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Analysis on relationship between existence of human resource management practices and employee performance

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Abstract

The field of Human Resource Management (HRM), which deals only with work vacancies, recruiting, employee payroll monitoring, promotional programmes along with other issues of routine personnel, has travelled quite a lot from easy staff management. Human Resources Management (HRM) is a term used for expressing an interest for the recruitment, management and growth of an organization's employees in a part of its operations. The questionnaires will be sent to faculties via hard copy as well as email. Nevertheless, just 800 duplicates of questionnaire will be considered for the research. In this investigation, three strategies i.e., One-way ANOVA and Independent Sample t-test Analysis have been utilized to decide if huge contrasts exist between the predominant HRM practices and employee execution on different measurements or not.

Keywords: human resource, management, regression, recruitment, questionnaire

1. Introduction

India is as a rule broadly perceived as one of the most energizing arising economies on the planet. Constantly 2020, India is relied upon to add around 250 million to its work pool at the pace of around 18 million every year, which is more than the whole workforce of Germany. This supposed 'segment profit' has attracted another interest the human resource ideas and practices in India. For any association to work successfully, it must have resource of men (Human Resource) cash, material and hardware. Human resources management is the definitive skills to handle problems of individuals such as wages, recruitments, management of executive works, well-being, wellbeing, benefits, and motivation for staff, communications, organisation and planning.

In today's business culture, global rivalry is currently the fundamental component of researchers' minds and CEOs, which has contributed to the industrial economy shifting towards the known economy. In the last 2 years, both researchers and providers have concentrated on human resources management methods (HRMs), as the employee perceives emotion, the state of well-being and happiness at work as a high priority, not just for managers, but also for human resources management. Today's field of human resources management (HRM) receives much attention, due to the possible effect on both the prosperity and sustainability of the company. There is currently a growing belief to obtain, grow, and then coordinate world class human resource management competence and methods if companies want to accomplish this and participate in today's world-leading talented economy.

More management has come to understand over the past 50 years that every business is in reality the key differentiators between equipment, houses, resources, markets, not goods or people. Any company's assets require human programme for their value. Aware of these three accomplishments, a greater management, industrialists and scientists have frequently pursued methods which can enhance employee power and job tasks, which ultimately improve organisational efficiency. HRM relates to policies and procedures for the execution of the management role elements of human resources as well as the planning of staff resources, job review, and recruiting, selection, guidance, and compensation, evaluation of results, development and expertise and employee relations.

HR rehearses consistently centers around a progression of activities related with the gracefully and progress of employee to meet the company's prerequisites. The different exercises identified with enlistment and determination, pay works on, preparing rehearses,

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execution evaluation and profession arranging/advancement rehearses are viewed as unmistakable and separate capacities. HR rehearses expect to lay together all parts of faculty into a joined methodology. What's more, the individual information of representatives are kept independently with their employment obligations for managing them exclusively. For examination reason the entire association is treated as a main issue. To satisfy hierarchical objectives, the previously mentioned HR rehearses are arranged and executed in a sensible manner. HR practices of any association comprise of a pool of amassed and consolidated rules, for outlining arrangements and techniques in a reasonable way. HR rehearses are treated as a regular resource that transforms elements of administration and assembling into esteem.

At the end of the day, it is important for them to learn administration, develop their expertise, persuade them to achieve substantial levels of execution and ensure they are responsible for the association. The significance and huge commitment of human resource to associations can't be sabotaged. It is attested that resources that are uncommon and important make upper hand. Representatives are a secret weapon that can be deliberately utilized by an association to accomplish upper hand. Likewise, considers have indicated that, associations increment and support upper hand through the management of scant and significant human resources. It is critical to endure at the top of the priority list that while HR office assumes a vital function in the early enrollment and direction stage for example enlistment stage, the recruiting supervisor must be proactive and occupied with encouraging the employee's fruitful reconciliation into the association throughout some stretch of time. Determination of skilled and able representatives is essential for the achievement of business.

After determination and arrangement of employees, the way toward decreeing their ability and capacity begins. This is trailed by remuneration for the great exhibitions and starting restorative measures for the inadequacies. The basic concept is to build and use the human resource to the greatest degree possible and this aim can be achieved by competently managing this resource.

2. Literature Review

Dr. Ernest Jebolise Chukwuka (2018) ^[1] this study provides an accurate analysis of the effect on employee maintenance and efficiency in the Nigerian insurance industry of human resources management activities. This study was motivated by the need in Nigerian insurance industry to resolve the issue of high employee turnover. The turnover of staff is an adversary to productivity and raises company maintenance costs. Human resources (HR) is the most valuable resource in any association, which is because of the continued expansion of turnover of competent human resources within an organisation. This research was driven by two main objectives from which questions and hypotheses of analysis were explained in depth. The basic aims of this study were to: (1) determine the connection between the human resources management practises and the maintenance of employees in the Nigerian insurance industry (2) to determine how closely human resources and the work of the Nigerian insurance industry relate to each other. A study of 250 people in 785 was solved by the management and personnel of selected defence companies using the recettes of Taro Yamene. The data set was arranged in a 5-point Likert scale by survey. The study finishes with the results,

which indicate that the effect on employee retention in the Nigerian insurance industry has been poor and intangible in HRM rehearsals. The study, however, also stated that HRM rehearsals have a positive and critical effect on the performance of the employees. This paper specifically indicated that governments should help to regulate the suppression of some defence firms against their employees through NAICOM. Any of the protective companies refuse to comply with Nigerian labour laws and employee benefits. Ms. Charu Goyal (2018) ^[2] HRM rehearses and approaches, and their usage in the business have been the focal point of numerous analysts. The motivation behind the exploration is to examine the relationship of human resource key direction with the employee results. The HR division currently centers around how the human resource methodologies can enhance the hierarchical performance. Associations are presently mindful of the significance of key human resource management that impacts the performance of the employees.

Muhammad Ashraf (2018) ^[3] Motivation behind this research to verify the impact of HRM on employee efficiency in the gaming company Sialkot, Pakistan. Arbitrary analysis of the methods used for the assortment of results. The employees of the Sialkot game industry, Pakistan received a survey. To link the management of human resources to the performance of employees. The relation and reciprocity were used to dissect the details. To the end, it must be noted that HRMs have a positive impact on the performance of the employees (remuneration, training, and employee inclusion and performance assessment). The evidence shows that HRMs have a positive effect in performance of the employees (subordinate variable).

Muhammad Ashraf *et al.* (2018) ^[4] the purpose of this particular study is to evaluate the effects on the success of sport workers through human resources management (HRM) methods in Sialkot, Pakistan. Arbitrary sampling has been used for information collection. A sports company employee from Sialkot, Pakistan, was also sent a questionnaire. To associate employee efficiency with human resource management practices. The correlation and regression were used to evaluate the details. In the end, the HRM (performance evaluation, staff engagement, preparation and compensation) approaches can have a positive influence on employee performance; evidence has shown that the HRM (independent variable) methods contributed to the positive impact on employee performance (dependent variable).

Dr. J.K. Kalpana Devi (2018) ^[5] Green HRM exercise is actually playing a main role in the present business scenario for producing much better benefit by switching to ecological methods. The good results of the application of environmentally friendly HRM are dependent on the employees' dedication as well as adoption towards the green practices. This particular papers observes the benefits of environmentally friendly HRM practices with the group as well as the influence of its impact on workers overall performance level. Based on the secondary information, the study concludes that by switching to eco-friendly HRM helps in improving environmental performance along with enhancing the economic functionality of the organisation.

3. Research Methodology

This analysis will be actually quantitative for nature, as it's fixed and possesses the ideal selection of respondents. This

particular study will adopt quantitative study to look at the effect of HRM methods on employees' performance in higher educational facilities via questionnaire. A total of 900 questionnaires will be distributed arbitrarily to the workers of colleges. The questionnaires will be sent to faculties via hard copy as well as email. Nevertheless, just 800 duplicates of questionnaire will be considered for the research. In this investigation, three strategies i.e., One-way ANOVA and Independent Sample t-test Analysis have been utilized to decide if huge contrasts exist between the predominant HRM practices and employee execution on different measurements or not.

5.1 Analysis of Correlation w.r.t HEI's

Table 1: Showing a Descriptive Statistic

Name of the Institution	Variables	Mean	Std. Deviation	N
a) Aligarh Muslim University	Recruitment and Selection	15.6650	3.93722	200
	Training and Development	15.6500	4.18869	200
	Performance Appraisal	16.6800	3.20271	200
	Compensation and Reward	20.6000	5.20971	200
	Job Satisfaction	17.1550	4.05303	200
b) Lucknow University	Recruitment and Selection	17.5240	3.75812	200
	Training and Development	17.6350	4.12571	200
	Performance Appraisal	17.1240	4.47292	200
	Compensation and Reward	19.7500	5.50402	200
	Job Satisfaction	17.5800	4.30751	200
c) Integral University	Recruitment and Selection	18.3200	2.90183	200
	Training and Development	17.3000	3.10263	200
	Performance Appraisal	17.4000	2.35948	200
	Compensation and Reward	20.9200	4.25051	200
	Job Satisfaction	17.6200	2.75380	200
d) Amity University	Recruitment and Selection	18.6250	2.92120	200
	Training and Development	16.6250	5.15165	200
	Performance Appraisal	16.8640	3.50547	200
	Compensation and Reward	18.1450	5.05145	200
	Job Satisfaction	17.5550	2.92153	200

Table 1 above, shows the mean worth and SD estimation of the factors in the select HEI's of the examination territory. In contrast with recruitment and selection cycle of the multitude of universities, it is inferred that Amity university and AMU has the most noteworthy and the least mean worth (M=18.62; 15.66) individually, while AMU and Integral university has the most elevated and the most reduced SD esteem (SD=3.93; 2.90), separately. It was found that Lucknow university and AMU has the most noteworthy and the least mean worth (M=17.63; 15.65) of training and development, while Amity university and Integral university has the most elevated and the most reduced SD esteem (SD=5.15; 3.10) of training and development, individually. In contrast with Performance appraisal arrangement of the relative multitude of universities, the outcomes show that indispensable university and AMU has the most noteworthy and the least

4. Hypothesis

There exists no relationship between HRM practices and employee performance.

5. Data Analysis

To check whether there exists any connection between HRM rehearses (recruitment and selection, training and development, performance appraisal and compensation) and representative performance (estimated as employee satisfaction). Both Correlation investigation and Multiple Regression examination were utilized to inspect the connection between these factors.

mean worth (M=17.40; 16.68), separately. While, Lucknow university and Integral University holds the most noteworthy and the least SD esteem (SD=4.47; 2.35) individually, of performance appraisal.

It is reasoned that AMU and Amity university has the most noteworthy and the least mean worth (M=20.60; 18.14) separately, of compensation and reward, while Lucknow university and Integral university has the most noteworthy and the most reduced SD esteem (SD=5.50; 4.25) individually, of compensation and reward, in contrast with all other select universities. Further, it presumed that Integral university and AMU has the most noteworthy and the least mean estimation of job satisfaction for example (M=17.62; 17.15) individually. While, Lucknow University and Integral University has the most noteworthy and the least SD estimation of Job satisfaction i.e., 4.30 and 2.75, separately

Table 2: Showing a Correlation Analysis between HRM practices and Job Satisfaction w.r.t Aligarh Muslim University

Name of the Institution	Recruitment & selection	Training & Development	Performance Appraisal	Compensation & Reward	Job Satisfaction		
a) Aligarh Muslim University	Recruitment & selection	Pearson Correlation	1	.390**	.085	.225**	.288**
		Sig. (2 tailed)		.000	.225	.000	.000
		N	200	200	200	200	200
	Training & Development	Pearson Correlation	.390**	1	.405**	.345**	.470**
		Sig. (2 tailed)	.000		.000	.000	.000
		N	200	200	200	200	200

	Performance Appraisal	Pearson Correlation	.085	.405**	1	.295**	.340**
		Sig. (2 tailed)	.225	.000		.000	.000
		N	200	200	200	200	200
	Compensation & Reward	Pearson Correlation	.225**	.345**	.295**	1	.438**
		Sig. (2 tailed)	.000	.000	.000		.000
		N	200	200	200	200	200
	Job Satisfaction	Pearson Correlation	.289**	.470**	.340**	.438**	1
		Sig. (2 tailed)	.000	.000	.000	.000	
		N	200	200	200	200	200

** Correlation is significant at the 0.01 level (2-tailed)

* Correlation is significant at the 0.05 level (2-tailed)

The consequences of correlational examination (Table 2.) show that the effect of generally speaking HRM rehearses on job satisfaction of state funded college (AMU) are critical. It is presumed that

- There is a solid positive correlation among recruitment and selection and job satisfaction, $r=0.289$, $n=200$, $p<0.05$.
- There is a solid positive correlation among training and development and job satisfaction, $r=0.470$, $n=200$, $p<0.05$

- There is a solid positive correlation between performance appraisal and job satisfaction, $r=0.340$, $n=200$, $p<0.05$
- There is a solid positive correlation among compensation and reward and job satisfaction, $r=0.438$, $n=200$, $p<0.05$

This deduces that as HRM practices will improve, their job satisfaction would likewise increment. Subsequently, the outcome upholds that there would be an exceptionally critical effect of HRM rehearses on job satisfaction in government university (AMU).

Table 3: Showing a Correlation Analysis between HRM practices and Job Satisfaction w.r.t Lucknow University

Name of the Institution			Recruitment & selection	Training & Development	Performance Appraisal	Compensation & Reward	Job Satisfaction
b) Lucknow University	Recruitment & selection	Pearson Correlation	1	.480**	.445**	.355**	.470**
		Sig. (2-tailed)		.000	.000	.000	.000
		N	200	200	200	200	200
	Training & Development	Pearson Correlation	.480**	1	.575**	.375**	.410**
		Sig. (2-tailed)	.000		.000	.000	.000
		N	200	200	200	200	200
	Performance Appraisal	Pearson Correlation	.445**	.575**	1	.570**	.535**
		Sig. (2 tailed)	.000	.000		.000	.000
		N	200	200	200	200	200
	Compensation & Reward	Pearson Correlation	.355**	.375**	.570**	1	.560**
		Sig. (2 tailed)	.000	.000	.000		.000
		N	200	200	200	200	200
	Job Satisfaction	Pearson Correlation	.470**	.410**	.535**	.560**	1
		Sig. (2-tailed)	.000	.000	.000	.000	
		N	200	200	200	200	200

The consequences of correlational investigation (Table 3) demonstrate that the effect of in general HRM rehearses on job satisfaction of state funded college (Lucknow University) is huge. It is inferred that –

- There is a solid positive correlation among recruitment and selection and job satisfaction, $r=0.470$, $n=200$, $p<0.05$
- There is a solid positive correlation among training and development and job satisfaction, $r=0.410$, $n=200$, $p<0.05$

- There is a solid positive correlation between performance appraisal and job satisfaction, $r=0.535$, $n=200$, $p<0.05$
- There is a solid positive correlation among compensation and reward and job satisfaction, $r=0.560$, $n=200$, $p<0.05$

This surmises that as HRM practices will improve, their job satisfaction would likewise increment. Thus, the outcome upholds that there would be an exceptionally critical effect of HRM rehearses on job satisfaction in government university (Lucknow University).

Table 4: Showing a Correlation Analysis between HRM practices and Job Satisfaction w.r.t Integral University

Name of the Institution			Recruitment & selection	Training & Development	Performance Appraisal	Compensation & Reward	Job Satisfaction
c) Integral University	Recruitment & selection	Pearson Correlation	1	.265**	.395**	.500	.035
		Sig. (2-tailed)		.000	.000	.455	.595
		N	200	200	200	200	200
	Training & Development	Pearson Correlation	.265**	1	.265**	.205**	.085
		Sig. (2-tailed)	.000		.000	.001	.225
		N	200	200	200	200	200
	Performance	Pearson Correlation	.395**	.265**	1	.075	.148*

	Appraisal	Sig. (2-tailed)	.000	.000		.275	.035
		N	200	200	200	200	200
	Compensation & Reward	Pearson Correlation	-.050	.205**	.075	1	.395**
		Sig. (2-tailed)	.455	.001	.275		.000
	Job Satisfaction	N	200	200	200	200	200
		Pearson Correlation	.035	.0865	.148*	.395**	1
		Sig. (2-tailed)	.595	.225	.035	.000	
		N	200	200	200	200	200

The aftereffects of correlational investigation (Table 4.) demonstrate that the effect of generally speaking HRM rehearses on job satisfaction of private university (Integral university) is critical. It is inferred that –

- There is a frail however yet sure huge correlation among recruitment and selection and job satisfaction, $r=0.035$, $n=200$, $p<0.05$
- There is a little however yet sure huge correlation among training and development and job satisfaction, $r=0.085$, $n=200$, $p<0.05$

- There is a solid positive correlation between performance appraisal and job satisfaction, $r=0.148$, $n=200$, $p<0.05$
- There is a solid positive correlation among compensation and reward and job satisfaction, $r=0.395$, $n=200$, $p<0.05$

Consequently, the outcome upholds that there would be a positive critical effect of HRM rehearses on job satisfaction in private university (Integral University).

Table 5: Showing a Correlation analysis between HRM practices and Job Satisfaction w.r.t Amity University

Name of the Institution		Recruitment & selection	Training & Development	Performance Appraisal	Compensation & Reward	Job Satisfaction
d) Amity University	Recruitment & selection	Pearson Correlation	1	.425**	.485**	.355**
		Sig. (2-tailed)		.000	.000	.000
		N	200	200	200	200
	Training & Development	Pearson Correlation	.425**	1	.545**	.305**
		Sig(2-tailed)	.000		.000	.000
		N	200	200	200	200
	Performance Appraisal	Pearson Correlation	.485**	.545**	1	.605**
		Sig. (2-tailed)	.000	.000		.000
		N	200	200	200	200
	Compensation & Reward	Pearson Correlation	.305**	.585**	.606**	1
		Sig. (2-tailed)	.000	.000	.000	
		N	200	200	200	200
	Job Satisfaction	Pearson Correlation	.355**	.305**	.480**	1
		Sig. (2-tailed)	.000	.000	.000	
		N	200	200	200	200

The consequences of correlational examination (Table 5.) demonstrate that the effect of by and large HRM rehearses on job satisfaction of private university (Amity university) is huge. It is presumed that –

- There is a solid positive critical correlation among recruitment and selection and job satisfaction, $r=0.355$, $n=200$, $p<0.05$
- There is a solid positive huge correlation among training and development and job satisfaction, $r=0.305$, $n=200$, $p<0.05$

- There is a solid positive correlation between performance appraisal and job satisfaction, $r=0.480$, $n=200$, $p<0.05$
- There is a solid positive correlation among compensation and reward and job satisfaction, $r=0.375$, $n=200$, $p<0.05$

This deduces that as HRM practices will improve, their job satisfaction would likewise increment. Thus, the outcome upholds that there would be a profoundly huge effect of HRM rehearses on job satisfaction in private university (Amity University).

Table 6: Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.195	.135		8.840	.000
Recruitment & Selection	.165	.035	.165	5.065	.000
1 Training & Development	.055	.030	.065	1.765	.075
Performance Appraisal	.205	.035	.200	5.530	.000
Compensation	.250	.025	.301	8.860	.000
(Constant)	1.195	.135		8.840	.000

a. Dependent Variable: Job Satisfaction

From Table 6, we can see that Compensation was discovered to be the most grounded huge indicator of employee performance (satisfaction) ($t= 8.860$, $p=.000$)

($P<.05$). Followed by it the second significant factor is Performance appraisal having a standardized beta coefficient of 0.200 ($t= 5.530$, $p=.000$). The last huge factor

is Recruitment and selection having a standardized beta coefficient of .168 ($t= 5.065$, $p=.000$). Generally speaking, Training and Development was not discovered to be a huge indicator since it is having a standardized beta coefficient of 0.065 ($t=1.765$, $p=0.075$). Since the P esteem is more prominent than .05 for 5 % hugeness level. Be that as it may, fundamentally an employee will in general lose a job satisfaction or better performance in the HEI as a result of the weaknesses in the HRM works on relating to Recruitment and selection, performance appraisal and compensation.

Thus, H_0 isn't acknowledged, there exists a positive and critical connection between HRM practices and employee performance.

6. Conclusion

It is concluded that human resource management practices are positively related to employees performance. So null hypothesis will be rejected and alternative hypothesis will be accepted as there exists positive correlation between HR practices and employee performance. To examine the effect of HRM rehearses on employees' presentation across different higher instructive establishments; right off the bat spellbinding insights were determined. Relationship investigation and numerous relapse examination were utilized taking HRM rehearses as the free factor and employees' presentation (job satisfaction) as the needy variable. To set up the effect of HRM rehearses on employees' job satisfaction for teaching staff and non-teaching staff across different select HEIs, the information record was part based on the reactions from teaching staff and non-teaching staff, and to test the relationship, connection examination was utilized.

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