable. From the above table it is found that the P Worth is 0.000, In this manner found Preparing and improvement impact the Essential Arrangement, as the P esteem is lesser than 0.05. Thus, invalid theory is dismissed. Execution Examination is a free factor and Vital Arrangement is a reliant variable. From the above table it is found that the P Worth is 0.000, Subsequently it is found that Exhibition Evaluation impact the Essential Arrangement, as the P esteem is lesser than 0.05. Subsequently invalid speculation is dismissed.

**VII. LIMITATIONS**

The number of IT organizations is developing quickly, so the review has been limited to chosen number of IT organizations in the sample size. Sample respondents and their perception on HR policies and strategies over various HRM aspects were obtained only from sample companies. It was challenging to collect data from samples in equal number from various segments which would have been more appropriate for research studies. Present study is limited to IT organizations based in India while different nations were not taken into consideration. Respondents are limited to 103, where few of them were not interested in providing valid answers to the questionnaire and few were disinterested in participating in the survey. Hence, the results could be different when compared to large sample size.

**VIII. SUGGESTIONS**

Based on the study results and observations, following suggestions are framed with respect to the topic under study: To accomplish a balanced growth and improvement of human resources, a complete system of human resource planning, such as, career development is to be structured and implemented. To reinforce the joint effort and participation among managers and employees other than the foundation of the method of meritocracy at various levels of the organization, incentive bonus schemes and payment policies are to be designed and executed on the basis of proficiency, performance and productivity of the employees. It is also important for HR professionals in IT organizations to revise the retirement policies and benefits for the IT employees. Dewe, P.I. and Guest, D.E. (1991), [6,7].

**IX. CONCLUSION**

HRM engages the association to get and hold the gifted, submitted and overall around enlivened labor force it needs, to redesign and develop the natural furthest reaches of people - their responsibilities, potential and employability - by offering learning and persistent chances for advancement. The role of HRM should be seen through the precious stone of overall key targets for the company as opposed to a free color that takes a unit based or a scaled down scale approach. The idea here is to get a comprehensive perspective towards

HRM that ensures that there are no dynamic systems and the HRM strategy that snare itself totally with those of the hierarchical goals.

**DECLARATION**

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