

A Study on HRM Practices across Various Higher Educational Institutions

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Abstract – To accomplish appropriate advancement of bit by bit phases of the whole cycle of management of information, legitimate execution of HR is pre-imperative. The social trade viewpoint may comprise an accommodating focal point through which to comprehend the relationship between HR practices and employee performance. The viewpoint recommends that when associations put resources into their employees, representatives are probably going to respond these authoritative interests in certain manners. The idea of HR is fluctuated and has welcomed a solid contention among analysts and experts. The point of convergence of prior examination has consistently been on individual level, yet now it has moved to a blend of individual just as association level. Nevertheless, just 800 duplicates of questionnaire will be considered for the research. Sampling strategy is a technique to research a populace. It is separated into two techniques i.e., probability and non-probability. The examination is finished by utilizing SPSS version 16 and the accompanying activities were led.

Key Words – Employee, Performance, Human, Resource, Practices.

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I. INTRODUCTION

The systematic scientific studies which linked HRM methods as well as performance had been released by. Thereafter a great number of researches were conducted on various sectors of various places. The majority of the researches showed considerable effect of HRM methods on employee's performance. Employee efficiency is immediately linked with functionality of the business. The profitable businesses consider the HRM methods like an important component that directly impacts the employee's performance. Boselie et. al. reported that in hundred four research studies, HRM was considered as a set of employee control methods. Doty as well as delery described HRM methods which are applicable to all round organizational overall performance. Pfeffer argues that organizations are required to employ capable and skilled employees to be able to achieve success in today's worldwide environment. True HR practices are used by line managers on a regular basis which positively influence employee's perception regarding HRM methods applied to them. The prosperous implementation or perhaps failure of HRM methods is dependent on the abilities of the managers.

The social trade viewpoint may comprise an accommodating focal point through which to

comprehend the relationship between HR practices and employee performance. The viewpoint recommends that when associations put resources into their employees, representatives are probably going to respond these authoritative interests in certain manners. Especially, representatives may participate in a social trade relationship when they wilfully act for another gathering and have the desire that the kindness will be responded later on. In view of the idea of social trade and the standard of correspondence, affectations, for example, positive and advantageous activities coordinated at representatives by the association, make conditions for employees to respond in sure manners. Drawing on the social trade viewpoint, we contend that when associations put resources into various components of HR rehearses, which are probably going to be seen by employees as a sign of the business' dedication toward them, representatives may, thus, act in manners that meet hierarchical interests. Employees decipher such corporate activities as ability, inspiration and opportunity-upgrading HR rehearses as duty or backing by the association, which representatives at that point respond by receiving uplifting perspectives that energize the achievement of authoritative objectives. At the point when associations put resources into various elements of HR rehearses, representatives may accept their

associations care about their profession needs and advancement, which may show to employees that they are esteemed by the association (in any case, the association would not put resources into employees' vocation). Subsequently, when employees utilize various elements of HR rehearses; they are required to respond through expanded occupation performance.

II. LITERATURE REVIEW

Shubham Rajendra Chintalwar (2020) COVID 19 has left a significant effect on the company culture as well as the manner in which it used to work earlier. It's resulted in brand new ways as well as means handling complexities and given rise to term 'New Normal'. Consequently, in this particular new standard this particular analysis revolves around the expectations of human resource management methods on the employee performances. A survey was done for the analysis among 468 professionals operating in business industry of different url to generalize the outcomes. For analyzing the collected information SPSS (Statistical Package for the Social Sciences) is actually used. Inside SPSS Pearson correlation method as well as regression examination is utilized to examine the acceptance or perhaps rejection of the theory. In this particular study five HRM methods are actually taken into account: Employee Involvement, Training, Performance Appraisal, Career Planning, and Compensation. Results have revealed the good effect of the methods. Hence connection was created between independent as well as dependent adjustable. This particular analysis is going to be beneficial to recognize the requirement of workers better especially in post COVID times.

Suntrayuth Sid (2020) the point of this examination is to analyse the impact of human resource management (HRM) rehearses on employee commitment, and the directing functions of sex and conjugal status. The study was led with a sum of 457 cutting edge employees who are working in the Vietnamese banking industry. Incomplete least squares auxiliary condition demonstrating (PLS-SEM) was assessed utilizing the Smart PLS 3.0 program to analyse the speculations. The outcomes demonstrated that HRM practices and its four key measurements (Training; Reward and acknowledgment, Employee commitment, and Information sharing) emphatically affected employee commitment. Also, this investigation gave an exact proof about the directing functions of sexual orientation and conjugal status. It suggested that male bleeding edges employees elevated the positive connection between HRM practices and employee commitment; however this positive relationship was debilitated by wedded employees. The finding additionally recommended that bank directors ought to build up a reasonable HRM practices to fortify employee commitment.

Abdulrahman Abdullah Alshammari (2020) this examination explores the intervening function of information management for authoritative performance (OP), and human resource management (HRM) rehearses and the directing part of hierarchical learning (OL) on the connection between hierarchical performance and information management capacity (KMC). Plan/Methodology: This example was drawn from 215 out of 250 human resource directors from administration areas of the Kingdom of Saudi Arabia. The ideas of human resource management (HRM) rehearses, information management capacities, authoritative culture, hierarchical performance, and hierarchical learning have been executed in the zone of exploration on human resource management. Despite the fact that the accessible writing contains a huge outcome for the connection between chose factors. Thusly, past exploration didn't investigate the heightening impact of human resource management in meddling hierarchical picking up, strengthening the authoritative performance and information management capacities in a particular authoritative culture. This investigation utilizes auxiliary model evaluations to address the speculations. The model was proposed by the past exploration and is interlinked with human resource rehearses. Discoveries: The discoveries of this examination investigated a critical impact of HRM rehearses on information management capacities, hierarchical culture, authoritative performance, and hierarchical learning in Saudi Arabia during 2019. Exploration Limitation/Implication: This investigation has a few impediments, for example, the study has been taken by means of messages. The responses to certain inquiries may be one-sided. The gathered information has been grouped from the non-modern area of the Kingdom of Saudi Arabia. The qualities of the chose organizations might be fluctuated from different territories of the nations. Innovation/Value: this examination depends on theoretical system utilizes factor investigation and auxiliary gauge model to make it one of a kind and not quite the same as the past exploration.

Jashari, A. and Kutllovci, E. (2020) the motivation behind this examination is to analyse the effect of human resource management rehearses on authoritative performance. In this investigation a sum of 100 directors of assembling firms in Kosovo from public and private areas have reacted to the study the study survey had contained 39 things covering chosen HRM rehearses and hierarchical performance. Our experimental outcomes show that chiefs of assembling firms in Kosovo perceive the significance of employees in their association and apply practices to oversee them adequately. The result of relationship investigation gives proof that HRM rehearses emphatically and essentially impact hierarchical performance. Enrolment and determination rehearses show the most grounded positive relationship with hierarchical performance ($\rho = 0.905$) contrasted with different practices. Concerning our discoveries we recommend that

with a decent enlisting and choice, the association will load up with a gathering of possibly qualified competitors. Additionally, organizations ought to persistently prepare and create and include their employees as they are seen as the main resources wellspring of upper hand.

Che Supian Mohamad Nor (2020) This paper plans to analyse the effect of Human Resources Management (HRM) Practices on the employee duty at Road Transport Department (RTD), State of Perak, Malaysia. There were around 500 employees in this office and a sum of 220 surveys was conveyed haphazardly through head of divisions. The discoveries of the exploration uncovered that there were positive connections between HRM Practices and employee duty. In any case, among four HRM rehearses measurements (compensations, acknowledgments, working climate, and preparing and improvement) that had been examined, just workplace and preparing and advancement had huge relationship with employee responsibility.

III. RESEARCH METHODOLOGY

This analysis will be actually quantitative for nature, as its fixed and possesses the ideal selection of respondents. This particular study will adopt quantitative study to look at the effect of HRM methods on employees' performance in higher educational facilities via questionnaire. 900 questionnaires will be distributed arbitrarily to the workers of colleges. The questionnaires will be sent to faculties via hard copy as well as email. Nevertheless, just 800 duplicates of questionnaire will be considered for the research. Sampling strategy is a technique to research a populace. It is separated into two techniques i.e., probability and non-probability. The examination is finished by utilizing SPSS version 16 and the accompanying activities were led.

IV. HYPOTHESIS OF THE STUDY

H01: There is no significant difference in HRM practices that has been implemented across various higher educational institutions in the study area.

V. DATA ANALYSIS

5.1 Analysis of Demographic Profile of the Respondents (Employees)

Recurrence of respondents' answer in the questionnaire was found by utilizing descriptive analysis followed by the scale estimations which give the after effect of dependability analysis. Aside from that, the last segment in this part is associated with inferential analysis which incorporated various relapse analyses and Pearson's relationship analysis. Pearson's connection analysis was utilized

to decide the connection between every needy variable and the free factors.

Table 1: Showing Frequencies Distribution on Employee's Gender - Staff Cross tabulation

Staff Category			Name of Select University				Total
			Alligarh Muslim University (AMU)	Lucknow University (LU)	Integral University (IU)Z	Amity University (AU)	
Teaching	Gender of	Male	62	60	70	88	280
	Employee	Female	40	50	60	70	220
	Total		102	110	130	158	500
Non-Teaching	Gender of	Male	68	50	40	22	180
	Employee	Female	30	40	30	20	120
	Total		98	90	70	42	300
Total	Gender of	Male	130	110	110	110	460
	Employee	Female	70	90	90	90	340
	Total		200	200	200	200	800

Regarding age insightful appropriation of the respondents, 21.25 percent were in the age gathering of 20 – 30, 38.75 percent were in the age gathering of 30 - 40, 27.5 percent of the respondents were in the age gathering of 40-50 and 12.5 percent of the respondents were in the age bunch over 50 (as appeared in Table 4.4 and Figure 4.3).

Table 2: Age wise Distribution of the Respondents (Employees)

		Frequency	Percent
Valid	20-30	170	21.25
	30-40	310	38.75
	40-50	220	27.5
	Above 50	100	12.5
	Total	800	100.0

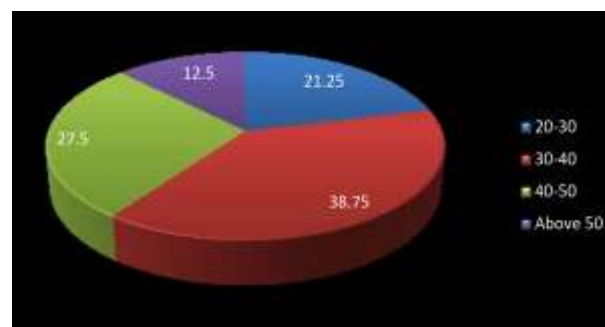


Figure 1 Age wise Distribution of the Respondents (Employees)

5.2 Hypothesis testing

- Analysis of the descriptive statistic of HRM practices with respect to public and private higher educational institutions

Table 3: Descriptive Statistic for HRM practices across various Higher Educational Institutions

Independent Variables	Name of the Institutions	N	Mean	Standard Deviation
Recruitment and Selection	a) Aligarh Muslim University	200	15.6552	3.92720
	b) Lucknow University	200	17.5252	3.72810
	c) Integral University	200	18.3900	2.92182
	d) Amity University	200	18.6460	2.91122
	Total	800	17.5410	3.59305
Training and Development	a) Aligarh Muslim University	200	15.6500	4.16868
	b) Lucknow University	200	17.6240	4.11570
	c) Integral University	200	17.3000	3.11260
	d) Amity University	200	16.6050	5.14160
	Total	800	16.8040	4.25493
Performance Appraisal	a) Aligarh Muslim University	200	15.6500	4.16868
	b) Lucknow University	200	17.6240	4.11570
	c) Integral University	200	17.3000	3.11260
	d) Amity University	200	16.6050	5.14160
	Total	800	16.8040	4.25493
Compensation and Reward	a) Aligarh Muslim University	200	20.6400	5.22970
	b) Lucknow University	200	19.7500	5.51401
	c) Integral University	200	20.9500	4.29050
	d) Amity University	200	18.1540	5.07144
	Total	800	19.8660	5.22970

In the descriptive insights associated with HRM rehearses across different higher educational foundations are accounted for in Table 3. It very well may be seen that recruitment and selection was associated with the mathematically littlest mean worth and SD esteem ($M=15.6552$, $SD=2.92182$) of Aligarh Muslim University (AMU) and Integral university separately, though Amity University has the most elevated mean estimation of 18.6460 and AMU has the most elevated SD estimation of 3.92720 in the recruitment and selection practice. Moreover, it has been cleared that training and development was associated with the most significant level of mean worth and SD esteem ($M=17.6240$, $SD=4.16868$) of Lucknow University and AMU individually, while AMU has the least mean estimation of 15.6500 and Integral University has the most reduced SD estimation of (3.11260).

Further, it is indicated that AMU has the most minimal mean worth ($M=16.6500$) in the performance appraisal and least SD esteem ($SD=2.37945$) of Integral university, though, performance appraisal was associated with the mathematically most noteworthy mean worth and SD esteem ($M=17.4000$, $SD=4.45290$) of Integral University and Lucknow University, individually. In this way, compensation and reward have the most minimal mean score ($M=18.1540$, $SD=4.29050$) of Amity University and Integral University separately, while, the most elevated mean worth is ($M=20.9500$) of Integral university and most elevated SD esteem is ($SD=5.51401$) of Lucknow university.

• Analysis of one-way ANOVA with respect to higher educational institutions

The descriptive insights indicated that the four HRM rehearses vary as far as their mean scores over the select higher educational establishments. Presently, to check whether these distinctions are factually critical or simple by some coincidence, we utilized single direction ANOVA. The ANOVA diagram is as demonstrated as follows.

Table 4: Test of Homogeneity of Variances

Independent Variables	Levene Statistic	df1	df2	Sig.
Recruitment and Selection	10.792	3	795	.000
Training and Development	13.853	3	795	.000
Performance Appraisal	21.800	3	795	.000
Compensation and Reward	11.055	3	795	.000

Table 5: Showing a one-way ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
Recruitment and Selection	Between Groups	1082.892	3	360.964	31.082	.000
	Within Groups	9243.744	795	11.612		
	Total	10326.635	796			
Training and Development	Between Groups	447.610	3	149.200	8.470	.000
	Within Groups	14017.950	795	17.610		
	Total	14465.550	796			
Performance Appraisal	Between Groups	60.750	3	20.255	1.675	.170
	Within Groups	9612.700	795	12.075		
	Total	9673.500	796			
Compensation and Reward	Between Groups	936.115	3	312.035	12.250	.000
	Within Groups	20274.570	795	25.470		
	Total	21210.685	796			

In Table over, the consequences of one-way ANOVA show that p esteem is under 0.05 for recruitment and selection (0.000), training and development (0.000) and compensation and reward (0.000), Since P esteem is lesser than 0.05, the invalid theory is dismissed at five percent level of centrality. ANOVA results show that the main three HRM rehearses differs over the select establishments. Henceforth it is presumed that –

- ✓ There is a measurably huge contrast among recruitment and selection over all the select universities $F(3,795) = 31.082$, $p=0.000$.
- ✓ There is a measurably huge contrast among training and development over all the select universities $F(3,795) = 8.470$, $p=0.000$.
- ✓ There is a measurably critical distinction among compensation and reward over all the select universities $F(3,795) = 12.250$, $p=0$.

Since P esteem is more than 0.05, the null hypothesis is acknowledged at 5 percent level of criticalness as to performance appraisal (0.170). Consequently there is no factually huge distinction between performance appraisal framework that has been actualized across different higher educational foundations $F(3,795) = 1.675$, $p=0.170$. Notwithstanding, Performance Appraisal doesn't factually contrast over the select foundations.

VI. CONCLUSION

The investigation uncovers how fitting HRM Practices of an association can improve the job

satisfaction level of the employees' and improves their exhibition towards arriving at the objectives of the establishments under examination. In view of the discoveries, fitting proposals are made and the extension for additional investigation of examination around there is recommended. To quantify the effect of existing HRM rehearses in the HEI's of the examination territory; a questionnaire was drafted for the employees, which incorporate HRM rehearses—enlistment and determination, preparing and improvement, execution evaluation and remuneration and prize.

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