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Importance of human resource management practices for employee satisfaction and productivity in organizations

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Abstract

HR is the main living resource in an association. HRM was once consigned to a below average need in numerous associations, however acknowledgment of its noteworthiness in achieving authoritative objectives has filled drastically in the previous twenty years. Human resource improvement and human resource management are the two key regions considered by the management. The human resource advancement present with a thorough system and strategies for the improvement of HR in an association. This is to produce methodical data about HR for labor arranging, position and advancement. Employee' levels satisfaction is able to range from very satisfied to really dissatisfy. Besides getting attitudes towered the jobs of theirs as an entire. The effects on employee satisfaction in the field of human resources management practices. The outcome of this study is important both for the media transmission field and for other areas; it allows them to identify HRM activities that contribute to improved employees satisfaction and productivity HRM practices have been researched with the goal of satisfying workers, including picky recruiting, pay policy, incentives, appreciation, growth and training & info sharing.

Keywords: human resource, management, practices, employee, satisfaction

1. Introduction

HR is the main living resource in an association. Other material resources like types of gear, furniture and different pleasantries may devalue with the progression of time yet human resource is the just a single resource that acknowledges with more information, experience, aptitude, practicality with the progression of time. In spite of the fact that they are the most esteemed resource of an association the individuals in an association are described as underestimated, undertrained, underutilized, inadequately roused and underperformers. Human resource improvement and human resource management are the two key regions considered by the management. The human resource advancement present with a thorough system and strategies for the improvement of HR in an association. This is to produce methodical data about HR for labor arranging, position and advancement.

The human resource improvement upgrades the possibilities of an association in the enlistment, hold and inspires the employees. These encourage all the employees to find, Create and utilize their abilities to their more full degree in advancing individual objectives as well as hierarchical objectives. It is a forward arranging of the staff needs and readiness of them to address those issues later on. This additionally remembers any utilization of arranged endeavors for providing, keeping up and improving employees at different levels to achieve the goals of the association. In the time of quickly changing innovation and expanding rivalry, the associations are getting profoundly cognizant about the improvement of its HR. Human resource management is a particular utilitarian zone of business that endeavors to create projects, approaches, and exercises to advance the occupation fulfillment. Human resource management manages innate capacities, gained information and abilities known from their gifts and aptitudes of the employees. They comprise heads, directors, and different employees. The employee's presentation chooses the fulfillment of wanted objectives which is likewise affected by inspiration and occupation fulfillment.

2. Human resource management practices

In the course of recent many years, an upsurge in examination can be seen in the zone of management contemplates, especially because of HRM rehearses on authoritative duty, work fulfillment, and employee execution. Due to the quickly changing worldwide economy, associations are confronting an inexorably muddled business climate, which has come to be

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portrayed by such marvels as internationalization, market liberation, expanding product market rivalry and changing client needs. An association ought to arise a few HRM rehearses as integral to each other. To contend adequately, associations should continually improve their presentation by upgrading efficiency, improving quality, decreasing expenses and separating their items and administrations. Human resource capital must be painstakingly overseen on the off chance that it is to work proficiently and successfully. HRM was once consigned to a below average need in numerous associations, however acknowledgment of its noteworthiness in achieving authoritative objectives has filled drastically in the previous twenty years. Its significance originates from lawful complexities just as from the acknowledgment that HR are important resources that add to the upgrade of hierarchical intensity.

HRM practices can be characterized into six areas which incorporates arranging and enlistment, improvement and examination, remuneration and prize, security and wellbeing, work relations and human resource research demonstrated that enrollment and determination measure, execution evaluation, impetus, social appraisal, pay, work plan, complaint systems, disseminating data, laborer's investment, preparing and advancement and advancement guidelines are the major winning HRM rehearses in an association. HRM rehearses in the territories of enlistment and choice, preparing and advancement, execution evaluation and the improvement of a proper prize framework are as yet substantial and profoundly persuasive. Undoubtedly, the four models keep on being significant components in the improvement of effective HRM. Consequently, foundations ought to draw in and hold skilled employees by coordinating employee needs with what the association is eager to allow. Numerous associations offer significant advantages since they have understood that dealing with their employees guarantees that their employees, thusly, will take care of their inclinations.

HR Planning

HR arranging alludes to the cycle which includes getting ready for future labor prerequisite and arrangement of those labor forces likewise. The destinations of business should be adjusted deliberately with human resource arranging. The objective of HR organizers is to discover the hole emerging out of the current labor force and prerequisites for the future and giving practical other options and answers for the association.

Recruitment & Selection

To satisfy the prerequisite of human resource, recruitment and selection cycle is conveyed to utilize qualified and proficient people at a sensible spending plan. In spite of the fact that the effect of enrollment and determination on hierarchical execution can't be denied yet the overall practice by associations is to nonchalantly choose unacceptable and flighty workforce by following inconsistent and one-sided choice cycle. The choice cycle can be changing for various associations yet a definitive goal is to enlist suitable individual for the said opportunity. A complete occupation definition, depiction and employment investigation are essential perspectives for drawing up the enrollment and choice techniques.

Compensation Practices

Remuneration implies the entire monetary and non-monetary prize given by the business to its employees for their administrations delivered. The compensation is chosen by considering different variables like representative capability, their experience and execution. For the most part extraordinary compensation plans are drawn on equality premise. Pay is an apparatus which associations use to hold capable work force and move superior and empower steadfastness towards manager. Individuals work for monetary advantages and are liable for the business result of their association. On the off chance that pay is connected with execution it will consequently propel representatives. Pay is an exhaustive term which incorporates compensation, reward, execution motivators, health advantages and all different stipends which representatives are given in return to their administrations to the association prerequisites.

Training Practices

The significant action for creating human resource is training. The presentation result of the representatives relies on the way toward training. Since training is a basic piece of HR, a unique technique for training will improve staff execution and give the truly necessary serious edge to the associations. There are two route advantages of an appropriate training program; the representative turns out to be more educated and skilful, then again, viability of the associations is expanded. Significant measure of exact and hypothetical examination study is accessible on how interest in training is attractive and supported. The test of mechanical changes additionally constrained associations to lead normal training programs, to adapt up to the change.

Performance Appraisal

Examination is one of the imperative segments of HR rehearses. One of the fundamental elements of evaluations is to fix responsibility among associations. Examination is a framework to gauge employee profitability and furthermore impacts the ultimate result of their performance. Diverse evaluation systems are executed by associations to screen the development and progress of representatives and to compensate them as needs be.

3. Relationship between HRM and employee satisfaction

Employees' satisfaction continues to be described as the compilation of thoughts plus beliefs which employees have about the present job of theirs. Employee' levels satisfaction is able to range from very satisfied to really dissatisfy. Besides getting attitudes towered the jobs of theirs as an entire. Employees also can have attitudes about different elements of the careers of theirs such as for instance the work type they actually do, the coworkers of theirs, subordinates or superiors as well as the pay of theirs. Employees' satisfaction entails employee's emotions as well as the feelings of theirs. It's a significant effect on the work lives of theirs and because of this additionally; it influences the behavior of theirs as employees as well as the loyalty of theirs, determination, teamwork, connection with some other staff attitude and behavior. The happiness of employees is a crucial task of corporate management. Managers believe their moral obligation to be highly pleased with their jobs because of the effect it has on production. Diverse organizations discovered that a happy

workforce significantly contributes to ultimate survival and to corporate strength.

Today, the satisfaction of HRM's practices and employees is not obvious, and the connection between them is also poorly informed. Essentially, the full findings shown are not positive and contradictory. Effective HRM policies and practices are required to generate a happy, efficient and profitable workforce for any organization. Full and cost-effective human resources are vital to coping with the challenges of today's evolving world for just about every community. The company's overall output also affects the growth, development and expansion of the company. The overall output of workers is often related to the delight of staff.

Studies relating to satisfaction with role and HRM rehearsals have either used a complete description of HRM rehearsals or a few of them clearly. In an example, for example, HRM rehearsals vocational changes, staffing, planning and progressing, performance assessment and motivators were closely identified with job satisfaction, and the most fundamental relation to work satisfaction was made known. In Ijigu we investigated the effect of the HRM rehearsals chosen on employee satisfaction of employees in Ethiopian public banks. We announced that registration and decision-making have a moderate positive connection to employee satisfaction with work, and the planning and enhancement of the work. Niazi in Pakistan analyzed the impact on occupational satisfaction of the human resources management rehearsals and found that increase and growth, development and execution evaluation, employee consideration and planning and enhancement contribute enormously to job satisfaction. Human resource management rehearses in particular preparing; execution evaluation, cooperation and pay have huge effect on employment satisfaction. Notwithstanding the pertinence of the investigations, the outcomes are not general as there are contrasts in geological, inclusion, approaches utilized, and time just as the idea of association contemplated. Public area associations in Tanzania additionally face difficulties identified with employees' occupation satisfaction.

Nature of Human Resource Practices and Employee Job satisfaction Employees' general occupation satisfaction and their perspectives towards certain work factors in the workplace has demonstrated to be key elements as far as authoritative execution. Mentalities are significant predecessors of employee support and job conduct in workplaces and they incorporate social just as emotional and psychological segments. Results from an ongoing meta-examination demonstrated that numerous specialty unit level results were emphatically connected with employee perspectives. These proportions of practices and employee perspectives were solid indicators of authoritative execution estimates utilized inside the organization to follow specialty unit execution. One of the main components in the workplace is work satisfaction and there are numerous factors that can be emotional. Occupation satisfaction is one of the most inspected ideas in hierarchical brain science and experts have been contending over what factors are generally identified with work satisfaction. Those factors are management, compensation, work independency and adaptable work plans to give some examples. Management ended up being an essential factor regarding employees' occupation satisfaction

4. The significance of HRM practices for employees' satisfaction

The effects on employee satisfaction in the field of human resources management practices. The outcome of this study is important both for the media transmission field and for other areas; it allows them to identify HRM activities that contribute to improved employees satisfaction and productivity. This analysis is also useful for scholastics to examine the influence of the HRM on different authorities. Along these lines, the significance of this examination gets from the significance of the factors that is managing and the accompanying logical and reasonable contemplations:

- Give a complete overview of the examination factors ideas and measurements that can be depended upon to gauge the investigation factors, so it can profit specialists and experts as a beginning stage for their future exploration.
- Offer an appropriate premise to the effect on employee satisfaction in estimating human resources management activities that can be beneficial, based on indicators that have a serious degree of consistency and validity.
- Providing nature and value to benefit the potential venture structures that Jordanian broadcasting organizations will profit from in human resources management practices.
- Add to the improvement of the Jordanian media transmission organizations which may prompt keep up these organizations work successfully that help on the public advantage.

5. Give sound proposals to the hr management for improvement of employees' satisfaction

In view of past outcomes and ends, the accompanying proposals may assist with upgrading employee' satisfaction in organizations:

- The latest research indicates that top administration in media transmission organizations, for the advancement of organization achievement, must enhance the efficiency of HRM measurements.
- The study found that media delivery organizations could be better for existing and future workers with their enlistment period.
- The investigation stressed the work on nature of preparing that the media transmission organizations give to their employees and remember the learner for the structure cycle of this program to execute programs that expansion their reasoning and examination abilities.
- The current examination prescribes top management in media transmission organizations to execute an all the more reasonable motivations framework that gives the employees the advantages they need other than the fundamental ones, similar to medical care and over the long haul compensation and other non-money benefits.
- The examination prescribes the media transmission organizations to be more mindful of their employee sentiments by having an "open entryway" strategy to their lower-level employees, and to give steady input hence executing an all the more reasonable and genuine assessment framework that requests sensible desire from employees yield.
- The investigation indicated that Top administrators at media transmission organizations needs to actualize a straightforward and sensible advancement framework

that disperses pay rates decently and as per employees level of skill and instructive.

- The requirement for administrator's to engage their employees by allowing employees to tryout their educated aptitudes on the giving positions, and to assist them with defining reasonable objectives for playing out their work because of their preparation.

6. Conclusion

This particular study is incredibly considerable as it's a huge awareness for the HR management of groups for the goal of employee satisfaction. Incentives, work satisfaction, gratitude and job satisfaction or maybe growth and know how as well as job satisfaction are typically not the priority of the administrators. A large portion of the human resource management practices are administrative driven yet practices should be actually employee driven. The effects on employee satisfaction in the field of human resources management practices. The outcome of this study is important both for the media transmission field and for other areas; it allows them to identify HRM activities that contribute to improved employees satisfaction and productivity. HR practices have been researched with the goal of satisfying workers, including picky recruiting, pay policy, incentives, appreciation, growth and training & info sharing.

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