ABSTRACT

Non-Government Organization has played an important role throughout the world. This sector has emerged as one of the highest budding sector in India. This sector influences people to work in NGO as well as serve the society. Human Resource Practices are the basic need of public, private and government sector and the way non-government organization came into existence, the same needs of HR practices has been felt in this sector. Today Non-Government Organisations (NGOs) have become complex and colossal in terms of their operations and employee strength. As the endeavour of NGOs prevailing is a social development rather than profit generation, they confront distinct challenges in the area of Human Resource Management. The reasons for high turnover in non-profit organizations are lower pay, frustration with the lack of resources, lack of job satisfaction, lack of extrinsic motivations, absence of leadership skills, lack of training and development programs, unhealthy employee and employer relationship. Therefore NGOs as an employer has to implement strategies relating to employee training, motivation, compensation to get good performance and consequently to reduce employee turnover problem. Therefore, effective human resource management is significant to achieve predetermined objectives of NGOs. Therefore NGOs are accountable to implement effective strategies relating to human resource management.

The researcher has intended to study the level of HR practice in NGO among the Self-help groups of Village Development Centre at Manachanallur Taluk in Tiruchirappalli District of Tamilnadu. The main aim of this study are to understand the HR functions in NGO. The present study has been undertaken to know the process of human resource planning, job analysis and examine the methods of human resource recruitment, selection, assessment of training needs and its utility, impact of motivational schemes SHG members of NGO in Tiruchirappalli District of Tamilnadu. The present study is descriptive in nature and hence descriptive design has been established. The universe of the present study includes all the self-help group members of Village Development Centre (NGO) in Manachanallur Taluk, Tiruchirappalli District
of Tamilnadu. Under this NGO there are 120 SHGs which have 1750 SHGs members. From this sampling frame, the researcher selected 68 SHGs based on its functions and effectiveness. The sample taken for analysis consisted of 340 SHG workers. 5 workers were selected from each SHG through stratified proportionate random sampling method.

The researcher observed from the research that the SHG members acquired various skills after joining in the self-help group. A majority (41.9 percent) of the respondents have a higher level of self-confidence, social outlook (51.8 percent), mutual help and co-operation (54.1 percent), attitudinal change (48.9 percent) and communication skills (24.8 percent). 37.4 percent of the respondents are highly satisfied on HR practices in NGO, 43.8 percent are satisfied and 18.8 percent are dissatisfied on HR practices in NGO. The researcher has also identified that 18.7 percent of the respondents are highly satisfied on general management in NGO, 27.5 percent of the respondents are satisfied and a majority (44.5 percent) is dissatisfied. There is a significant association between the perception on HR practices in NGO of the respondents and various dimensions of the HR practices in NGO such as Organization’s HR policy, Career Promises, Orientation / Socialization, and Training, Learning and Development. ‘ANOVA’ Test depicts that there is a significant variance among the years of membership in SHGs of the respondents and overall level of perception towards HR practices in NGO. Multiple Stepwise Regression Analysis explains that the socio-demographic variables such as Years of membership in SHGs, Educational qualification, HR practices in NGO, Working environment, General management and HR functions have significantly influenced the level of SHG members’ perception towards overall level of HR practices in NGO.

The researcher suggests the measures that NGOs should think strategically with long term goals in relation to training and development and building organizational human capital capacity to minimize the cost of personnel and be flexible in working with different donor requirements and global changes. It will be an advantage to the NGOs if the performance
appraisal is used as an effective practice for career development and the organization can have skills inventory available to identify their skills and weaknesses. The researcher also suggests that NGOs should take into consideration the employees inspiration, goals and motives, because it might lose talented people whose aspiration are not fulfilled within the organizations. The training programs should be evaluated in relation to their benefit to both the employee career development and the organizational needs.