

Comparative study of Human Resource Management Practice among the organized and unorganized sectors

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Abstract

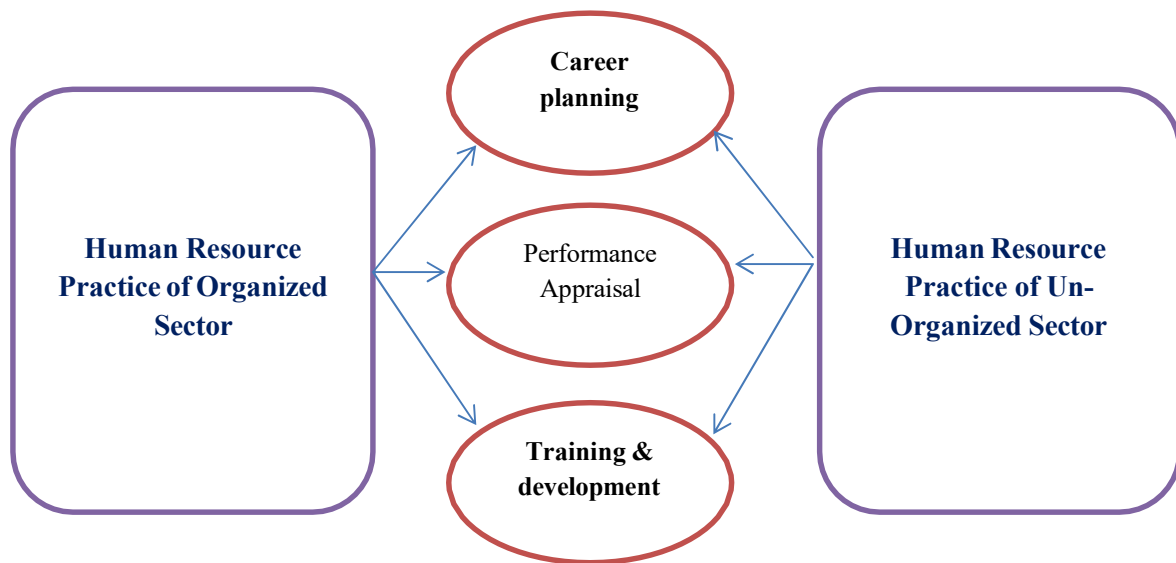
The purpose of the present study is to explore the comparative analysis between organized and unorganized sector with respect to carrier planning, performance appraisal and training&development. The study was based on primary data which has been collected by using survey analysis. The sample for the present study has been collected from the 136 employees of selected organized and unorganized sector s employees. The findings of the study indicate that HR practices of organized sector have not been found significant with respect to carrierplanningperformance appraisal and training & development.

Keyword:human resource practices, carrier planning, performance appraisal and training and development.

Introduction

Human resource management practices played a most vital role in the organization, However, this is related with organizational productivity as well as job satisfaction,In the present scenario each and every organizations frequently conducting human resource audit in order to examine the effectiveness and status of present human resource practices and procedure. There are various HR practices which may directly influence entire human resource system such as training & devolvment, performance appraisal, career planning & growth, work life balance, recruitment & selection, compensation Management etc. in order to explore the comparative analysis between organized and unorganized sectors three Human resource practices has been Taken as problem in which sample has been collection. The purpose of the present research is to explore comparative analysis of human resource practices between organized and unorganized sectors with respect to career planning, performance appraisal and training & development.

Research Framework



Review of Literature

SukhadeveVersha et.al.,(2023), Conducted a research study on the effectiveness of human resource accounting and auditing and its impact on employees in higher education. The purpose of this research study is to examine human resource accounting and auditing practices in order to identify challenges and issues faced by the employee. The study was based on primary data which has been collected among the employees of different higher education institutions. Findings of the study based on HR policy which is related to accounting and auditing. Furthermore it has been explore by the author that policy has positive impact on employees on higher education. In the conclusive remark it has been point out by the author that audit helps to control various decisions regarding to monitor existing policy.

Ingrid Konomi et.al. (2023), conducted a research study on human resource audit in Albania. The purpose of this research is to measure the effectiveness of human resource audit and organisational efficiency. The study explore that human resource audit is one of the most important process of the each and every organization. Furthermore it has been explore by the study that human resource audit is related with profit maximization of the company.

Lydia Sylvia Danku (2016)., Conducted a research study to explore the role of human resource audit in the organization. The purpose of the research study is to explore the role of audit to examine human resources practices in the organization. The study was based on primary data which has been obtained by using structure interview and questionnaire. The

findings of the study explore that majority of respondent agrees that the organization is developed a well-defined strategy to utilize modern HR practices to help the organization to achieve the target. Furthermore study concludes that an effective HR audit helps organization to examine and improve entire HR activities of the organization.

Devera .S. Shinivashet. at.(2022)., has been conducted a research study on impact on human resource audit in Indian SMES. The study was based on primary data which has been collected by the observation and survey method. Sample for the study was taken from the 100 peoples. The findings of the study not only explore the impact of HR audit on Indian SMES but also found the elements for the success of the organization. Furthermore in the conclusive remark it has been point out by the author that human resource audit in SMES is helps to examine strength of HR practices.

Objectives

Objectives of the study are as under:

1. To explore the relationship between HR practices of organized and unorganized sector towards career planning.
2. To explore the relationship between HR practices of organized and unorganized sector towards performance appraisal.
3. To explore the relationship between HR practices of organized and unorganized sector towards training & development.

Formulation of Hypothesis

H₀₁: There is no significant relationship between human resource practices of organized and unorganized sector with respect to career planning.

H_{a1}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to career planning.

H₀₂: There is no significant relationship between human resource practices of organized and unorganized sector with respect to performance appraisal.

H_{a2}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to performance appraisal.

H₀₃: There is no significant relationship between human resource practices of organized and unorganized sector with respect to training & development.

H_{a3}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to training & development.

Research Design

Research design is a blue print for entire research study which includes methods, data, and sample in order to find appropriate solution of the research problem. The present research study is based on expletory research design in which primary data has been used to explore the relationship between independent and dependent variables. However, the primary data has been collected by using survey analysis among the employees of different organized and unorganized organizations. And secondary data has been collected from various published research study available on different platform.

Sample design

The sample design for the present study is based on employees working in different organized and unorganized sectors. However, the sample has been taken from different geographical location in order to maintain accuracy and describe the relationship between various study variables. Purposive method of sampling has been used to taken the sample among the group of employees in the different organized and unorganized sector. The entire sampling process has been completed with the help of following step

- 1. Sampling method:** The purposive method of sampling has been adopted by the researcher in order to collect the sample from the group of population.
- 2. Sample Size:** The final questionnaire has been distributed among the 150 employees of selected organized and unorganized sector organization, however, 136 employees positively replied. Hence the final sample size is 136.

3. Sample area: The sample area for present study is limited up to various organizations located in Bhopal city. Hence, the research area for the study is Bhopal.

Measurement scale & tools: In order to scaling of the collected data the researcher has been used 5 point Likert scale such as 01 strongly disagree and 05 strongly agree. However, ANOVA test and coefficient has been applied for analysis of data and testing of hypothesis at 5% level of significance.

Testing of hypothesis

Hypothesis First

H₀₁: There is no significant relationship between human resource practices of organized and unorganized sector with respect to career planning.

H_{a1}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to career planning.

Table 1: ANOVA

Hypothesis	Statement	df	f	P value	Result
H ₀₁ / H _{a1}	Carrier planning of organized and unorganized sector	5	7.016	0.234	Not Significant

Table 2: Coefficient

Hypothesis	Statement	β	t	P Value	Result
H ₀₁ / H _{a1}	Carrier planning of organized and unorganized sector	0.178	9.413	0.079	Not significant

Interpretation: table 1 & table 2 explore the relationship between human resource practices of organized and unorganized sector with respect to carrier planning. In table 1 ANOVA test clearly mentioned that calculated score of F is 7.016 and P value is 0.234 which is not significant 5% level of significant. However, coefficient analysis in table 2 indicates that calculated score of t is 9.413 and p -value is 0.079. The calculated score of ANOVA and coefficient evidently proved to the rejection of alternative hypothesis and accepted the null hypothesis.

Hypothesis Second

H₀₂: There is no significant relationship between human resource practices of organized and unorganized sector with respect to performance appraisal.

H_{a2}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to performance appraisal.

Table 3: ANOVA

Hypothesis	Statement	df	f	P value	Result
H ₀₂ / H _{a2}	performance appraisal of organized and unorganized sector	5	5.536	0.364	Not Significant

Table 4: Coefficient

Hypothesis	Statement	β	t	P Value	Result
H ₀₂ / H _{a2}	performance appraisal of organized and unorganized sector	0.097	6.0796	0.621	Not Significant

Interpretation: table 3& table 4 explore the relationship between human resource practices of organized and unorganized sector with respect to performance appraisal. In table 3 ANOVA test clearly mentioned that calculated score of F is 5.536 and P value is 0.364, which is not significant at 5% level of significant. However, coefficient

analysis in table 4 indicates that calculated score of t is 6.0796 and p value is 0.621. The calculated score of ANOVA and coefficient evidently proved to the rejection of alternative hypothesis and accepted the null hypothesis.

Hypothesis Third

H₀₃: There is no significant relationship between human resource practices of organized and unorganized sector with respect to training & development.

H_{a3}: There is a significant relationship between human resource practices of organized and unorganized sector with respect to training & development.

Table 5: ANOVA

Hypothesis	Statement	df	f	P value	Result
H ₀₃ / H _{a3}	training & development of organized and unorganized sector	5	11.409	0.089	Not Significant

Table 6: Coefficient

Hypothesis	Statement	β	t	P Value	Result
H ₀₃ / H _{a3}	training & development of organized and unorganized sector	0.134	6.137	0.059	Not Significant

Interpretation: table 5& table 6 explore the relationship between human resource practices of organized and unorganized sector with respect to training & development. In table 5 ANOVA test clearly mentioned that calculated score of F is 11.409 and P value is 0.089, which is not significant at 5% level of significant. However, coefficient analysis in table 6 indicates that calculated score of t is 6.137 and p value is 0.059. The calculated score of ANOVA and coefficient evidently proved to the rejection of alternative hypothesis and accepted the null hypothesis.

Findings

Various findings of the study are as under

1. Finding of the study in table 1 & 2 indicates that carrier planning of organized and unorganized sector is not significantly related to each other because the study rejected the alternative hypothesis. However, on the other hand it can be said that there is no significant and positive relationship between organized and unorganized sector with respect to carrier planning.
2. Finding of the study in table 3 & 4 indicate that performance appraisal of organized and unorganized sector is not significantly related to each other because the study rejected the alternative hypothesis. However, on the other hand it can be said that there is no significant and positive relationship between organized and unorganized sector with respect to performance appraisal.
3. Finding of the study in table 5 & 6 indicates that training & development of organized and unorganized sector is not significantly related to each other because the study rejected the alternative hypothesis. However, on the other hand it can be said that there is no significant and positive relationship between organized and unorganized sector with respect to training & development.

Conclusions

The present research study is related with comparative analysis of human resource practices among the organized and unorganized sectors. In order to explore the relationship between organized and unorganized sector the study covered three different human resource practices from the employee's point of view. The findings of the study indicates that all the HR practices such as carrier planning, performance appraisal and training and development has been found significantly different with respect to organized and unorganized sector. In all the cases study rejected alternative hypothesis and accepted the null hypothesis.

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