This study particularly deals with "An Evaluatory Study of HR Tools and Practices in Industries". HR function plays a very vital role in development of the organization and Industry. HR is also responsible for the business decisions and working as a business partner in the industries.

The HR Tools and practices are very critical in the organization for the overall climate or developing perception level among the employees in the Industry / organization. Various tools are used and practiced by different industries depending upon the organizational culture, focus of the organization towards the development of the employees and thereby the ultimate development / growth of the company. It is not possible that all the tools are used by all the industries like various labour and factory acts applicable to the industries. The uses of the specific tools are entirely as per the requirement and feasibility of the industry. There are various HR tools used by different companies and its implementation also differs from company to company. The basic concept of the same would be same but the method of implementation would be different as per the need of the organization. The same is not identical for two or more industries like the clauses and acts of the laws applicable to the industries.

Thus considering the need for and importance in the industries of the HR tools and practices in light of 21st century's requirement, it has prompted the researcher to select this topic for research and further investigate and to find a user-friendly HR tool which can assess the perception of the employees in the working organization for easy corrective actions by the HR Managers.
In order to exploit the full potential of the Human resources of the organization, every company should adopt good HR practices and tools to keep the employees motivated in the organization. It is also essential to carry out a periodic perception or climate survey in the organization, which can help the top management and the HR Managers to take corrective actions on the concerned issues of the employees.

The analysis and interpretation of any two industries on the HR Practices and tools used in the organization will help in decision making on the same by the HR Managers, who are interested in understanding the same. The analysis and interpretation would also be useful to researchers who are interested in the studying the HR tools and practices in the industries.

While analyzing the HR Tools and practices in two industries i.e. Garware Polyester Limited, Aurangabad and Cosmo Films Limited, Aurangabad, the researcher has tried to find out a Climate / Perception survey method which would be easy to use at the local level by the HR Managers and would address the common and base level problems of normal industry.

It is also an essential requirement for the companies to develop and retain future industry leadership capabilities for identifying the unarticulated needs of their employees and use the HR tools which employees appreciate and make difference to them. By using good HR Tools and practices one can create an organization, where every one would like to join and work with.

To meet the challenge of the 21st century and to strengthen the industrial organization, we need highly skilled and value-oriented right employees in the organization. Today it is not very difficult to attract and recruit the employees at any level. But to retain the good employees is the most difficult task for the HR Managers as the
employees like proper climate not only to work, but also to enjoy the work.

In order to exploit the full potential of the employees, companies need to create a learning culture in the organization. Every company should adopt good HR policy for the development of the employees, which will help employees to contribute better towards the organization.

While analyzing the emerging trends in HR Systems in industries, the researcher has developed his own Organizational Climate / Organizational Perception Survey method and tried the same in the said industries to interpret and draw conclusions on the basis of snapshots. For this purpose, company profiles, Books on the Organizational Climate surveys, Internet, website and other information have been studied. The general tendency of an industry is to have peace on the employee front without investing much on the employee development. The Human Resources is the most costly resource among all the other resources of the industry but at the same time it is also most neglected one in any industry. There are very few industries which can be counted on the finger tips like L&T, TATA, Birla, Godrej, IT companies, etc where the Human Resources are valued a lot and continuous efforts are made on the employee development by continuous in-house training and development or nominating performers for the external training programmes conducted by the reputed institutes and also by using the latest HR tools and practices.

The information collected from different surveys carried out in the industries show rise and fall in the perception level of the employees for the organization on the different 14 attributes selected by the researcher, which are considered as the most required attributes by any individual working in any kind of organization. Similarly, it is also seen that when the survey findings are critically analyzed and interpreted based on the present organizational context and a proper
action plan is prepared and implemented to improve the same, the overall improvement in the perception level of the employees is possible. There are some attributes like salary and wage, where any action will not much improve the perception level of the employees because it is an end less process of correction.

To understand the actual position, the present study is designed to find out a new Climate / perception survey method which will give the differences in the perception level by using the pointed questions addressing the specific attributes.

Nevertheless, there is a need to study the changes, which have taken places from time to time in HR activities in the organization and the reasons for the positive or negative perception. There is also a need to study the measures undertaken to overcome the negative perception level of the employees.

The study is presented in five chapters, as mentioned below:

1. Chapter One deals with introduction of HR Tools in the industries.
2. Chapter Two provides information on research methodology, objectives of the study, limitations, hypothesis, chapter scheme and the summary of books referred for the study.
3. Chapter Three contains the profile of the companies under the study.
4. Chapter Four is devoted for analyses and interpretation of data on the Climate surveys carried out in the industries under study.
5. Chapter Five is the Evaluation, conclusion and suggestion/recommendations to these industries.

The present study covers a total period of 4 years i.e. 2003 to 2006. This period and the number of the surveys carried out are enough to
assess the impact of the climate / perception of the employees on the growth of the organization.

Human beings never stagnate. They either grow or decay. Growth is contributed by the sacrifices, dedication, help rendered by the society and the environment in which a person live and the inspiration that he draws from the learned people who are part of such environment. I take this opportunity to express my deep sense of gratitude to the people who have helped in my academic ladder.

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