

A STUDY ON HUMAN RESOURCE MANAGEMENT PRACTICES IN RAASIGA LEATHERS, RANIPET

Dr. S. Pougajendy¹, S.Girija²

¹Head of the Department, PRIST School of Business, PRIST Deemed to be University, Puducherry Campus, Tamilnadu, India

²MBA Final Year Student, PRIST School of Business, PRIST Deemed to be University, Puducherry Campus, Tamilnadu, India

Abstract

Leather industry is the one of the largest potential employment generation sectors in India. Leather industries provide employment to skilled, semi-skilled and unskilled peoples. In this regard there is an urgent need to effectively manage employees working in leather industries. This study aims to identify the human resource management practices followed in Raasika Leathers, Ranipet.

Keyword: Human Resource Management, Leathers, Tamil Nadu

1.INTRODUCTION

Leather industries in India is widening over systematised in addition to unsystematised sector. The small scale, cottage and artisan sectors account for over seventy five percent of the overall fabrication. However, habitually in the introduction stage the Indian trading of tanned hides and skins, in the early 1970s itself, it set its points of interest on turning into a chief participant within the leather-based merchandise segments. These enterprises uses main lyethnic herbal resources with imports to full fill its exports.

Leather industries have been referred to as one of the thrust areas of exports. Annual revenue of leather industries is over US\$ 10 billion, has improved manifold over the preceding many years and moved us\$ 6 billion of export. The collective annual growth tare is above 8.55% (last five years). The leather and leather-based merchandise industry in India employs the large quantity of labor pressure from weaker section of the society. Leather-based industries make a contribution 30% of women-employment.

TamilNadu is the India's pioneer and leader in leather based products with around 60 percentage of proportion in the tanning capability and leather-based production. Tamilnadu fulfils approximately 6 percent of the leather-based products for the world needs.

In Vellore district, Vaniyambadi and Ambur are the two principal towns which has leather-based and leather products production centres. Around 198 leather tanning, footwear and leather goods units are registered in Vaniyambadi and 102 in Ambur, According to the Vaniyambadi tanners association, Ninety Percent of the units located in Ambur cluster are export-orientated and production in Vaniyambadi is solely for export.

According to one recent report, in vellore district leather manufacturing industries, A labor who produce leather based products for an export enterprise get hold of Rupees Ninety (approximately €1.19) for a bag. On average piece charge employees make ₹three, 500 (approximately €46.34) in keeping with month stated the record.

In shoes fabrication, without a doubt all pass-examined labourers said they were given piece-rate remuneration at ₹5-10 each. The report indicated that on standard, employees make ₹80-125/day, which is generally less than the standard minimum remuneration mentioned in the footwear industries in Tamilnadu, being ₹121.91 for a day for shoes people.

Even as supplementary employment was usual within the leather industry thru the advancement of large-scale export centres, no consideration become paid to the character and great of the employment produced. The better emphasis at the growth of exports of finished leather-based items had but extreme outcomes down

the road. Tanners wanted you purchased extra skins and hides and workers have been provoked with elevated depth of work, pollutants and hazards.

Working in the leather industries is precarious and harmful, because the work is with chemicals. The poisonous chemical substances have a major harmful effect on the fitness of the human beings running in the tanneries. Tannery people often affected by fever, eye inflammation, skin illnesses and lung cancers. Using chromium regularly implies serious human and labour rights violations, as tanneries often ignore the vital health and protection guidelines. Furthermore, the semisolid effluent of leather manufacturing diffuses toxic gases. The leather-based employees frequently lack enough safety towards those dangerous poisonous gases. In December, 2015 three leather-based industry people died and two workers were hospitalized after breathing in toxic gases from the leather-based effluent in a leather-based complicated in kolkata. Typically, people are not sufficiently protected and skilled to make certain their health and protection.

2.HUMAN RESOURCE MANAGEMENT PRACTICES

The on-going restructuring of management and company practices planned to control with progressively complicated and rapidly changing knowledge-based financial system has received increasing interest from scholars from a diversity of disciplines and fields. In particular, plenty attention has been given to the restructuring of the employment (HRM) practices that have observed the emergence of companies specialised for competing in dynamic and data – wealthy environments. Those practices embody many forms of team based company, non-stop learning, decentralization of selection rights incentives, systems for mobilizing worker proposals for enhancements, first-class circles, emphasis on inner expertise dissemination and so on.

Human Resource Management practices have been defined in several factors. Schuler and Jackson (1987) defined Human Resource Management practices as a system that draws, develops, motivates, and retains personnel to make sure the effective implementation and the survival of the enterprise and its contributors. Besides, Human Resource Management practices is also

conceptualized as a hard and fast of internally steady rules and practices designed and applied to make sure that a company's human capital make contributions to the fulfilment of its enterprise goals (Delery and Doty, 1996). On other hand Minbaeva (2005) viewed Human Resource Management practices a hard and fast of practices utilized by enterprise to manipulate human assets via facilitating the improvement of skills which are company particular, produce complicated social relation and generate enterprise expertise to sustain aggressive advantage. In opposition to this backdrop, we concluded that Human Resource Management practices relate to precise practices, formal policies, and philosophies which can be designed to draw, expand, encourage, and preserve employees who make sure the effective functioning and survival of the agency.

3.REVIEW OF LITERATURE

Voermans and Veldhoven, 2011: A study conducted on attitude towards e-HRM utilized an online questionnaire, for 99 managers and 257 employees within Philips (Electronics) Netherlands and found that differences in perceived usability of current IT systems, as well as the preferred HR roles strategic partner (high preference) and employee champion (low preference) were related to a positive attitude towards e-HRM systems. For managers, user support was also found to be a predictor of a positive attitude towards e-HRM.

Ruel et al., 2012: An explorative empirical study conducted in five large companies on web-based HRM. They concluded that the goals of e-HRM are mainly to improve HR's administrative efficiency to achieve cost reduction and also found that international companies seem to use the introduction of e-HRM to standardize/harmonize HR policies and processes. Further, there was a gap between e-HRM in a technical sense and e-HRM in a practical sense in the five companies involved in their study. Finally, e-HRM hardly helped to improve employee competences, but resulted in cost reduction and a reduction of the administrative burden.

Yusliza and Ramayah, 2013:A study on the Factors Influencing Attitude towards Using Electronic HRM in Malaysia was administered the questionnaire to the participants during the seminar and explored that clarity

of e-HRM goals, user satisfaction with e-HRM, perceived usefulness perceived ease of use, intention to use e-HRM, user support, social influence, and facilitating condition have a significant impact on attitude towards using e-HRM. However, e-HRM trust has no influence on attitude towards using e-HRM. This study has identified important factors associated with attitude of the HR professionals towards using e-HRM.

Wyatt, 2013: A survey of HR technology issues also revealed that a wide variety of HR and payroll systems are being used today. According to the results of the study, web technology was the predominant method for delivering HR-related services to employees and managers, and offers significant opportunities to improve communication, knowledge sharing and HR delivery systems.

Haines and Lafleur, 2016: A survey was conducted in Canada between HR managers to assess the relationship between the degree IT supported HR activities and HR managers perceptions of HR's technical and strategic effectiveness. For the purpose of this study across 210 firms was surveyed. Study found a positive relationship between the degree of IT support of HR activities and HR manager's perceptions of the organization's HR strategic effectiveness, and with the quality of HR's strategic and change agent roles.

4. RESEARCH METHODOLOGY

A well-structured questionnaire was developed to collect the primary data and tested validity with Cronboah-Alpa. The questionnaire consists the personal information and factors associated with HRM practices. Sample size of this study was 65. Random sampling method was used. Chi-square, T-test and ANOVA was used to compute the data.

5. MAJOR FINDINGS

- 23% Respondents in 21-25 age groups. Followed by and 31% respondents said 26-30 age groups. 31% respondents said 31-35 age and 15% respondents are 36-40.
- 13% Respondents are under graduate, Followed by and 45% respondents said graduate. 22%

respondents said post graduate and 20% respondents are others.

- 54% respondents highly satisfied that they have medical benefits provided by Raasika leathers. Followed by and 30% respondents said satisfied. 5% respondents said neither satisfied nor dissatisfied. 6% respondents said dissatisfied and 5% respondents are highly dissatisfied.
- 5% respondents highly satisfied that they have salary package. Followed by and 31% respondents said satisfied. 23% respondents said neither satisfied nor dissatisfied. 31% respondents said dissatisfied and 10% respondents are highly dissatisfied.
- Chi-square and ANOVA test is used to compute the relationship between variables the following results came from chi-square test.

1. Significant relationship found between gender and comfort in working at night shift.
2. No significant relationship found between marital status and comfort in working at night shift.
3. No significant relationship found between overtime benefits and incentive benefits.

6. SUGGESTIONS

About 50% the respondents are satisfied with advertisement followed by the organization about recruitment. The study suggests that Raasiga leathers should improve its recruitment advertisement. Study finds that job responsible is allocated in better manner. Study suggests to follow that in same manner. Study finds that quality of work life feels by the respondents. Study suggests to follow it. Further study finds that ventilation, medical benefits, health camps, maternity benefits, sickness benefits, accidental leave are provided by the Raasiga leathers are well manner.

7. CONCLUSION

The study was undergone, with the intension to know about the human resource management practices followed in Raasiga leathers. Study concludes that Raasiga leathers needs to improve the recruitment advertisement, selection procedure and salary package. Further Raasiga leathers followed the whole things in

better manner. Its medical benefits, health benefits are highly satisfied by employees.

REFERENCES

- [1] Does the Shoe fit? An overview of global shoe production (Anton Pieper, Südwind, 2015)
- [2] Human Resource Management", 2007, Garry Dessler
- [3] Ibid.
- [4] Tamil Nadu in Leather Map of World (The All India Skin and Hide Tanners and Merchants Association (AISHTMA), 2014): <http://www.aishtma.com/leathermap.html>
- [5] Leather and Leather goods (B. Thomson, 2012): <http://www.web.net/~bthomson/fairtrade/fair6612.html>; Toxic Tanneries: The Health Repercussions of Bangladesh's Hazaribagh Leather (Human Rights Watch, Oct 9, 2012)
- [6] Laird, D., Holton III, E. F., & Naquin, S. S. (2003). Approaches To Training And Development: Revised And Updated: Basic Books.
- [7] 3 die after inhaling toxic gas in Bantala (The Times of India, 2015): <http://timesofindia.indiatimes.com/city/kolkata/3-dieafter-inhaling-toxic-gas-in-Bantala/articleshow/50084347.cms>