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A study on human resource practices at women empowerment trust at Trichy

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Abstract

Human Resource Management is a process, which consists of four main activities, namely, acquisition, development, motivation, as well as maintenance of human resources. Human Resource Management is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers. Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

Keywords: Human resource management, human resource practices, self help group

Introduction

HR Practices in NGO

Human resource management is the management of human resources. It is a function in organizations designed to maximize employee performance in service of an employer's strategic objectives. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems. HR departments and units in organizations typically undertake a number of activities, including employee benefits design, employee recruitment, "training and development", performance appraisal, and rewarding. HR also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from collective bargaining and from governmental laws. Human Resource Management includes conducting job analyses, planning personnel needs, recruiting the right people for the job, orienting and training, managing wages and salaries, providing benefits and incentives, evaluating performance, resolving disputes, and communicating with all employees at all levels. Staff recruitment is done as per requirement of ongoing projects and according to allotted budget. Recruitment is done internal inventories through open job advertisement as external recruitment. As a general procedure, selection committee sits to fill vacant positions. Deserving candidates are shortlisted by the committee. And the interview of candidates is scheduled. Preparation of list to update database is also in the culture to have potential candidates in future. Candidate gets appointment letter which contains official information like date of employment, place of assignment detailed job description, job design and other relevant terms of employment. The new employee get information about the various mission and adapted strategies against mission of NGO, structure of NGO, its policies, rules and regulation. Recruitment process begins when departments of NGO send requisitions of vacant position to be filled to HR department. It contains detailed information about the vacant positions and number of positions to be filled. Here, source of recruitment are both internal and external. As internal resource preference is given to dependents and relatives of deceased employees. As external resource list of visitors are prepared to fill temporary and jobs at lower level as it is source of recruitment which can be maintained without incurring much cost. Selection procedure includes preliminary interview and employment interview as it serves three purposes (a) determine important information about the background, education, training received, experience and interest of the candidate, (b) provide detail information to candidates related to NGO, the specific job and human resource policies and

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(c) Ensures healthy and congenial relation between the employ and the candidate so as to motivate the successful applicant to work for the organization. Reference check is also done especially in case of internal recruitment.

In induction a formal get together arranged by NGO where new appointed employees are introduced to existing employee, especially of their own department. It consist three different steps - first, information from department of human resource about the history and projects of the NGO. During orientation programme information on specific employee services such as welfare facilities and safety programmes are also provided, secondly - detailed information related to the job and unit members is provided by the job supervisor. The new employee is introduced with other existing employees, shown his work place. The purpose of specific orientation is to ensure that the new employee will be able adjust himself to work and environment, thirdly -follow up orientation is undertaken to know the employee's feelings and to remove the hesitation and other difficulties faced by him through personal talks, guidance and counseling.

Human Resource Practices in NGO'S

Human resource practices play a vital role as humans are the main resource to use rest of resources. It is now being increasingly realized that the people working in organization are human beings. Investment for increasing the resource is important, and the more an organization invest in its human resources, the greater return from the investment is likely to be. Human resource practices focuses on the different aspect that can enhance the potential of an individual not in just in the reference of an organization but in his/her personal life. Training and developing, performance appraisal, potential appraisal, career counselling, employee welfare, health and safety are few of them. The role of human resource as an integrating factor in any of the industry or sector and it matters most when it is related to the service sector like NGO's. Further, owing to the changes in the business environment and the advances in technology, communication and consumerism, planning of human resources has become an incessant activity on the part of HR functionaries working in service organization. Broadly, human resource practices are required not only to maintain the people as resources, but also to enhance the capability of the organization, through its competent people. Human Resource Management is defined as a strategic and coherent approach to the management of an organization's most valued assets – the people working there who individually and collectively contribute to the achievement of its objectives. The overall purpose of human resource management is to ensure that the organization is able to achieve success through people. As Ulrich and Lake (1990) remark "HRM systems can be the source of organizational capabilities that allow firms to learn and capitalize on new opportunities." Chandramani (2009) has argued that Women's empowerment is first step towards social change. This begins with the awareness about their rights and capabilities and the understanding as to how the socio-economic and political forces affect them. The author opines that SHGs are the most powerful means to empower women and to promote their income generation and bargaining power and improve the quality of life. He has discussed the indicators of empowerment of women and facilitating factors and one of those being the formation of Self Help

Groups. He has argued that the concerns of rural women can be addressed through the village organizations, i.e., SHGs by facilitating the formation of primary groups of women (Mathew, 2005). Kulandaivel (2009) in her study opines that the sustainable development process has to be based upon poverty alleviation programmes, which should envelop empowerment as a goal of development projects as "the empowerment of women covers both an individual and collective transformation." The objective of her study is to prepare women to participate in planning, implementation and monitoring activities of village level bodies. The author has analyzed the assistance given to the SHGs through various Government and Private Organizations. The author has observed that the SHGs have been facilitating income generating activities for socio economic upliftment and also promoting qualitative aspects like group dynamics, collective action and awareness generation. The study concludes that the SHGs have important roles in increasing national productivity in terms of savings, internal lending and banking habits. This trend if continued would pave way for self-reliance and economic empowerment of women. Shylendra (2009) has made an attempt to critically evaluate the SHG - Bank Linkage Programme by focusing on its very basic approach. He has analyzed the appreciable role played by the NABARD in mobilizing a large number of NGOs and financial institutions through cheaper refinance and its supportive role in promoting capacity building among the rural poor. But it has been observed that the financial institutions overall have lagged behind. The author has suggested for measures like widening and deepening of the SHG base, protecting the credibility of SHGs, updating the members' skills in order to retain the basic features and strengths of SHGs. Huselid Mark (2003) in his research work titled "The Impact of Human Resource Management Practices on Turnover, Productivity and Corporate Financial Performance" evaluated the links between systems of high performance work practices and firm performances. The use of high performance work practices including comprehensive employee recruitment and selection procedures, incentive compensation and performance management system and extensive employee involvement and training can improve knowledge, skills and ability of a firm's current and potential employees, increase their motivation, reduce shirking and enhance retention of quality employees while encouraging nonperformers to leave the firm.

Objectives

1. To study the socio-demographic details of the group member.
2. To know the functions of the human resources practices of NGO
3. To know and analyze the recruitment and selection process, procedures and practices.

Significance of the Study

In the contemporary business environment, human resource (HR) is an indispensable input for organizational effectiveness. Hence, an effective management of human resources has an important role to play in the performance and success of organizations. Competitive pressures have encouraged organizations to be proactive in diagnosing HR problems and to adopt more innovative HR practices since these were no longer a matter of trend, but rather of

survival. The present study attempted to explore the relationship of innovative human resource practices at WE-TRUST at Kattur Village, Trichy. The universe of the study there were around 250 members were enrolled in WE-TRUST at Kattur, 100 respondents were selected from the universe by using convenient sampling for the study.

Major Findings

- 39% of the respondents were belongs to 20 to 37 age group.
- 25% of the respondents were studied up to higher secondary level.
- 55% of the respondents were from rural area.
- Majority of the respondents were married.
- Half of the respondents were enrolled their membership less than 10 years.
- 58% of the respondents were from joint family.
- 33% of the respondents were from sub – urban.
- 42% of the respondents were interested in Human Resource practice in the NGO.
- 51% of the respondents were satisfied the HR practices practiced by the NGO very minimum.
- Majority of the respondent highly satisfied the training methods of the NGO.
- Vast majority of the respondent were satisfied about the career development programme provided by the NGO.
- Half of the respondents are satisfied the review meeting of the group activity.
- Majority of the respondent satisfied about the resources available in the agencies for human resources practices.
- Vast majority of the respondents were satisfied about the performance appraisal system of the agency.

Suggestions

1. To encouraging group member to think creatively about their work and environment to produce ideas.
2. HRM should be creative and innovative and use any possible tool that contributes to their survival or success of the group activity.
3. The agency should follow the HR Policies and procedure to satisfy the group member during the training session.
4. The NGO must put a suggestion box for the welfare of group member to express their problems and ideas for innovative practice.
5. There must appoint the counsellor for the welfare of women group member.

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