

# A Study on Employee Perception towards HR Practices of Pallava Textiles Pvt., Ltd., to Erode

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**Abstract:** The research purpose is to determine the study of the perception of employees. The purpose of this study is to contribute to an understanding of how diverse groups of employees perceive their workplaces as learning environments, and to cast light on the learning processes of these diverse groups of employees Design/methodology/approach .This study was designed to examine employee perceptions of the extent to which their managers create conditions in the work environments favorable to learning and enact behaviors in one on one settings that are likely to foster learning; and their sources and methods of learning. Data were gathered from employees in Pallava textiles manufacturing firms through self-completion questionnaires and analyzed using descriptive statistics and tests. Research limitations/implications the research reveals demographic variables that appear to be important in studies of employee learning in small firms. Future research should examine owner managers' perceptions of the workplace learning environments and employee learning processes. Practical implications Managers may need practical help in managing the learning of diverse groups of employees, and in understanding the potential differences in employee learning processes.

**Keyword:** Performance perception, Job satisfaction, Employee motivation, Feedback performance

## INTRODUCTION

Employee perception is the aspect to know how much an employee is satisfied towards the organization it is the most essential aspect that can drive the employees towards the organization. It should be noted that a satisfied employee used his maximum effort for the company rather than of the unsatisfied person. When an individual looks at a target and attempts to interpret what he or she sees that interpretation is heavily influenced by the personal characteristics of the individual perceiver, personal characteristics that affect perception include a person's attitude personality motives, interests, past experience and expectations. Stephen Robbins, defines perception as a process by which individuals organize and interpret their sensor impressions in order to give measuring to their environment process which involves seeing, selecting, organizing, interpreting and giving meaning to the environment.

## REVIEW OF LITERATURE:

Dr.S.Fabiola Kavitha, (R.R.2017) A Study on Employee Perception towards Job Satisfaction under HR practices and perception. Stratified random sampling Employees perception is formed by organizational roles, styles of leadership, styles of communication at the workplace etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees. The survey depicts that 38% of the employees felt that there is good work culture in their organization and 12% of the employees felt that they have excellent Work culture in the organization.

Iqbal,s. (2016) Employees Perception regarding the Role of Specific HRM Practices in Knowledge Intensive Firms. Questionnaires of this study were distributed by the gatekeepers and completed questionnaires were received by the contact persons at a time convenient to the respondents. The results of the study revealed that employees perceive that in this dynamic business environment organizational recruitment practices should be on priority. Fair recruitment and selection processes may boost employees' confident to collaborate and share their skills and with colleagues. This may help to create new knowledge that can eventually improve organization's knowledge capability. This study suggests a future research to confirm the results regarding employees' knowledge sharing behaviors by using relatively large sample across different business sector and countries.

Riet,S.v.(2016) Focusing on employees' perception of HRM; HRM satisfaction and distinctiveness considered HR distinctiveness is measured as a process variable. Organizational outcomes as affective commitment and innovative behaviour are the content variables which are being measured. The data used in this study is collected through questionnaires. employees also make attributions due to personal factors, such as uncertainty avoidance, which can positively influence de relationship between HR satisfaction and innovative behaviour.

Tajiki,m.e. (2013) Employees Perception of the Problems and Practices of Employee performance Evaluation: The study has the objective to assess the perception of employees towards the problems and practices of performance evaluation. On the basis of data collected through questionnaires and interview which are founded on the theoretical assessment of related literatures; the researcher has tried to unearth some of the real problems of appraisals based on the opinion of the rates in that particular organization. The questionnaire was distributed to 200 employees. the appraisal system to be effective, at least the forms that measures jobs having similar characteristics need to be customized and tailor made.

Aziz,m.f.(2015) Employees' perception about organizational culture; with and without ethnic diversity conducive organizational culture has been proved to be imperative for an efficient organizational performance. The study was conducted on two higher level educational institutions in two different countries: a university in Pakistan having a homogeneous work force and a college in the Sultanate of Oman carrying a heterogeneous work force where diversity is integrated with organizational culture as a diverse work force from many different cultural backgrounds and nationalities is working in Omani educational institutions. After data analysis, it was found that faculty members working in a diversity integrated culture have a better perception about their organization than those serving in a culture without diversity. A comprehensive descriptive analysis was done to analyze organizational climate in both the institution in this study.

## EMPLOYEE PERCEPTION

**Definition:** According to William Gardner perception is when selecting an image never try to be something you are not. People will be through the façade. Make every effort to put your best foot forward but never at the cost you identify or integrity. The Employee perception is an Organization is a place where the entire employees are going to work together. Commonly in any organization perception towards the work and organizational Human Resource practices play the very important role. Human Resource practices in organization describe about the perception of the employee towards the job and organization. In my Internship study I focused on the Human Resources practices and Culture of Pallava textiles yarn. The purpose of the study was to determine employee perception of the dimension of cultural toward organization learning readiness. The study also seeks to compare employees work experience work shifts and their perception towards the dimension of culture in enhancing organizational learning readiness.

### Methods of Perception

There are a number of methods that are used to evaluate employee's perception. It may be evaluated on the basis of his traits and attributes as well as on the basis of his work or results and objectives achieved. Thus, performance may be measured in terms of standards of traits and general behaviour on the job or in terms of results and goals. Some of the common techniques are given below. Each method has its merits and demerits but one thing is clear that the technique employed has to evaluate mainly his job-related performance.

The perception methods can be classified as follows:

- (a) Perception of Depth
- (b) Distance Movement Perception
- (c) Size Perception.

## HUMAN RESOURCE DEPARTMENT

Human Resource Development (HRD) is the framework for helping employees develop their personal and organizational skills, knowledge, and abilities. Human Resource Development includes such opportunities as employee training, employee career development, performance management and development, coaching, mentoring, succession planning, key employee identification, tuition assistance, and organization development. The focus of all aspects of Human Resource Development is on developing the most superior workforce so that the organization and individual employees can accomplish their work goals in service to customers. Organizations have many opportunities for human resources or employee development, both within and outside of the workplace.

**Recruitment Policy:** Recruiters are responsible for the total hiring process including posting positions on job boards, sourcing candidates through job fairs and social media, serving as the first-line contacts for running background checks to screen candidates, conducting the initial interviews, and coordinating with the hiring manager responsible for making the final selection

**Training and Development Policy:** Training and development are an integral part of the HR team. Depending on the type of employee role played at the company, the training team might be responsible for building out instructional programs that have a direct effect on the success of the business. Every company wants to see its employees thrive, which means providing them with all the tools they need to succeed.



## SCOPE OF THE STUDY

The present research study has a very wide scope. It covers aspects which is useful several ways

- Human beings are tending to hide what they really feel from within due to different reasons, respondents might reluctant to provide their true feelings as a result conclusion of the findings might be affected.
- Lack of experience was also affected the research work. Absence of empirical studies conducted is another limitation.
- Time factor: The project work has to be carried out within a semester in combination with class works, assignment, mid-test and examination of which within stipulated time the work must be completed.

## OBJECTIVES OF THE STUDY

- To assess employees' perception about practice of the organization.
- To assess the level of employees' work performance, affective organizational commitment and their intention to leave due to neglecting of their perception.
- To examine the relationship between employee's perception on organization performance and development.

## RESEARCH METHODOLOGY

### Meaning

Research methodology is a way to systematically value the research problem. At may understood as of studying how research is scientifically done research and academic and such the term should be used in technical sense.

### Research design

The research design used in this project is "DESCRIPTIVE RESEARCH DESIGN" As descriptive research is used to describe characteristics of a population or phenomenon being studies. It does not answer questions about how/when/why the characteristics occurred. Rather it addresses the 'what' question. The characteristics used to describe the situation are usually some kind of categorical scheme also known as descriptive categories.

### Source of data

#### Primary source

In this research study, survey is the primary source of data collection. To analyses the employee's opinion and feedback about the recruitment and selection process, which is collected through Questionnaire.

#### Secondary source

Secondary data sources are magazine, Company booklet, and from company's website

### CH-SQUARE TEST

The Chi-Square is denoted by  $\chi^2$ . The chi-square formula is:

$$\chi_c^2 = \frac{\sum (O_i - E_i)^2}{E_i}$$

Where as, c = Degrees of freedom

O = Observed Value

E = Expected Value

### Null Hypothesis (Ho)

There is no significant difference between gender and employee perception about being valued as employee.

### Alternative Hypothesis (H1)

There is significant difference between gender and employee perception about being valued as employee.

S.no	Valued as an employee		Total	
	Yes	No		
	gender			
1	male	16	8	25
2	female	15	11	25
Total		31	19	50

### ANOVA TEST

1. Correction Factor (C. F) =  $(\sum x)^2 / \text{No. of Observation} = T^2 / N$
2. Sum of Square of Total Variance: (SST) =  $\sum x^2 - C_x$
3. Sum of Squares between rows (SSR) =  $\text{SSR}^2 - CF$
4. Sum of Squares between the columns (SSC) =  $\text{SSC}^2 - CF$
5. Error Sum of Squares =  $\text{SST} - (\text{SSR} + \text{SSC})$

### CORRELATION TEST

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}$$

Here,

n = Number of values or elements

$\sum x$  = Sum of 1st values list

$\sum y$  = Sum of 2nd values list

$\sum xy$  = Sum of the product of 1st and 2nd values

$\sum x^2$  = Sum of squares of 1<sup>st</sup> values

$\sum y^2$  = Sum of squares of 2<sup>nd</sup> values

### DATA ANALYSIS AND INTERPRETATION

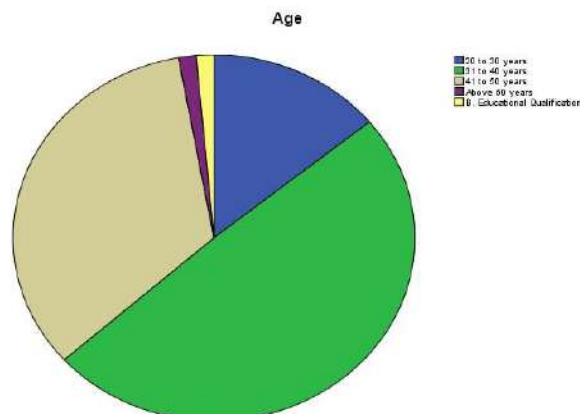
TABLE - I THE TABLE SHOWING AGE WISE CALCULATION OF THE RESPONDENT

Valid	Frequency	Percent	Valid Percent	Cumulative percent
20 to 30 years	10	14.1	14.1	14.1
31 to 40 years	35	49.3	49.3	63.4
41 to 50 years	24	33.8	33.8	97.2
Above 50 Years	1	1.4	1.4	98.6
Total	71	100.0	100.0	

### Interpretation:

From the above chart and table respectively in age wise, 14% of the respondent belongs to the age of 20 to 30 year, 49.3% of the respondent belongs to the age group of between 31 to 40 year, 33.8% of the respondent belongs to the age group of between 41 to 50 years, 1.4% of the respondent belongs to the age group of above 50 years.

### CHART - I



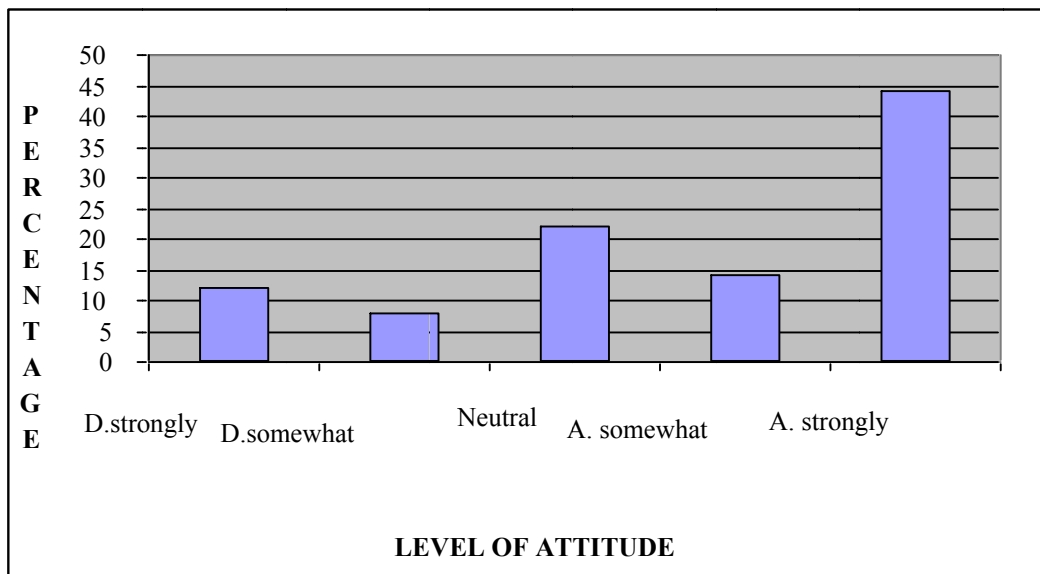
**TABLE -2 THE TABLE SHOWING DEVELOP SKILLS AND ABILITIES WISE CLASSIFICATION OF RESPONDENTS**

S. No	Level of Attitude	No. of Respondents	Percentage
1	Disagree strongly	6	12
2	Disagree somewhat	4	8
3	Neutral	11	22
4	Agree somewhat	7	14
5	Agree strongly	22	44
Total		50	100

**Interpretation**

The above table shows that 12% of the employees felt that they could not develop their skills. 14% of the employees felt that they could develop their skills to some extent and 44% of the employees felt strongly that they could develop their skills.

**CHART - 2**



**FINDINGS**

- Some of the employees felt that the workload was reasonable and the deadlines set to achieve targets were reasonable.
- From the study it was found that the employees were satisfied with the working conditions. Being employed in a manufacturing company employee felt that they were able to carry out their work without much strain.
- Gender did not play a role in the way employees perceived their value in the organization.
- Majority of the employees felt that they were underpaid. They felt that they were paid less when compared to the responsibility they take.
- Some employees felt that there was no balance between their work and personal lives.

**SUGGESTIONS**

- Majority of the employees were not satisfied with their present salary. The company can take this into account while revising the pay for the employees.
- Employees felt that their new ideas related to work were not encouraged. The company could encourage the employees to give their ideas related to work.
- The employees felt that the company did not respond to their grievances immediately. Hence the company can adopt some grievance handling procedure that is best suited for the company.
- Some employees felt that there was no balance between their work and personal lives. The company could look into this aspect and train the employees on better time management.

**CONCLUSION**

An effective HR practices and its proper implementation is very much essential for regular periodical feedback and evaluation of employees so that it can stand as an effective and much well-planned activity. The present study has been undertaken with the objective of analyzing the perception of employees toward HR practices namely training and development, reward management, performance management, are significant predictors of employee commitment. A negative direct relationship is found between employees’ perceptions about the use of HR practices which is a systematic and rigorous fashion.

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