A Study on Human Resource Management in Grasim Cement Industry in Ariyalur District

ABSTRACT

Human resource is a term with which many organizations describe the combination of traditionally administrative personnel functions with performance, Employee Relations and resource planning. Human resources may be defined as the total knowledge, skills, creative abilities, talents and aptitudes of an organization's workforce, as well as the values, attitudes, approaches and beliefs of the individuals involved in the affairs of the organization. Human Resource Management has come to be recognized as an inherent part of management, which is concerned with the human resources of an organization. Its objective is the maintenance of better human relations in the organization by the development, application and evaluation of policies, procedures and programmes relating to human resources to optimize their contribution towards the realization of organizational objectives.

Statement of the Problem

The cement industry is quite unique in many aspects, so it cannot be compared with any other. Because the nature of the work, the working condition, the environment in which the employees exposed are entirely different. The employees are easily prone to accidents and health hazards. Due to the heavy of dust inhalation in the manufacturing process the employees are victims of pulmonology disease. So the employees has to safe guarded by providing welfare, safety, training and performance appraisal measures to improve their efficiency and productivity. So an attempt is made in this study to what extent human resource management is contributing for the satisfaction of the employees in the cement industry.
Objectives

Based on the problems in the industry the following objectives were framed To study the impact of personal profiles towards the human resource management practices in Grasim cement industry, To analyze the existing human resource management practices in the industry, To ascertain the relationship between the dimensions of human resource management in Grasim industries, To identify the best predictors of HRM practice in the Industry, To create a model for Human resource practices in Grasim cement industry.

Research Methodology

For analysis the employees working in Grasim cement industry were considered as population and the sample size confined at 150 respondents using Simple Random Sampling Technique. The employees were classified by their designation as Top level, Middle level and Floor level. For analysis the researcher has adopted both Primary data and Secondary data. The collected were analyzed using relevant statistical tools like, Chi-Square, Factor Analysis, Correlation, Regression, ANOVA and Path Analysis.

The simple message embedded is that people need to be kept satisfied in order to perform well in a workplace. Managers should try to treat all workers correctly and never make the mistake of playing workers against each other; while, at the same time, they should also be aware that the ways in which workers get motivated vary richly. Thus, concluding that the overall human resource practices in Grasim Industries - Ariyalur is satisfactory, which is an appreciable factor in private sector.