CHAPTER 8

CONCLUSION

8.1 CONCLUSION

The main objective behind the present research was to examine the nature of relationship among human resource development activities, individual’s organizational commitment and organizational performance in auto industry of Tamilnadu. The study has outlined,

- The methodology that can be adapted to design, develop and validate any research questionnaire. Specifically the study had provided the following inferences with evidences.

- Organizations need to be more conscious in updating their existing human resource development practices to meet the expectations of those individuals in the mid of the career in the organization for eliciting favorable perception towards the practices and increase the commitment.

- Modern HRD practices like role analysis, potential appraisal and career development activities were highly responsible for increasing the commitment.

- HRD make a definite impact on the organizational performance and individual’s commitment towards the organization as a system of activities.
HRD practices reduce the employee turnover and increases the employee productivity.

Finally, had proposed models relating HRD, organizational commitment and organizational performance in the specific context.

8.2 MANAGERIAL IMPLICATIONS

Practitioners can adopt the methodology followed in the present research for designing and validating the questionnaire. They can focus upon role analysis, potential appraisal and succession planning and career planning and development activities for increasing the commitment level. Complex relationships among the organizational variables can be explained and proved with the structural model building technique. HR practitioners should adopt all the human resource development practices as a system in order to increase their employee productivity and reduce the employee turnover.

8.3 FUTURE SCOPE

Future research is recommended to follow up this research with the same respondents as a longitudinal study to assess how these complex relationships exist in that context. Similarly, other complex relationships among the organizational variables can be determined using the same methodology adopted in the present research. Further research is recommended to expand the industry scope of HRDEQ in other industries including service industry.