CHAPTER 4

OBJECTIVES

Based on the literature discussed in the earlier chapters, the importance of human resource development activities in the organizations and the individual’s commitment towards their respective organizations was made apparent. However, the evidences linking human resource development systems, organizational commitment and organizational performance is limited in Indian context with specific reference to the auto industry. So the present research was conducted to satisfy the following main objectives;

4.1 MAIN OBJECTIVE

To study the nature of human resource development activities and its relationship with the individual’s organizational commitment and performance of the organization in auto industry of Tamilnadu during July 2006 to June 2007.

4.2 SUB-OBJECTIVES

About nine sub-objectives were derived to support the main objectives of the present research. They are;

1. To explore the nature of human resource development practices in the auto industry of Tamilnadu.
2. To identify the level of individual’s commitment towards their organization with respect to auto industry of Tamilnadu.

3. To measure the impact of human resource development practices on the commitment of the individuals towards their organization.

4. To prove that the human resource development practices would bring about all the three components of organizational commitment among the individuals.

5. To measure the impact of human resource development practices on the organizational performance measures.

6. To prove that the presence of individual’s commitment towards the organization would make a positive impact on the organizational performance measures.

7. To validate the ‘HRD-Commitment-Performance Model’ in the specific context.

8. To validate the ‘HRD Practices and Three Component of Organizational Commitment Model’ in the specific context.

9. To prove that HRD affects Organizational Commitment and Organizational Performance as a system.