



“Policies For Enhancing Hr Activities”

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INTRODUCTION

"Strategies for strengthening HRD activities" is a self-explanatory project title. Strategies are action plans for the future that result from an analysis of all human resource development activities, such as coaching, mentoring, career development, organisation development, and training and development.

HRD activities help the organisation generate more cash rather than using it. By improving the workforce, HRD is responsible for the organization's overall performance. A fundamental idea in human resource development is training. Human resource development is a set of coordinated activities carried out over a predetermined period of time with the goal of bringing about behavioural change.

The goal of developing and putting HRD methods into practise in a business is to help employees become more productive in today's competitive, fast-changing environment. In order to build a self-disciplined workforce and responsive organisation, HRD tactics help to win over employees' dedication, motivation, and devotion.

OBJECTIVES OF THE STUDY

The objectives of the study are:-

- To get the organisation ready for new environmental requirements.
- To adopt such a plan so that the employee's performance can be changed.
- To assure a high-quality, observable product.
- To affect the employee's abilities, knowledge, and attitude in the desirable ways.
- To get the organisation ready to handle big responsibilities.

TYPE OF RESEARCH USED IN THE PROJECT

The project work uses exploratory and descriptive research methods. Descriptive research is used to collect data and establish cause-and-effect relationships, whereas exploratory research is used to define the problem and uncover novel ideas.

AREA OF STUDY

The unit selected for the purpose is Minda Industries Ltd., Manesar.

SAMPLING DESIGN

A sample design is a specific plan for acquiring a sample from a sample from a given population. There are several sample designs from which a researcher can choose. Researchers must create or choose a sample design that is dependable and solely fit for their particular research. Interviewing every employee is a completely distinct process.

SAMPLING UNITS:-

Minda Industries Ltd., Manesar.

SAMPLING SIZE:- 50

DATA COLLECTION TOOLS

As we know data is of two types

1. Primary data^[1]_[SEP]
2. Secondary data

For primary data, the researcher must re-collect primary data from the particular study he is conducting.

There are three ways to obtain primary data.

- A. Observation;
- B. Survey
- c. Interview

Secondary data are those that have already been collected for another reason and are included in the company's internal files, manuals, products, or publications.

Both primary and secondary data types are employed in this investigation.

A personal interview with a well-structured set of questions is used to gather primary data.

The company's corporate HR manuals, induction manuals, information provided by the personnel department, and Standard Operating Procedures (SOPs) were major sources of secondary data.

QUESTIONNAIR DESIGN

Multiple choice questions and a few open ended questions were included in the questionnaire design in an appropriate manner.

After each question, the appropriate space was provided in accordance with proper question sequencing. In order to ensure accurate responses, the participant was not required to provide their name on the questionnaire.

ANALYSIS OF DATA

Data was gathered, tabulated, graphically displayed, and then examined in order to reach conclusions.

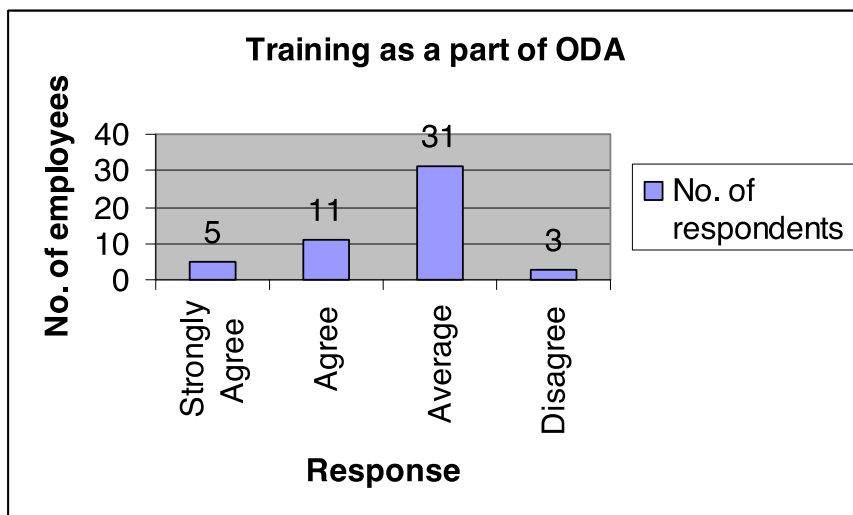
STRATEGY

After assessing the data, potential modifications are offered based on the new environment and the requirements of the employees.

DATA ANALYSIS

❖ TRAINING AS A PART OF Organization Development Activity

Response	Employee
Strongly Agree	5
Agree	11
Average	31
Disagree	3
Total	50

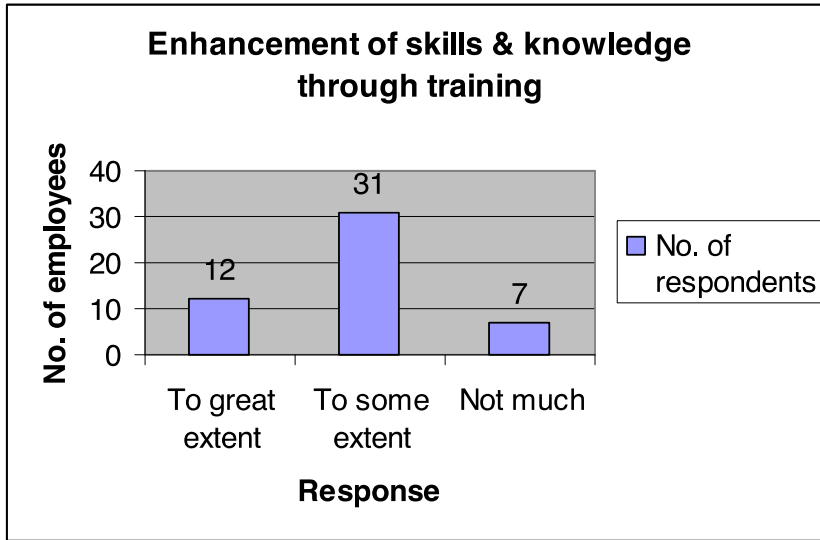


Interpretation:-

Out of 50 respondents more than half of them say that training as a part of org. development strategy in the organization and according to rest respondent HRD activity is not a part of ODA.

ENHANCEMENT OF SKILLS & KNOWLEDGE THROUGH TRAINING

Response	Employee
To great extent	12
To some extent	31
Not much	7
Total	50

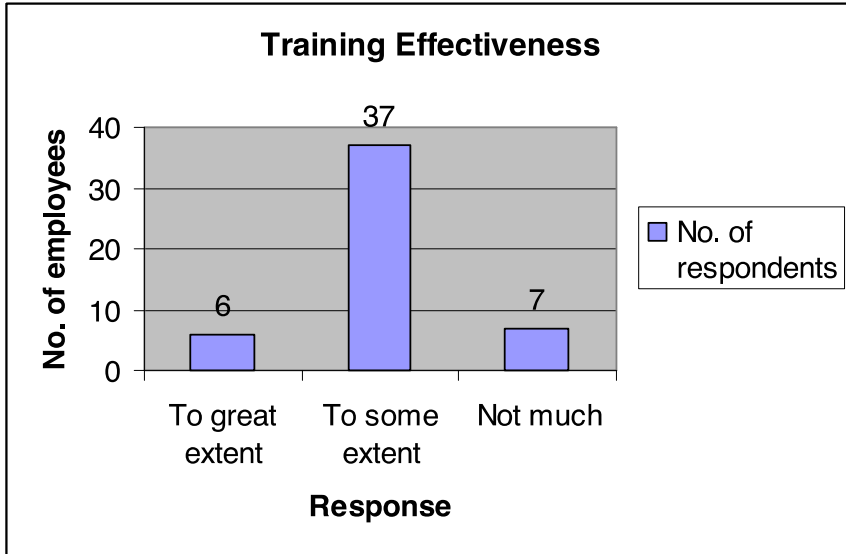


Interpretation:-

Out of 50 respondents maximum of them say that through training skills & knowledge are enhanced up to some extent.

TRAINING EFFECTIVENESS

Response	Employee
To great extent	6
To some extent	37
Not much	7
Total	50

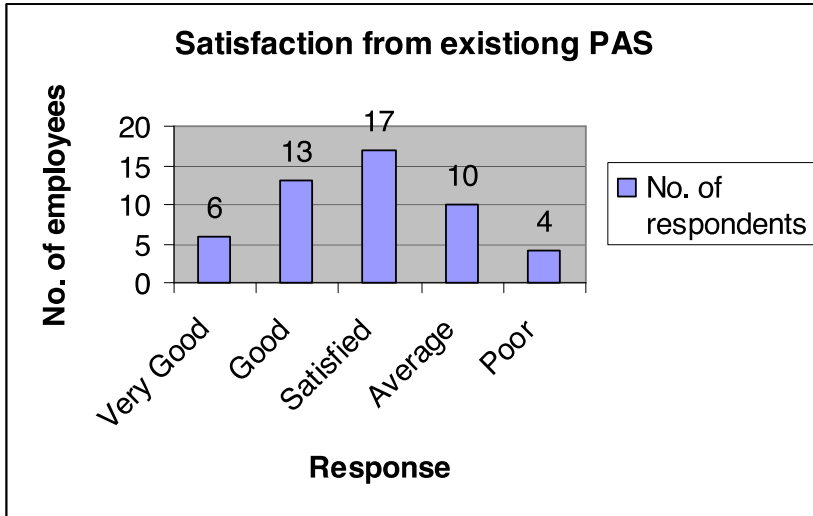


Interpretation:-

Out of 50 respondents maximum of them say that training is effectiveness up to some extent and according to rest respondent training is not so much effectiveness.

SATISFACTION FROM EXISTING PERFORMANCE APPRAISAL SYSTEM

Response	Employee
Very Good	6
Good	13
Satisfactory	17
Average	10
Poor	4
Total	50

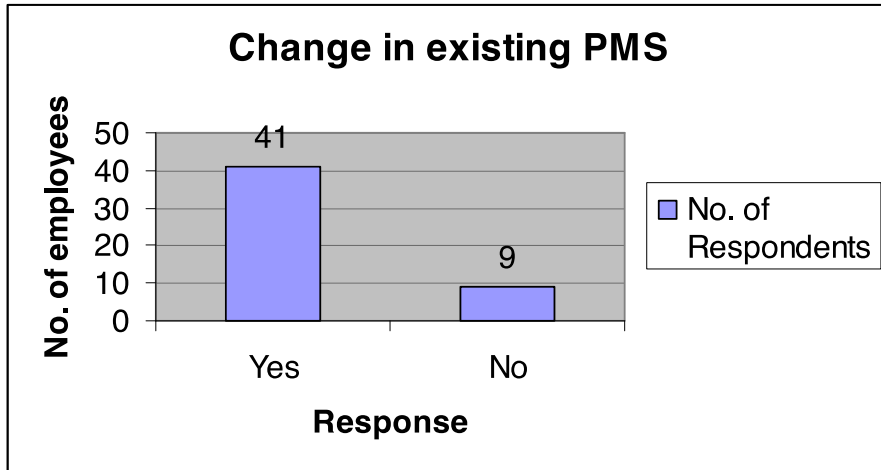


Interpretation:-

Out of 50 respondents, less than half of them are satisfied from the existing PAS. And other respondents are not satisfied with the existing PAS in the organization.

CHANGE IN EXISTING PMS

Response	Employee
Yes	41
No	9
Total	50

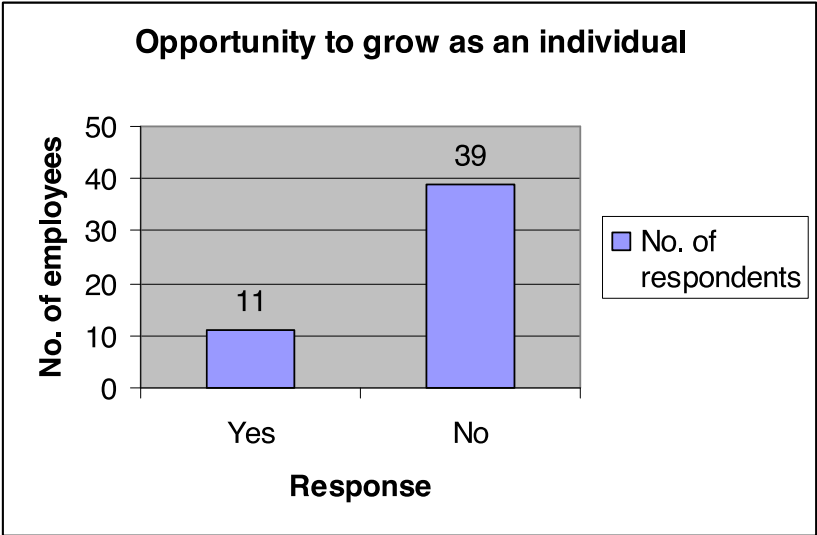


Interpretation:-

Out of 50 responders, the majority of those need the organization's current PMS to be changed. They are unhappy with the organization's current PMS. Only a small percentage of respondents are content with the current PMS, and they do not need to change.

OPPORTUNITY TO GROW AS AN INDIVIDUAL

Response	Employee
Yes	11
No	39
Total	50

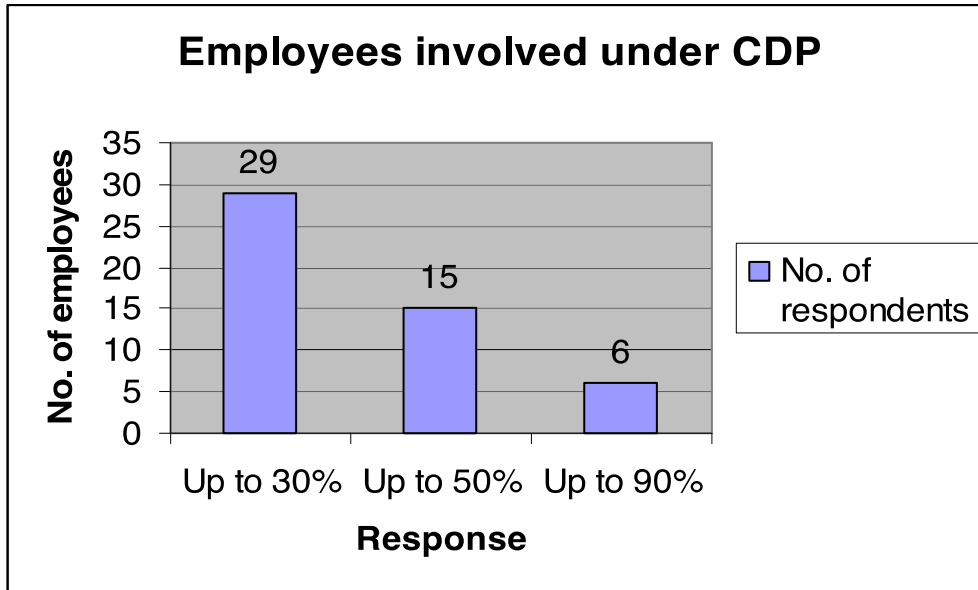


Interpretation:-

Only a few of the 50 respondents indicated that the organisation provides opportunities for personal development. The majority of respondents claim that the organisation does not give employees adequate chances to develop as people.

EMPLOYEES INVOLVED UNDER CDP

Response	Employee
Up to 30%	29
Up to 50%	15
Up to 90%	6
Total	50

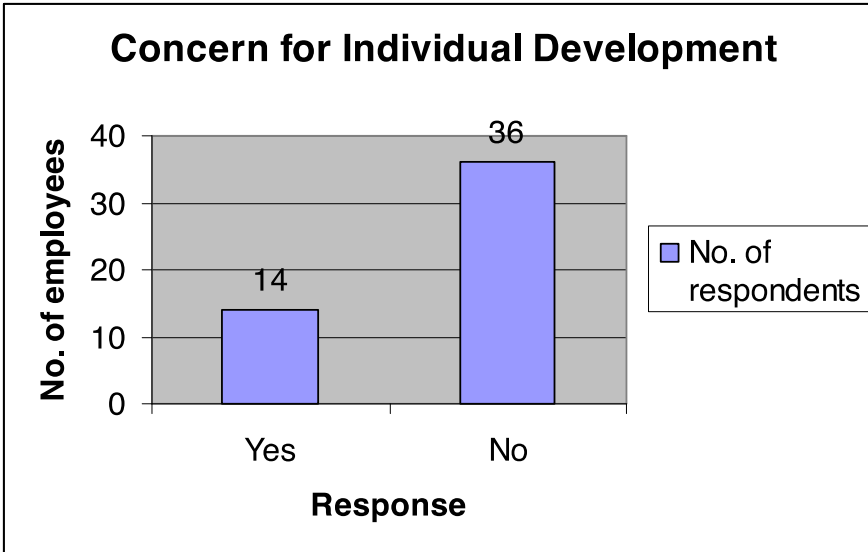


Interpretation:-

Out of 50 respondents, up to 30 % of the employees are covered under career development process in the organization. Some of the respondents are not satisfied with the CDP.

CONCERN FOR INDIVIDUAL DEVELOPMENT

Response	Employee
Yes	14
No	36
Total	50



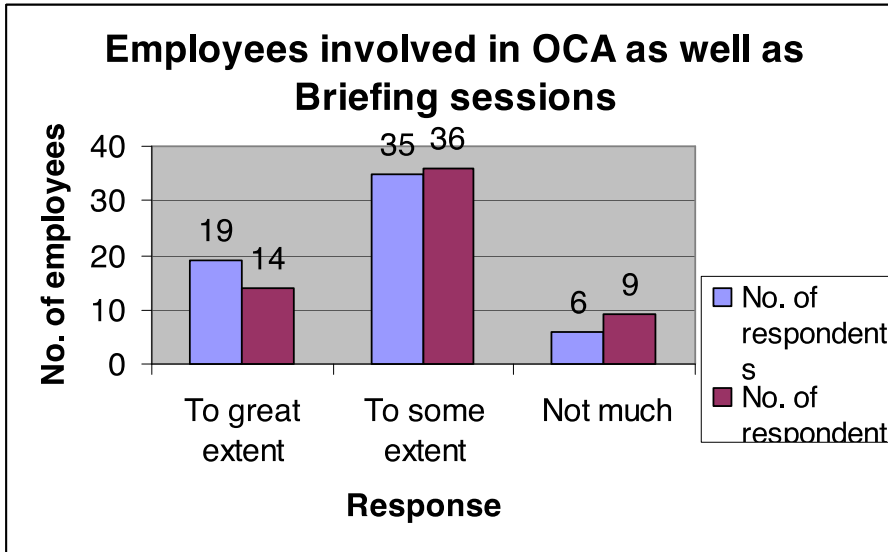
Interpretation:-

Out of 50 respondents, maximum of the employees says that senior management & HR Department do not concerned about the individual growth. Only few of them are agree in concerned about the individual growth by HR department & senior mgt.

EMPLOYEES INVOLVED IN ORGANIZATION CHANGE ACTIVITY AS WELL AS BRIEFING SESSIONS

Involved in org. change activity:-

Response	Employee
To great extent	9
To some extent	35
Not much	6
Total	50

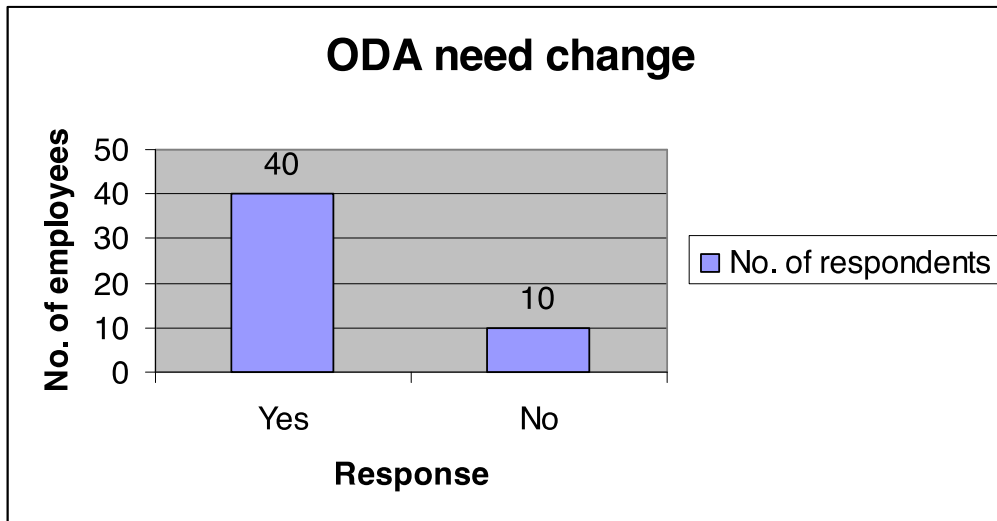


Interpretation:-

All though HRD activities is given adequate importance in the organization. But up to some extent employees response that there are involvement of employees in OCA & briefing sessions.

ORGANIZATION DEVELOPMENT ACTIVITY NEED CHANGE.

Response	Employee
Yes	40
No	10
Total	50



LIMITATIONS OF THE STUDY

- Human error is a factor in the collection of primary data through observation.
- Observation limited to a certain window of time.
- Employees may respond with bias.
- Because of their continued lack of faith in outsiders, respondents occasionally hesitate to supply accurate information.
- The questionnaire might not be complete.
- Many employees who were interviewed provided inadequate input.
- Because they believe it will take too much time, employees frequently refuse to answer the questions.

CONCLUSION

Every organisation must have human resource development activities. Employers can assist staff members in becoming accustomed to the organization's and the market's competitive environments through HRD.

The goal of the current study is to analyse and assess the HRD strategies used by MINDA INDUSTRIES LTD. It may be concluded that the policy has a very narrow range of applicability after carefully studying and surveying the policy and process chosen to develop

organisational strategies and looking at the HRD activities carried out at Minda. These policies require improvement, revision, and expansion to include all corporate employees, regardless of rank.

The appropriate implementation of a comprehensive HRD activity is highly important. It needs regular monthly feedback and evaluation in order to be improved upon and well-planned.

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