

An Analysis on Employees Satisfaction towards Human Resource Management Practices

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Abstract – The most esteemed resource of an association is its "human resource". Human resource improvement and human resource management are the two key regions considered by the management. The human resource advancement present with a thorough system and strategies for the improvement of HR in an association. Both closed ended, likert scale and open ended questions based on market qualities as well as variables which effect employees' satisfaction towards human resource management practices. This is to produce methodical data about HR for labor arranging, position and advancement. The human resource improvement upgrades the possibilities of an association in the enlistment, hold and inspires the employees. HR Practices are actually linked with the management of human resources, tasks needed for staffing the group and sustaining higher employee efficiency. For this thesis we used Sample size of 400 employees, which include forty % of females i.e. 160 females as well as sixty % of males i.e. 240 men. The current condition in Organization is favorable yet it ought not to forget that business climate is dynamic, so dynamic human resource is needed to manage danger and uncertainties.

Key Words – Human, Resource, Management, Employees, Satisfaction.

I. INTRODUCTION

Employees' satisfaction entails employee's emotions as well as the feelings of theirs. It's a significant effect on the work lives of theirs and because of this additionally; it influences the behavior of theirs as employees as well as the loyalty of theirs, determination, teamwork, connection with some other staff attitude and behavior. Employee' satisfaction is a main job of organizational management. Managers think the moral duty of theirs for having high levels of employee job satisfaction, due to the impact of its effect on efficiency. It's been realized by diverse businesses that a happy workforce contributes tremendously towards ultimate survival as well as organizational strength. Studies connecting position satisfaction and HRM rehearses have either utilized the full rundown of HRM rehearses or simply a bunch of some of them. For instance, utilizing an example of employees of Tanzania Public Service College, revealed that HRM rehearses – vocation improvement, staffing, preparing and advancement, execution evaluation and motivators – have been emphatically identified with work satisfaction, while preparing and advancement indicating the most grounded connection to work satisfaction. Ijigu

explored on the impact of chosen HRM rehearses on employees work satisfaction in Ethiopian public banks and announced that enlistment and choice have moderate positive relationship with employee work satisfaction and preparing and improvement, execution examination and pay bundle have solid positive relationship with employees work satisfaction additionally analyst show that enrollment and determination, preparing and advancement, execution evaluation and pay bundle have critical positive effect on occupation satisfaction. Niazi in Pakistan examined effects of human resource management rehearses on occupation satisfaction and revealed that augmentations and advancement, development, execution examination, regard for employees and preparing and improvement have huge relationship with work satisfaction. Jeet and Sayeeduzafar suggested that human resource management rehearses in particular preparing, execution evaluation, cooperation and pay have huge effect on employment satisfaction. Notwithstanding the pertinence of the investigations, the outcomes are not general as there are contrasts in geological, inclusion, approaches utilized, and time just as the idea of association contemplated. Public area associations in Tanzania additionally face

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difficulties identified with employees' occupation satisfaction.

II. LITERATURE REVIEW

Hamzah Elrehail (2016) The reason for this paper is to investigate the effect of human resource (HR) management practices on accomplishing upper hand through studying the interceding function of employee satisfaction with regards to five-star lodgings in Northern Cyprus. To deliver numeric information just as to test the speculation, the analysts utilized auxiliary condition demonstrating and AMOS. The testing included (n₁ 439) polls. The model recommended by the creators inspected the travel industry area, and specifically, five-star lodgings situated in Northern Cyprus. The primary exploration discoveries uncovered that HR practices significantly affected upper hand. By correlation, the exploration discoveries uncovered that the middle person variable had no impact on accomplishing upper hand for five-star lodgings in Northern Cyprus. This study exhibits creativity by reacting to the suggestions of earlier investigations led on HR in Northern Cyprus Island. This makes a hypothetical commitment to the field, since just Turkey perceives Northern Cyprus, which makes directing examination on this nation a test for analysts around the world. In light of this current study's results, this paper talks about its hypothetical and down to earth suggestions, just as proposals for future examination.

Chumpon Rodjam (2016) Because of today financial conditions, employee performance (EP) is one of the imperative establishments for the association development and success. Employee performance builds the efficiency of associations. Likewise, for building up the associations and improving the employee performance (EP) there is expected to create labor force of associations by giving appropriate HRM practices. The employees are fulfilled in associations if association gives them appropriate offices. The more the employees fulfilled from their workplace, the employees perform better and profitability upgrade. The association techniques identified with human resource management make satisfaction among employees and employee performs well in association and makes serious edge for the associations. The current study examines the relationship among factors, for example, human resource management practices for example preparing and advancement (T&D), performance evaluation (PA), prize and pay (R&C), employee strengthening (EE) and employee performance. Further, this study additionally inspect that work satisfaction intervenes the relationship among factors, for example, human resource management practices, and employee performance. The information was gathered by utilizing persuade testing strategy. Self-regulated poll were utilized for information assortment. For dissecting the information keen PLS were utilized. The discoveries of the study show that all the human resource

management practices have critical and positive relationship with employee performance and occupation satisfaction intercedes the relationship among factors. As indicated by the outcomes all the speculations are acknowledged, give huge and positive relationship among factors anticipate prize and pay on employee performance. In spite of the fact that, T&D and PA are more related employee performance and occupation satisfaction additionally expands more as contrast with the other agricultural nations. Additionally, viable ramifications and future course are given toward the finish of the study under the conversation heading.

Gede Riana (2016) Human resource management (HRM) is one of the components empowering an association to stay serious in disturbance conditions. The viable practice of HRM makes equipped and inventive employees adding to the accomplishment of hierarchical targets. This study means to investigate HRM practices in making advancement and hierarchical performance. The survey was utilized to gauge the respondents' view of factors utilized by a Likert scale. A study of 126 administrator tests and center directors at trade arranged short and medium undertakings (SMEs) in Bali, Indonesia, was led to test the model. The investigation has demonstrated that the proposed model was demonstrated to be consistent with the exploration speculations. HRM altogether influences hierarchical performance and development, and it was discovered that advancement can improve authoritative performance. In any case, during the time spent concurrent testing, it was discovered that advancement can't improve authoritative performance. The absence of regard for interests in human resources got one of the boundaries to SMEs in making development.

S. Afrin Sulthana (2016) this study intends to assess the human Resource Management Practices (HRMP) towards Employees' Job Satisfaction and to dissect whether the Employees' Perceptions towards association go about as a Mediator to keep up satisfaction among the employees. Thusly, this study could make an imperative commitment to remove research in Management and Organization Behavior. A hypothetical system was proposed inside the rules of cooperative exploratory procedure with corroborative displaying methodology.

Lazaro Alman Kisumbe (2016) The study analyzed the impact of Human Resource (HR) practices on occupation satisfaction in the decentralized wellbeing administration conveyance in Shinyanga district, Tanzania. The impact of HR practices on occupation satisfaction is unfathomably inspected by various researchers. Their discoveries uncovered blended outcomes going from huge positive to unfriendly impact on occupation satisfaction.

Along these lines, to connect the information hole, this study analyzed the particular HR practices in the particular region setting. The particular HR practices tried in this study included human resource planning (HRP), management, performance examination, preparing and pay. The district was chosen in light of the fact that throughout various timeframes, it encountered unacceptable performance in wellbeing administration conveyance. This was reflected by failure of the district to accomplish half of the Millennium Development Goals identified with wellbeing and most minimal accomplishments in wellbeing administration conveyance as reflected in the preliminary stage in dispatching the Results Based Financing in which the area positioned the rearward in the then 21 locales of the nation. A logical Survey research plan with blended exploration approach was utilized for the study. The overview information were gathered from 287 respondents and enhanced by the subjective information. The study found that all the five HR practices got a few opportunities on occupation satisfaction. Notwithstanding, HRP and management uncovered critical odds of having position satisfaction suggesting that they were adequately embraced. By the by, these practices were compelled by the ineffectual employees' investment in HRP and the failure of the Council Health Management Teams (CHMTs) to give steady oversight in wellbeing offices. It was hence prescribed to upgrade employees' interest in HRP and management for improving position satisfaction. Similarly, it is additionally significant for the offices to consistently evaluate human resource performance and utilize the outcomes in creation human resource choices.

III. OBJECTIVES OF THE STUDY

1. To explain the significance of HRM practices for employees' satisfaction.
2. To know about relationship between HRM and employee satisfaction.

IV. RESEARCH METHODOLOGY

Exploration philosophy is the orderly, hypothetical examination of the strategies applied to a field of study.

4.1 Research Design

Statistical research or descriptive research will offer info about the population or perhaps universe being studied. Though it is able to just explain exactly who, what, when anywhere and just how of a scenario. It doesn't result in a specific situation.

Sampling Design

- Sampling method:**

To collect the sample for this research work Convenience sampling method will be used.

- Sample size:**

Sample size of 400 employees will finalize, which include forty % of females i.e. 160 females as well as sixty % of males i.e. 240 men.

4.3 Data Collection Strategy

Secondary:

Secondary data will be collected from Books, Journals, Magazines, Newspapers, online Journals, websites

Primary:

In order to obtain primary data a good structure questionnaire will ready. Both closed ended, likert scale and open ended questions based on market qualities as well as variables which effect employees' satisfaction towards human resource management practices including acquiring, developing, rewarding and retaining human resource will be incorporated in the questionnaire. E-questionnaire will ready on esurv.org free on-line survey site; then the questionnaires will be forwarded and also will be loaded through Whatsapp by the respondents

4.4 Analysis of Data

As per requirement the data will be Edited, Coded, Classified, and Tabulated and graphically represented.

4.5 Type of Research Applied

Descriptive research or statistical research gives data about the population or universe being contemplated. Be that as it may, it can just portray who, what, when where and how of a situation. It doesn't cause a particular situation. It gives information about number of times something happens, or recurrence of event. Statistical calculations are done such measures of central inclination, scattering and so forth the two generally applied kinds of descriptive research techniques are observation and the overview, here in the investigation study strategy has been used.

4.6 Hypothesis of the Study

H1: There is a relationship between employee's demographic profile and employee's satisfaction.

V. DATA ANALYSIS

5.1 Demographic Analysis of the Data

In this part, the information gathered are organized and efficiently prepared, investigated and deciphered. The information for investigation is gathered with the assistance of review instrument Questionnaire, with the assistance of Questionnaire information was gathered from 400 employees of Organization working at different levels and in various divisions of Organization Limited.

Table 1 Age group classification of the respondents

Age group	Number of respondents (%)
20-30	92 (23%)
30-40	213 (53.25%)
40-50	84 (21%)
50-60	11 (2.75%)
Total	400 (100%)

Out of 400 respondents, 92 respondents are in 20-30 age gatherings, 213 respondents are in 30-40 age gatherings, 84 respondents are in 40-50 age gatherings and just 11 respondents are in 20-30 age gatherings.

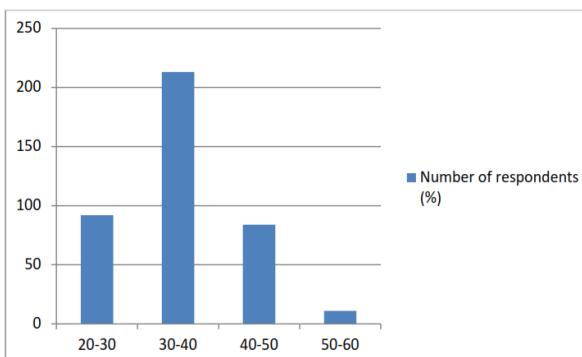


Figure 1: Age group classification of the respondents

Table 2 Gender wise classifications

Gender	Number of respondents (%)
Males	240 (60%)
Females	160 (40%)
Total	400 (100%)

Out of 400 respondents, 240 respondents are males and 160 respondents are females.

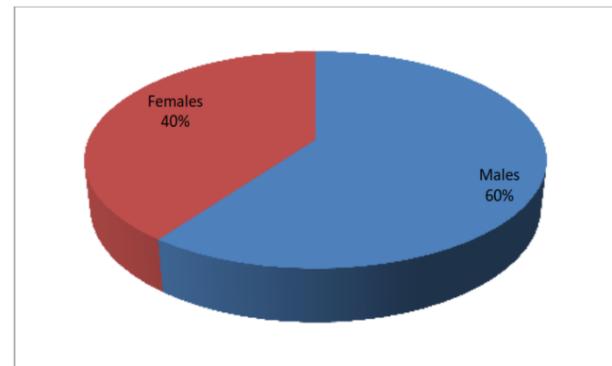


Figure 2: Gender wise classifications of respondents

5.2 Hypothesis Testing

Table 3 Genders and Employees Satisfaction towards Human Resource Management Practices

Gender	Employees satisfaction towards human resource management practices					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Male	2064	7140	903	1075	578	11760
Percentage	18	61	8	9	5	100
Average	42	146	18	22	12	240
Female	1132	4809	580	910	409	7840
Percentage	14	61	7	12	5	100
Average	23	98	12	19	8	160
Total	3196	11949	1483	1985	987	19600
Percentage	16	61	8	10	5	100
Average	65	244	30	41	20	400

From table 3 it has been discovered that 42 male respondents (18%) strongly agreed and 146 (61%) male respondents have agreed whereas just 12 respondents (5%) have strongly disagreed towards human resource management practices. Out of 160 female respondents 23 respondents are strongly satisfied, 98 respondents are simply satisfied whereas just 8 (5%).

Table 4 Gender and Employees Satisfaction towards Human Resource Management Practices

N	400
P value	0.912179
Chi-square	1.267
Table value	9.49
Df	4

At 4 degree of freedom and 0.05 level of significance calculated value 1.267 of χ^2 is less than table value 9.49.

Table 5 Employees' Age Groups and Employees' Satisfaction towards Human Resource Management Practice

Age groups (yrs)	Employees satisfaction towards human resource management practices					
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
20-30	845	2779	246	356	282	4508
Percentage	19	62	5	8	6	100
Average	17	57	5	7	6	92
30-40	1636	6688	820	930	363	10437
Percentage	16	64	8	9	3	100
Average	33	136	17	19	7	213
40-50	627	2196	351	644	298	4116
Percentage	15	53	9	16	7	100
Average	13	45	7	13	6	84
50-60	88	286	66	55	44	539
Percentage	16	53	12	10	8	100
Average	2	6	1	1	1	11
Total	3196	11949	1483	1985	987	19600
Percentage	16	61	8	10	5	100
Average	65	244	30	41	20	400

During the investigation when respondents of 20-30 age bunch were asked about their satisfaction towards human resource management practices 17 (19%) respondents are strongly agree, 57 (62%) respondents are simply agree whereas just 6 (6%) respondents are strongly disagree when respondents of 30-40 age bunch were asked about their satisfaction towards human resource management practices 33 (16%) respondents were strongly agree, 136 (64%) respondents were simply agree whereas just 7 (3%) respondents were strongly disagree when respondents of 40-50 age bunch were asked about their satisfaction towards human resource management practices 13 (15%) respondents were strongly agree, 45 (53%) respondents were simply agree whereas just 6 (7%) respondents were strongly disagree when respondents of 50-60 age bunch were asked about their satisfaction towards human resource management practices 2 (16%) respondents were strongly agree, 6 (53%) respondents were agree whereas just 1 (8%) respondents was strongly disagree.

Table 6 Age Groups and Employees Satisfaction towards Human Resource Management Practices

N	400
P value	0.761158
Chi-square	8.354
Table value	21.03
Df	12

At 12 level of opportunity and 0.05 degree of significance calculated value 8.354 of χ^2 is not exactly the table value 21.03.

Table 7 Employee's Income Group and Employee's Satisfaction towards Human Resource Management Practices

Income groups (in lakhs)	Employees satisfaction towards human resource management practices					
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	Total
0 to 5	423	1933	249	279	203	3087
Percentage	14	63	8	9	7	100
Average	9	39	5	6	4	63
5 to 10	1090	3662	499	806	411	6468
Percentage	17	57	8	12	6	100
Average	22	75	10	16	8	132
10 to 15	1626	6147	706	899	373	9751
Percentage	17	63	7	9	4	100
Average	33	125	14	18	8	199
15 to 20	57	207	29	1	0	294
Percentage	19	70	10	1	0	100
Average	1	4	1	0	0	6
Total	3196	11949	1483	1985	987	19600
Percentage	16	61	8	10	5	100
Average	65	244	30	41	20	400

Table shows that in income bunch 0-5 lakhs, the employees' satisfaction towards human resource management is 9 (14%) respondents falls in strongly agree category, 39 (63%) in agree category and just 4 (7%) falls in strongly disagree category. In income bunch 5-10 lakhs, the employees' satisfaction towards human resource management is 22 (17%) respondents falls in strongly agree category, 75 (57%) in agree category and just 8 (4%) falls in strongly disagree category.

In income bunch 10-15 lakhs, the employees' satisfaction towards human resource management is 33 (17%) respondents falls in strongly agree category, 125 (63%) in agree category and just 8 (4%) falls in strongly disagree category

In income bunch 15-20 lakhs, the employees' satisfaction towards human resource management is 1 (19%) respondent falls in strongly agree category, 4 (70%) in agree category where no one falls in disagree and strongly disagree category.

Table 8 Income Groups and Employees Satisfaction towards Human Resource Management Practices

N	400
P value	0.978601
Chi-square	4.103
Table value	21.03
Df	12

At 12 level of opportunity and 0.05 degree of significance calculated value 4.103 of χ^2 is not exactly the table value 21.03.

CONCLUSION

Human resource management cannot, at this point be confined to the functional areas of enrollment

and maintenance. HRM must embrace and include in its portfolio the strategic business imperatives of the organization. The transition to the following circle hinges on the capability building Powers of a company. What can make a four walls building a loveable place to work one of the exceptionally apt answer to address which I go over is loveable place to work is one where employees trust the individuals they work for, one where employees take pride in what they do in together and one where they appreciate working with collaborator.

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