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Human resource management principles and factor that affect employee's job satisfaction

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Abstract

Human resource management is certainly not a brief wonder rehearsed for a day or a week or for a present moment. This implies it is a consistent cycle with recognizable progression of data in consonance with interrelated phases of occasions to accomplish the ideal objectives. Sample size of 400 employees will finalize, which include forty % of females' i.e. 160 females as well as sixty % of males i.e. 240 men. Statistical research or descriptive research will offer info about the population or perhaps universe being studied. Though it is able to just explain exactly who, what, when anywhere and just how of a scenario. It doesn't result in a specific situation. This particular research is to observe the relationship between HR Practices (Training and development, Rewards, Recognition) and Employee Job Satisfaction. These HR Practices are also known as key drivers of employee performance. Training and development is one of the key elements of employee job satisfaction because it reduces the discrepancies in job tasks and enhances the job skills which in result motivates the employees and lead towards job satisfaction

Keywords: human resource, factor, demographic, employee, job, satisfaction

1. Introduction

Human resource management is certainly not a brief wonder rehearsed for a day or a week or for a present moment. This implies it is a consistent cycle with recognizable progression of data in consonance with interrelated phases of occasions to accomplish the ideal objectives. Further, "Human Resource Management is a progression of coordinated choices that structure the business relationship; their quality adds to the capacity of the associations and the employees to accomplish targets". HR improvement is a persistent cycle and it should go with the progressions and advancement that happens.

1.1 Human Resource Management Principles

In the event that approach is an arrangement and guide for administrative choices and activities, standards are the crucial truth set up by research, logical examination and investigation. In planning staff approaches, the management of the business association must adjust the necessities, points, objectives, goals and estimations of the businesses and employees. Numerous staff strategies have been set up through practices, encounters and everyday perceptions. Standards are all inclusive realities by and large material to all finished and all the associations that might be profitable or administration delivered. Standards provide guidance to administrators to planning strategies, software engineers, systems and practices of the business association. Following are the standards of the Human Resource Management.

- Guideline of justification and adaptation with taking care of human resource.
- Rule of individual improvement to offer full and equivalent occasions to each employee to understand their maximum capacity.
- All employees in the business association should be treated with equity and there must be consistency in treatment between all employees and throughout time frame. The business association should work fairly as opposed to despotically.
- Rule of logical enlistment and choice must be used. The logical system with proper rules and standards will help significantly in choosing right people for right positions.
- Rule of nobility of work is one of the main standards of faculty strategies.

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2. Literature Review

Thu, Tran & Watanabe, Rie & Sumita, Tsuyoshi (2021) ^[1] human resource management techniques (including work itself, training and development, supervisor support, co-workers' relationships, salary and working environment) and job satisfaction among employees in Japanese agri-businesses in Vietnam are the subjects of this paper's investigation. We gave structured questionnaires to 200 employees to obtain primary data; 179 returned questionnaires that could be used to evaluate our predictions. Work itself, training and development, relationships among co-workers, compensation, and workplace conditions were found to have favorable influence on job satisfaction. Job satisfaction, on the other hand, had no link with supervisor support. Last but not the least, based on the results of qualitative and quantitative evidence as well as the extensive interview, several suggestions were made for human resource management techniques in Japanese agricultural enterprises in order to attain high levels of job satisfaction.

Tania Hasan and Jawaad Mehwish Bashir Aideded and Amir Abeera (2019) ^[2] as a result of HRM's ability to influence organizational behavior, business objectives are achieved. In turn, Organizational Commitment is influenced positively by HRM. A relationship between HR practices and organizational commitment was to be examined in this study. As a mediator between HR practices and organizational commitment, it is also meant to measure job satisfaction among Pakistani telecommunications personnel. Two hundred and eighty-eight persons working by Lahore-based telecommunications businesses provided the data. The Smart PLS 3 software was used to run PLS and SEM on the data. Employee satisfaction with recruitment and selection, appraisal satisfaction, rewards and recognition and the work environment all have a statistically significant effect on organizational commitment. "Job Satisfaction" is a complementary mediator in the relationship between "Recruitment and Selection", "Training", and "Work Environment". The relationship between "Performance Appraisal Satisfaction" and "Job Satisfaction" is indirect only. Reward and Recognition do not moderate the relationship between organizational commitment and job satisfaction.

Lodhi, R.N., A. Iqbal, and M.A. Sandhu, and Munir, Maniha (2013) ^[3] to determine how HRM methods (staffing, reward, and training programmes) affect the performance of the organization Design/methodology/approach: In Pakistan's banking sector, a quantitative analysis was undertaken. Questionnaires were distributed to 150 bankers from different banks in Sahiwal, with a response rate of 93%. Pearson Data was analyzed using correlation and regression. Organizational performance is positively correlated with HRM (staffing and incentive policies and training programmes) practices. The sample size was too small to be statistically significant. A large sample size can be used to repeat this study in a similar industry or environment, as well as in other sectors. The effects of other independent variables, such as information technology, performance appraisal, employee empowerment, salary, job rotation, and employee involvement, could also be incorporated into the analysis.

Hussain and Tajammal's (2013) ^[4] study, the relationship between the business's human resource management practices and employees' motivated intentions to remain and work well for the organization is examined. Training and

Development, team development, performance appraisal, internal communication system, employment security, person-organization fit, employee empowerment, and reward and compensation are among the human resource management methods studied. In the 303 completed surveys, 75.75 percent were returned by middle management cadre employees of the textile industry. Four human resource management practices, including person-organization fit, employment security, communication, and training and development, are found to have a significant impact on employees' intentions to remain with the firm (adjusted R² = 0.782). Further, human resource management methods and employee retention were found to have a substantial favorable link. The implementation of human resource management methods boosts firms' ability to retain personnel, according to the findings.

3. Objectives

- To study about Human Resource Management Principles.
- To identify the important factor and demographic profile that affect employee's satisfaction.

4. Research Methodology

4.1 Data Processing

As per requirement the data will be Edited, Coded, Classified, and Tabulated and graphically represented.

4.2 Data Collection

- **Secondary:** Secondary data will be collected from Books, Journals, Magazines, News papers, online Journals, websites
- **Primary:** In order to obtain primary data a good structure questionnaire will ready. Both closed ended, likert scale and open ended questions based on market qualities as well as variables which effect employees' satisfaction towards human resource management practices including acquiring, developing, rewarding and retaining human resource will be incorporated in the questionnaire. E-questionnaire will ready on esurv.org free on-line survey site; then the questionnaires will be forwarded and also will be loaded through Whatsapp by the respondents.

4.3 Sample Size

Sample size of 400 employees will finalize, which include forty % of females' i.e. 160 females as well as sixty % of males i.e. 240 men.

4.4 Research Design

Statistical research or descriptive research will offer info about the population or perhaps universe being studied. Though it is able to just explain exactly who, what, when anywhere and just how of a scenario. It doesn't result in a specific situation.

5. Result and Discussion

5.1 Demographic Profile

Table 1: Gender wise classifications

Gender	Number of respondents (%)
Males	240 (60%)
Females	160 (40%)
Total	400 (100%)

Source: Sample survey

Out of 400 respondents, 240 respondents are males and 160 respondents are females.

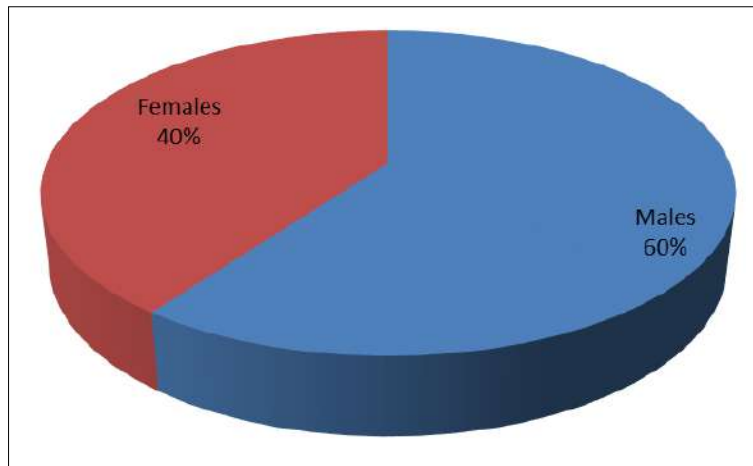


Fig 1: Gender wise classifications of respondents

Acquiring human resource

Table 2: Human Resource planning in the organization ensures selection of right person in the right job

Gender	Human Resource Planning in the organization ensures selection of right person in the right job					Total
	Strongly agree	Agree	Neutral	Disagree	Strongly disagree	
Males	41 (17.08%)	157 (65.41%)	13 (5.41%)	15 (6.25%)	14 (5.83%)	240 (100%)
Females	17 (10.62%)	114 (71.25%)	12 (7.5%)	12 (7.5%)	5 (3.12%)	160 (100%)
Total	58 (14.5%)	271 (67.75%)	25 (6.25%)	27 (6.75%)	19 (4.75%)	400 (100%)

It has been discovered that out of 240, Males 157 (65%) of Males have stated agree whereas 14 Males (5%) have stated emphatically disagree Out of 160 females, 114 (71%) females have stated agree whereas just 5 females (3%) have stated unequivocally disagree. Out of total 400 respondents,

271 (68%) have stated agree whereas just 19 (5%) respondents have stated emphatically disagree towards Human Resource Planning in the organization guarantees choice of perfect individual in the correct work.

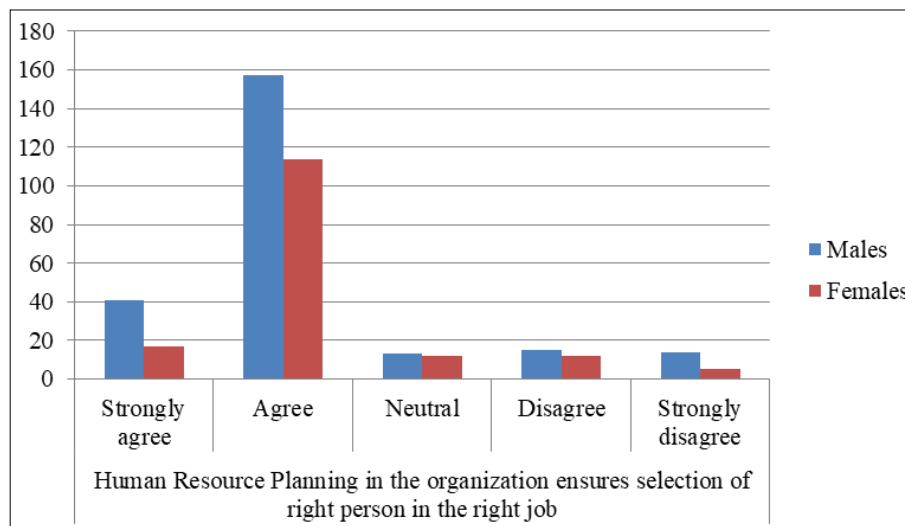


Fig 2: Human Resource planning in the organization ensures selection of right person in the right job

5.2 The important factor that affect employee’s satisfaction

The happiness of the employee relies on a variety of variables, such as salary satisfaction, promotion opportunities, incidental benefits and stable employer relationships and correspondence within the company. The happiness of workers will easily decrease costs by decreasing miscarriages, job errors, work disputes and turnover. The vast majority of Employees spend an overwhelming part of their work in the sector, and

knowledge of the elements associated with employee satisfaction is crucial to improve the exhibition and productivity of employees.

Trust measurement shall assess whether the collected data is reliable in order to produce results decently and accurately. The assessment of reliability is carried out with checks for stability and accuracy. The reason for this trustworthiness analysis is to allow researchers to detect if the data collected are trustworthy. Alpha from Cronbach is a reliability coefficient indicating how often a series of variables are

closely correlated. According to the Alpha guidelines from Cronbach, 0.80 to 0.95 is concerned with outstanding reliability, 0.70 to 0.80 with strong reliability, 0.60 to 0.70 with reasonable reliability, and 0.6 with powerless reliability. Typically the level of 0.6 for early basic research increases the closer the coefficient of reliability.

Job Satisfaction

Table 3: Reliability Statistics

Cronbach's Alpha	No of Items
0.944	4

Source: Developed for the research

On the basis of Table 3 the Alpha of Cronbach is 0.944, reflecting 94.4 per cent of research requests that calculate the requisite research variables are accurate. The Alpha value 0.944 of this Cronbach is within the range 0.8 - 0.95 and 4 items are very stable in general.

6. Conclusion

This particular research is to observe the relationship between HR Practices (Training and development, Rewards, Recognition) and Employee Job Satisfaction. These HR Practices are also known as key drivers of employee performance. Training and development is one of the key elements of employee job satisfaction because it reduces the discrepancies in job tasks and enhances the job skills which in result motivates the employees and lead towards job satisfaction. Employees get extremely motivated through rewards and recognition and these two factors lead towards employee motivation and research shows that highly motivated employees are the most satisfied employees and also the high performers. The vast majority of employees spend an overwhelming part of their work in the sector, and knowledge of the elements associated with employee satisfaction is crucial to improve the exhibition and productivity of employees. HR improvement is a persistent cycle and it should go with the progressions and advancement that happens.

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