

# Impact of HRM on Productivity

SHIVANI NITIN SALODKAR<sup>1</sup>, SAMIKSHA ANIL BAHAD<sup>2</sup>, SAGAR PRAKASH SONKUSARE<sup>3</sup>,  
CHETAN SURESH GUMGAONKAR<sup>4</sup>, SONAM KHOBRAKAR<sup>5</sup>

<sup>1, 2, 3</sup> Prerna college of commerce, Nandanvan Square, Nagpur

<sup>4</sup> Dhanwate National College, Nagpur

<sup>5</sup> Department of management studies, KDK college of Engineering, Nagpur

**Abstract-** *The impact of human resource management (HRM) practices on organizational performance. A total of 169 employees from Debre Brehan University comprising of both academicians and support staff responded to the survey. Relationship between Human Resource Management (HRM) and productivity. HRM includes incentive pay (individual and group) as well as many non-pay aspects of the employment relationship such as matching (hiring and firing) and work organization (e.g. teams, autonomy). We place HRM more generally within the literature on management practices and productivity. We start with some facts on levels and trends of both HRM and productivity and the main economic theories of HRM. We look at some of the determinants of HRM – risk, competition, ownership and regulation. The largest section analyses the impact of HRM on productivity emphasizing issues of methodology, data and results (from micro-econometric studies). We conclude briefly with suggestions of avenues for future frontier work.*

**Indexed Terms-** *Risk, Sales, factory, employment relationship, selection strategies*

## I. INTRODUCTION

Productivity is defined as the amount of output obtained per unit input employed in the form of labour, capital, equipment and more. There are varied ways of measuring productivity as per the industry under consideration. For example, in a factory the productivity can be measured by taking into consideration the number of hours needed for production of a unit, whereas in services the productivity of an employee is the revenue generated by him/her with respect to the salary he draws from the organisation. Productivity is built on the pillars of

teamwork and zeal for achieving the shared vision of the organisation and its employees. High productivity can only be ensured if there is a willingness to keep learning and upgrading one's skills at all levels. Also, every individual's role is valued and they are given a sufficient opportunity to express their ideas for the betterment of the organisation. The relationship between Human Resource Management (HRM) and productivity. HRM includes incentive pay (individual and group) as well as many non-pay aspects of the employment relationship such as matching (hiring and firing) and work organization (e.g. teams, autonomy). We place HRM more generally within the literature on management practices and productivity. We start with some facts on levels and trends of both HRM and productivity and the main economic theories of HRM. We look at some of the ...Despite the consistency with which the theoretical and normative connections between human resource management practices and firm-level performance outcomes are made, Positive and significant effects on labor productivity are found for organizations that utilize more sophisticated human resource planning, recruitment, and selection strategies. These effects are particularly pronounced in the case of capital-intensive organizations. Relationship between Human Resource Management (HRM) and productivity. HRM includes incentive pay (individual and group) as well as many non-pay aspects of the employment relationship such as matching (hiring and firing) and work organization (e.g. teams, autonomy). We place HRM more generally within the literature on management practices and productivity. We start with some facts on levels and trends of both HRM and productivity and the main economic theories of HRM. We look at some of the determinants of HRM—risk, competition, ownership and regulation. The largest section analyzes the impact of HRM on productivity emphasizing issues of methodology, data and results (from micro-econometric studies). We conclude briefly with

suggestions of avenues for future frontier work. Employee productivity, along with recruitment, has been one of the top concerns of HR managers and practitioners since the birth of the workforce. With all of the strategies implemented today, which ones improve productivity in the workplace. HR Technologist All HR managers will encounter various problems in a workplace. As an HR professional, of course, you must be aware of them and learn to solve each one. After all, your aim is to make sure that your employees are comfortable and happy in the office so that everyone can produce good quality work, which can help your business grow. One thing you can consider focusing on is productivity in a workplace. You can monitor an employees' productivity by looking at how long they take to complete a task, as well as the amount of effort spent on it.

HR managers should also measure productivity by managing objectives, benchmarks and targets, sales productivity, and more. Once you've made sure that your employees are doing their job well, you will see great changes within your company and even find that the sales of your business will increase. HR managers should also measure productivity by managing objectives, benchmarks and targets, sales productivity, and more. ... Some of the ways to improve productivity include working on the values within your company such as credibility, integrity, efficiency, and leadership. Productivity is as the amount of output obtained per unit input employed in the form of labour, capital, equipment and more. There are varied ways of measuring productivity as per the industry under consideration.

## II. QUALITIES OF THE EMPLOYEES WHICH IS SEEN BY HR MANAGER

1. Risk Taker
2. Hard worker
3. Positive Competitiveness
4. Creative
5. Loyal Towards job

## III. THE IMPACT OF HRM ON PRODUCTIVITY

Practices and policies on employee productivity is a significant subject in the arena of human resource

management, industrial relations and organizational psychology. The bulk of its work includes the rationale of utilization of High Performance Work Practices, boost up compensation and deliverance in the field of management systems and broader employee participation and training, can better the knowledge, enhance their urge/motivation, decrease avoiding work and improve retaining of quality employees while boosting up idler to quit the organization. I both this largely hypothetical literature and the rising traditional acumen among human resource professionals there is a emergent agreement that organizational human resource tactic may, if adequately arrange in a particular way, present a vivid/direct and inexpensively noteworthy contribution to firm capability. The assumption is that more effective systems of HRM practices, which at the same time use the potential for complementarities or synergies among such practices and help to implement a firm's competitive strategy, are sources of sustained competitive advantage. Unluckily, very little pragmatic evidence assists such a notion. What empirical work does exist has largely focused on individual HRM practices to the exclusion of overall HRM systems. The present study is an attempt to test the relationship between HR practices and employee productivity or performance in Nestle' Pakistan Limited, in this situation it is important to find out the determinants which can enhance the employees' productivity in an organization. The objective of this research is to facilitate the decision makers in an organization to follow the HRM practices which can improve the productivity of employees. The present study could be helpful to human resource managers of public and private sector organizations in Pakistan for formulation and development of HRM practices that will ensure high level of employees' productivity resulting in increased achievement of an organization.

## IV. IMPACT ON PRODUCTIVITY

1. Low skilled employees Low productivity
2. Maintenance of plant increases.
3. Production days increases
4. Wastage of inventory
5. Wastage of remuneration

## V. FINDINGS

Malaysia. Internal Journal of Business and Management invention 2(1), 44-51.

1. Paper selection process
2. Remuneration according skill. Knowledge, experience
3. Compensation
4. Friendly environment of workplace
5. One day holiday in weak
6. Facilities a) Canteen
  - b) Purified Water
  - c) medical Facilities
  - d) Rest Room
7. Job security

## CONCLUSION

The function of Human Resource Management plays a crucial role in assuring employee satisfaction, enhanced business productivity and performance. As a result, this can provide the organization with a clear competitive edge and openly contribute to the organizational success in general. Proper selection of an employee is priority basis function of HRM to increase the Productivity of the firm. The study revealed a significant relationship between Human Resource Management (HRM) practices and employee's performance. The study revealed that employee's performance can be increased by giving employees an opportunity to make effective decisions.

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