

# A STUDY ON ROLE OF HRM IN TEXTILE INDUSTRY

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## INTRODUCTION

Indian textile industry is the second largest industry in the world next to China. It generates job opportunities for more than 35 million people and contributes 3% to 4% GDP, after agricultural sector. Tamil Nadu is the third largest GDP contributor of Indian economy and it occupies the second position in total employment in India with 9.97% share (Jessica, K.N., 2013). Bosall and Purcell (2003) define human resource management (HRM) as "a phenomenon that includes anything and everything associated with the management of employment relationships in the firm". Armstrong (2010) defined HRM as a strategic, integrated and coherent approach to the employment, development and well-being of working conditions of organizations. Human resource management is comprised of functions like people resourcing, managing performance, managing reward, human resource development and employment relations. In this paper the relationship between effectiveness of HR practices and job satisfaction is explored in the context of Tamil Nadu's textile industry. Job satisfaction is the key ingredient to achieve recognition, compensation, promotion (Kaliski, 2007). Variables of job satisfaction have roles to interplay with various HR practices which are followed in Tamil Nadu's textile industry.

## ROLE OF HRM

The role of human resource management in organization is at counter stage. Managers are aware that HRM is a function that must play a vital role in the success of organization. It is an active participant in charting the strategic course an organization must take place to remain competitive, productive and efficient. Its focal point is people, people are the life blood of the organization. The uniqueness of HRM lies in its emphases on the people in work setting and its concerns for the well living and comfort of the human resources in an organization. The HRM function is much more integrated and strategically involved. HRM and every other functions must work together to achieve the level of organization. Effectiveness required competing locally and internationally.

## HRM IN TEXTILE INDUSTRY

Textile is industry oriented field where lots of processes are there to carried out raw material/fibers to finished garment. In this we have required technical skilful and motivated peoples. For textile, a little bit differences in the scope, approach in HR concept, because here peoples think differently, expect differently. In textile, environment is different as compare to other origination or industry, here more interaction to be carryout around 80% manager spend time in handling of human resources . A very common problem always exist in every textile oriented that is conflict ( grievance) in intra department or in worker and management, so this HR(HRM) play as a tool to resoles this problem efficiently .HRM increase the communication ,coordination and involvement so that chances of misunderstanding will be minimum. Even in organizations with educated and experienced staff, due to the lack of cooperation on part of the management, the department cannot carry out its functions.

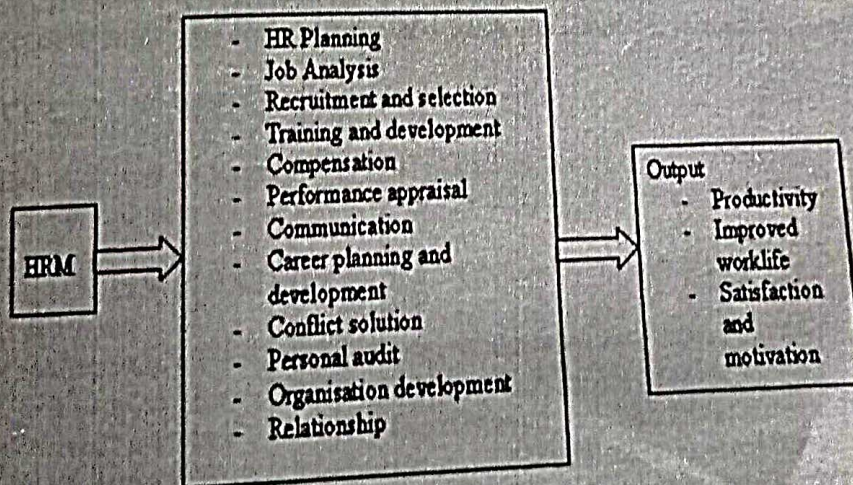
The basic concept of HRM is to attract and retain the right person at right place in right time with right remuneration. In textile HRM should appoint the skillful employ at the right appropriate ,correct place where hr express his capabilities ,because if we place sensitive people at spinning production then he will face so many problems. For textile, it is compulsory to that the company treat the employee as an asset of the company. A simple human transform as a asset by selection of right person for right place & trained him and provide adequate career development opportunity. In textile a major issues is the wages and salary with time (promotional), so HR took care about that and make structure in such way that it satisfies both ie worker(employees) and management .HR play just like a bridge between management and employees, some body termed this jobs as a thanks les job.

### AIMS AND OBJECTIVES

1. To determine the association between HR practices
2. To identify the impact of HR policies and practices among textile industry employees in Tamil Nadu,
3. To suggest measures to improve HR practices within case organizations.

### CONDITION OF HRM IN THE TEXTILE INDUSTRY

It is common phenomena at every industry is Man, material, machine, method, management, money and market. The role of HRM (earlier known as personnel management, labour & welfare officer etc) is for every aspect and for each area, it needs proper training, work culture to develop, systems to introduce i.e. system that should work not any individual. The picture below shows the all about HRM and its role.



### METHODOLOGY OF RESEARCH

- Research Design
- The research study was conducted to determine the impact of HRM practices on employee's performance.
- Data Collection Instruments and Sampling Techniques
- Questionnaire designed on a 5-point Likert scales range from strongly disagree to strongly agree, was used to collect data from the employees working in different departments of textile sector. Questionnaire was divided in two parts:

- First part was comprised of data regarding HRM practices and employee's performance
- Second part with demographic information of respondents. For this research study, Random sampling technique was used for the collection of data. Questionnaire was distributed among 50 targeted respondents to get the data required for conducting the analysis.
- Data Analysis

A Pearson correlation and regression was conducted to determine the association between HRM practices and employee's performance.

### CONCLUSION

The research paper explored the concept of HR practices in the context of textile industry in Tamilnadu, India and how HR practices influence Job Satisfaction. The literature review explained various HR practices like recruitment, training and development, performance appraisal, compensation, safety. In this paper, four HR practices have been tested to identify job satisfaction. HR practices like Recruitment, Training and Development, Compensation and Performance Appraisal are considered as independent variables and Job satisfaction is considered as dependent variable. For first two variables, recruitment and training have been found to have strong correlation to job satisfaction among employees in textile industry. However, compensation and performance appraisal reflected weak correlation with job satisfaction among employees. It is recommended that employees should be paid adequately; their pay package must be competitive and payment must be linked to their performance. Organization also needs to work on training and development practices in order to retain their employees and enhance their skills. Lastly, performance appraisal should be fair, it should be evaluated at regular intervals, and performance goals should be set at realistic level.

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