The following things should in particular be kept in mind according to the findings of our literature survey.

1. Due consideration should be given to link the HR practices with the long term objectives and the strategies of the organization.

2. The HR practices should be evaluated from time to time by conducting a survey among the employees and the provisions should be made to incorporate changes from time to time.

3. The traditions of the organization and the past practices should be kept in mind while designing and implementing HR practices.

4. The top management should provide fullest possible support (financial as well as moral) to the HR department in designing and implementing the HR practices.

5. The HR managers should keep themselves up to date with state of art HR practices.

6. The HR practices differ from one country to another and from one organization to another, so due consideration should be given to the organization and the country’s specific environment.
7. The line managers should be involved in the process of the design of the HR practices because line managers are the people who deal with the employees in their department and they can provide valuable insights.

8. There is a need to critically examine the actions of the competitors because it directly or indirectly affects the organization.

9. The power centre and the politics that is prevailing in the organization should be properly studied.

10. If trade unions exist in the organization, then the proper opportunity of representation should be given to them.

11. Organizations should offer extensive training and development programs for the employees.

12. Organizations should go for thorough HR planning.

13. Organizations should carefully conduct recruitment and selection process.

14. Organizations should introduce proper performance appraisal systems.

15. Organizations should offer at least reasonable compensation to the employees.

16. Organizations should maintain healthy industrial relations based on mutual trust and confidence of the employers and employees.

17. Organizations should develop good working condition. This facilitates employees to do their work effectively.
18. Organizations should induce employees to perform well. This can be achieved by providing reward, motivations, and other benefits etc.

19. Employees should be trained to adopt new technology and or develop their career.

20. Organizations should provide unbiased promotion. That is promotion should be provided based on the qualification of employees and or experience.

21. Organizations should implement equal employment opportunities. That is employees should not discriminate against female, and minority or old worker.

22. Organization should design working procedure including hours work, over time payment and hour’s payment.

23. Proper working environment should be designed. In that the organization should provide adequate facilities employees to do their works such as appropriate equipment, work breaks, and work sharing.

25. Organization should design good grievance procedure, disciplinary procedure and separation procedure etc.
SUGGESTIONS AND RECOMMENDATIONS

1. The reward and recognition policy needs to be looked for some improvement as almost 70% of the associates feel the same.

2. The transport services looked into as 90% of the associates feel that it needs some improvement.

3. Only 77% of the respondents are satisfied with the medical services and that efforts needs to be made to find out the factors causing dissatisfaction.

4. The organization needs to bring some innovations in ‘Know Your Policy’ as some associates are not fully aware of the policies followed. For example 18% of the respondents denied that the organization provides financial assistance during happy and sad occasion.

5. It is known that the company conducts sports & cultural activities on quarterly basis. But 20% of the respondents denied the fact. It raises the question why they are not aware of it? This calls for retrospection.