



A STUDY OF HR PLANNING AT KARVY HYDERABAD

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Abstract

The main purposes of this study are to explore the extent to which public Jordanian universities have adopted Human Resource Information System (HR PLANNING) and to examine the current HR PLANNING uses, benefits and barriers in these universities. A structured questionnaire was constructed based on other previous studies; it also pre-tested, modified and translated to capture data from HR PLANNING users in Jordanian universities. The main findings of this study revealed that the quick response and access to information were the main benefits of HR PLANNING implementation. While, the insufficient financial support; difficulty in changing the organization's culture and lack of commitment from top managers were the main HR PLANNING implementation barriers. The present study provides some insights into the performance and applications of HR PLANNING in Jordanian universities that could help Human Resource Management (HRM) practitioners to get a better understanding of the current HR PLANNING uses, benefits and problems, which in turn, will improve the effectiveness of HR PLANNING

INTRODUCTION

Planning is very important to our everyday activities. Different writers what planning is all about and its importance to achieving our objectives have given several definitions. It is amazing that this important part of HR is mostly ignored in HR in most organizations because those at the top do not know the value of HR planning. Organizations that do not plan for the future have less opportunities to survive the competition ahead. This article will discuss the importance of HR planning; the six steps of HR planning that is recasting; inventory, audit, HR Resource Plan; Auctioning of Plan; Monitoring and Control.

Definition of HR Planning

Quoting Mondy et (1996) they define it as a systematic analysis of HR needs in order to ensure that correct number of employees with the necessary skills are available when they are required.

When we prepare our planning programme, Practitioners should bear in mind that their staff members have their objective they need to achieve. This is the reason why employees seek employment. Neglecting these needs would result in poor motivation that may lead to unnecessary poor performance and even Industrial actions.

Importance of Planning

HR Planning involves gathering of information, making objectives, and making decisions to enable the organization achieve its objectives. Surprisingly, this aspect of HR is one of the most neglected in the HR field. When HR Planning is applied properly in the field of HR Management, it would assist to address the following questions:

1. How many staff does the Organization have?



2. What type of employees as far as skills and abilities does the Company have?
3. How should the Organization best utilize the available resources?
4. How can the Company keep its employees?

SCOPE OF THE STUDY

One of the main functions of personnel management in industrial organization is to impart programmers to its employees.

HRM plays a large part in determining the effectiveness and efficiency of the establishment. Increase in productivity is possible only when there is an increase in quantity of output. It applies not only to new employees but also to experienced people. It can help employees and employers to increase their level of performance and to develop skills, knowledge on their present job assignments.

Need for basic purposes of HRM HR planning:

- 1) To increase productivity.
- 2) To improve quality.
- 3) To help a company fulfill its future personnel needs.
- 4) To improve organizational climate.
- 5) To improve health & safety.
- 6) Obsolescence prevention.
- 7) Personal growth.

OBJECTIVES OF THE STUDY

- On an average, every employee at Nutrient undergoes at least 2 training programmers for a financial year and the employer in HR planning requires the executive development programmers at the time of intensive competition.
 - So the study is aimed to know the adequacy of training given to employees and employers.
 - To know whether employees and employers are having enthusiasm in knowing about training and development programmers, training plans, implementation and participation.
 - To suggest appropriate techniques and modification in training to achieve corporate goals.
- Development to employers arises due to providing technical skills and conceptual skills to non-technical managers and managerial skills and conceptual skills to technical managers

RESEARCH METHODOLOGY

Research is scientific and systematic search pertinent information in a specific topic. The meaning of research is “A Careful Investigation (or) Inquiry.

HR planning is the corner stone of sound management, and it makes employees and employers more effective and productive. It is actively and intimately connected with all personnel and managerial activities.

There is a present need for HR planning measures. So that new and changed techniques may be taken advantage and improvements effected in new methods, which are woefully inefficient. Training is practical and of vital necessity because, apart from other advantages mentioned, and increase their “Market Value”, earning power job secure

RESEARCH INSTRUMENT:

In order to collect the data from the people in organization the research instrument used is QUESTIONNAIRE.

A structured questionnaire has been designed, consisting of Closed Ended questions. All the questions are objective. Questionnaire does not contain any column for personal details of the people in Karvy Ltd.,

Questionnaire is designed for employees and employers containing 12 questions respectively. The questions are framed consisting of different factors. Both positive and negative questions are included to reduce the bias.

DATA SOURCES

Data can be broadly classified as;

- 1) Primary data.
- 2) Secondary data.

Primary data

Primary data is obtained through observation, questionnaires, and personal interviews.

Secondary Data

Secondary data is obtained through various, Management books Journals Newspapers and Internet web: www.karvy.com

SAMPLING

Sampling is always necessary to collect data from the whole organization. A small representative sample may serve the purpose. Sample means “A Group Taken From a Large Lot“. This small group should be miniature cross-section and really “Representative” in character. This selection process is called Sampling.

SAMPLE SIZE

Sample is device for learning about masses by observing a few individuals, that selected sample, is “100”.

SAMPLE PLANNING

Sample planning consists four major parts they are

- Sample Unit: Employees of KARVY.
- Sample Size: 100
- Population : 598
- Sample frame: Employees of Karvy, Hyderabad

SAMPLING METHOD

- Sample procedure: simple random sampling Sampling

LIMITATIONS OF THE STUDY

1. Firstly the respondents were not available readily and the data were collected as per the simple random sampling of the respondents.
2. Secondly the sample of only 100 respondents with simple random sample technique applied for selecting the respondents.

Thirdly, time is also one of constraints. Duration of 45 days is not sufficient to cover all the aspects of the study.

REVIEW OF LITERATURE

Dr. Jameender Ritesh (2014) studied the importance and impact of Human Resource Planning. In Effectiveness and Competitiveness of an Organization and felt that HRP is essential in order to Prevent shortage of human resource and skill Satisfy future staffing needs, Avoid industrial unrest Show the flow of information of individuals and increase productivity and concluded that Effective manpower planning must embrace the procurement, employment, development and maintenance of human resource of the organization

Sudhamsetti. Naveen, Dr. D.N. Raju (2014) studied the recruitment and selection process in Cement Industry, Electronics Industry, Sugar Industry. In Krishna DT AP, India and observed that in all the selected industries of the study area recruitment is made by campus placements job.com, data banks etc. The selection is done by evaluating the candidate’s skills, knowledge and abilities, which are highly required to the vacancies in selected industries. They also identified that both monetary and non-monetary incentives are given to the employees to motivate them for better.

DATA ANALYSIS AND INTERPRETATION

1) Do you feel that training programmers are necessary for employees?

(a) YES (b) NO

S.NO	OPTION	NO OF RESPO-NDENTS	% OF RESPO-NDENTS
1	YES	100	100
2	NO	0	0
	TOTAL	100	100

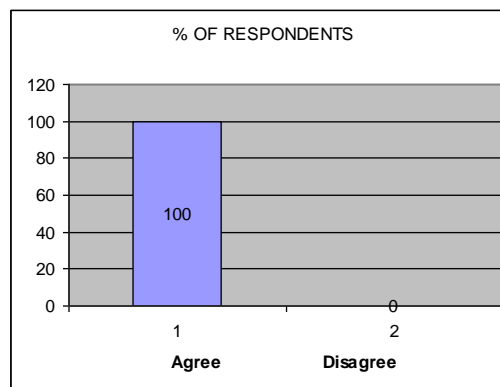
Interpretation:

From the above analysis we can say that 100% employees feel that the training programmers are necessary for employees. The 0% employees feel that training programmers are not necessary for employees.

(2) Training & development programmers affect employees in getting promotion. Do you agree?

(a) Agree (b) Disagree

S.NO	OPTION	NO OF RESPO-NDENTS	% OF RESPO-NDENT S
1	AGREE	100	100
2	DISAG-REE	0	0
	TOTAL	100	100

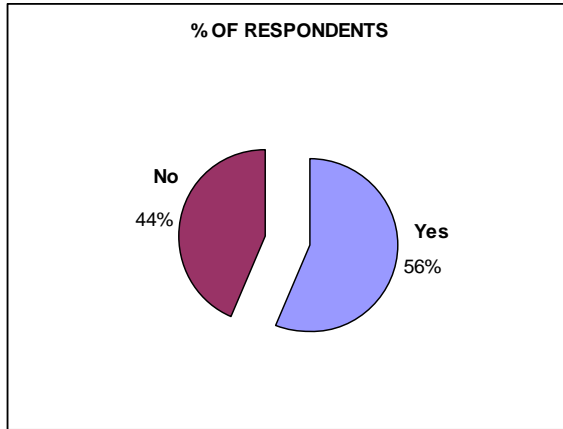


Interpretation:

About 100% of the employees agreed that the training and development programmers affect employees in getting promotion and 0% of the employees disagreed that the training and development programmers affect employees in getting promotion.

(3) Are you satisfied with present HRM Planning following in your organization?

(a) YES (b) NO



S.NO	OPTION	NO OF RESPONDENTS	% OF RESPONDENTS
1	YES	56	56
2	NO	44	44
	TOTAL	100	100

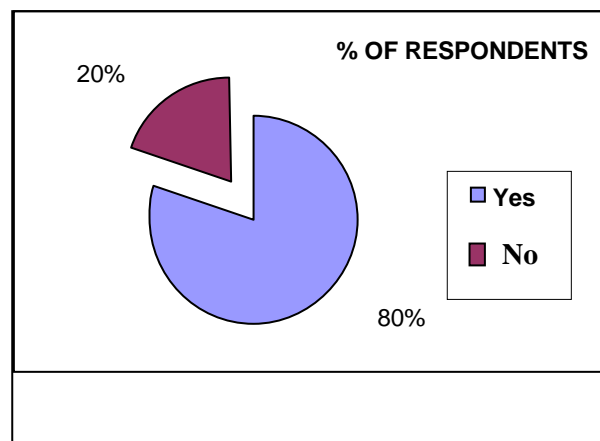
Interpretation:

About 56% of the employees are satisfied with present HRM programmers in organization. 44% of the employees were not satisfied with present programmers in organization.

(4) Are you satisfied with working conditions in your organization?

- (a) YES (b) NO

S.NO	OPTION	NO OF RESPONDENTS	% OF RESPONDENTS
1	YES	80	80
2	NO	20	20
	TOTAL	100	100



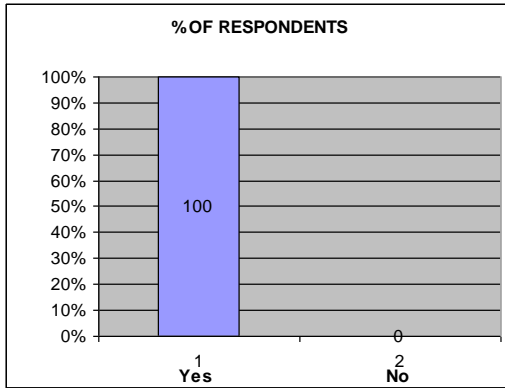
Interpretation:

From the above analysis 80% of the employees are satisfied with working conditions in this organization. Rest 20% of the employees are not satisfied with Working conditions in this organization.

(5) Did Organization give sufficient freedom to express your views and suggestions?

(a) YES

(b) NO



S.NO	OPTION	NO OF RESPO-NDENTS	% OF RESPO-NDENTS
1	YES	100	100
2	NO	0	0
	TOTAL	100	100

Interpretation:

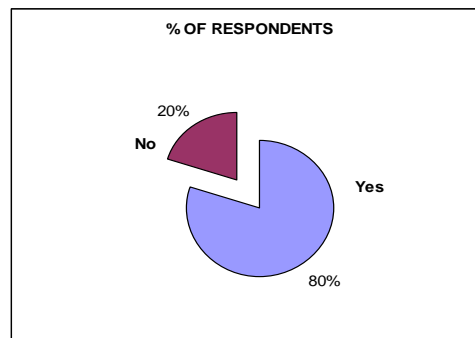
All the employees are satisfactory in the expiration of their views and suggestions.

(6) Does your management give you recognition for good results?

(a) YES

(b) NO

S.NO	OPTION	NO OF RESPO-NDENTS	% OF RESPO-NDENTS
1	YES	80	80
2	NO	20	20
	TOTAL	100	100



Interpretation:

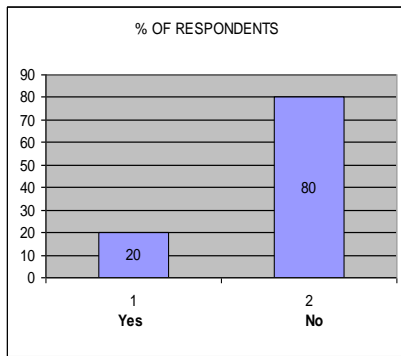
From the above analysis we can say that 80% of the employees respond that their management gives recognition for their good results. And 20% of the employees respond that their management not gives recognition for their good results.

S.NO	OPTION	NO OF RESPO-NDENTS	% OF RESPO-NDENTS
1	YES	80	80
2	NO	20	20
	TOTAL	100	100

(7) Duration of training & Development programmed is sufficient.

(a) YES (b) NO

S.NO	OPTION	NO OF RESPONDENTS	% OF RESPONDENTS
1	YES	80	80
2	NO	20	20
	TOTAL	100	100



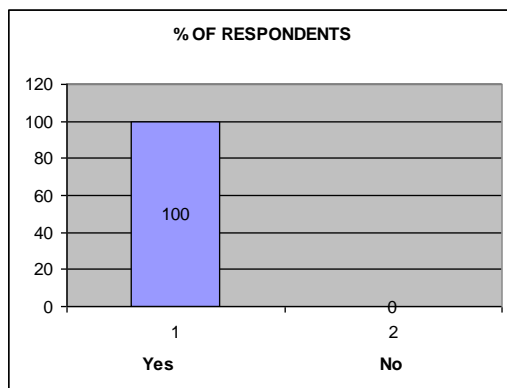
S. NO	OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	SHORT TERM	40	40
2	MEDIUM	60	60
3	LONG TERM	0	0
	TOTAL	100	100

Interpretation:

From the above analysis we can say that 80% of the employees are not sufficient for duration of the programmed. And 20% of the employees are sufficient for duration of the programmed.

A. Do you think that incentives are needed for attending training programmers?

(a) YES (b) NO



Interpretation:

From the above analysis, we can say that 100% of the employees feel. Those incentives are needed for attending training programmers. 0% of the employees feel. Those incentives are not needed for training programmers.



- a) Duration of the Strategy of individual employee programmed is:
 (a) Short term (b) Medium (c) Long term

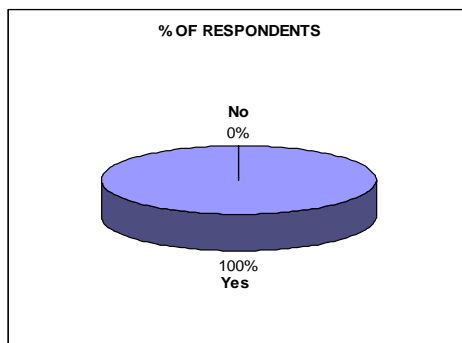
Interpretation:

About 40% of the employee’s opinion of the duration of Strategy Programmed is short term, 50% of employees opinion is medium and 0% of employees. Opinion is long term.

- b) Do you have promotional policies in organization?
 (a) YES (b) NO

S. NO	OPTIONS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	TO SMALL EXTENT	20	20
2	TO FULL EXTENT	56	56
3	TO GREAT EXTENT	24	24
	TOTAL	100	100

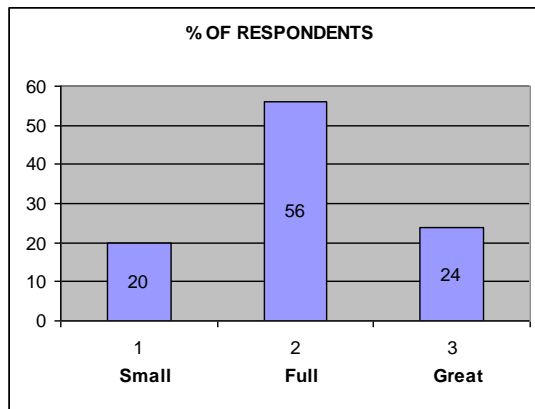
S.NO	OPTION	NO OF RESPONDENTS	% OF RESPONDENTS
1	YES	100	100
2	NO	0	0
	TOTAL	100	100



Interpretation:

About 100% of the employees responds that they have a promotion policies in the organization.

- a. Will you have an opportunity to apply your newly acquired knowledge & skills?
 a) To a Small extent (b) To a Full extent (c) To a Great extent

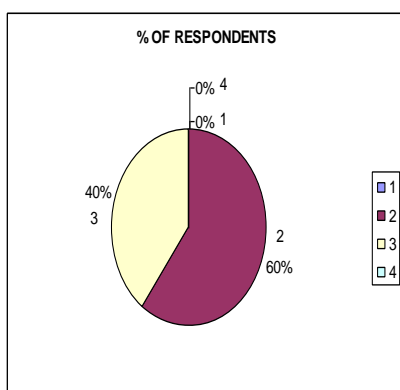


Interpretation:

About 20% of employees has a small extent of opportunity to apply newly acquired knowledge and skills. 56% of the employees has a full extent and 24% of the employees has a great extent of opportunity to apply newly acquired knowledge and skills.

- 10) What is the overall impression of the Organization?
 (a) Excellent (b) Good (c) Satisfactory (d) Poor

S. NO	OPTION	NO.OF RESPONDENTS	% OF RESPONDENTS
1	EXCELLENT	0	0
2	GOOD	60	60
3	SATISFACTORY	40	40
4	POOR	0	0
	TOTAL	100	100



Interpretation:



About 60% of the employees opinion is good on the overall impression of the organization. 30% of the employees were Satisfactory and 0% of the employees were Excellent and Poor on the overall impression of the organization.

FINDING

- The HRM Planning program may be arranged so that each of the employees under goes it at least once in a year.
- The training sessions should be handled by both the internal and external faculty so that it provides more comfort and also the knowledge of the external environment.
- The modern methods of HRM planning should be used so as to have a competitive edge in the market place.
- The organization should also have high emphasis on the accuracy of performance in the program.
- Training should be given to all groups at all levels to improve the efficiency on the whole.
- The HRM planning conducted should be need training programs for improvement of the skills and the knowledge.

SUGGESTIONS

The conclusions so far drawn from the study tempts to offer the following suggestions for making the organization ready for empowerment. The conclusions drawn above convince anybody to identify the following areas to chart out training programs for the executives to make them completely ready for empowerment

1. A general training program covering the importance of and need for employee empowerment in the light of global competition is to be designed in brainstorming session involving internal and external experts.
2. The present study identifies the following areas in which training is to be undertaken.
 - ✦ A training program may be undertaken for Executives in general and to Senior Executives in particular to convince and make them accept the empowerment concept.
 - ✦ Executives working in technical areas to be trained effectively in the areas of their role and interpersonal dependence and relations to make empowerment more fruitful.
 - ✦ A training program may be undertaken about "Shared Leadership" which brings high morale and high productivity and makes the empowerment a success.
 - ✦ The subordinate staff who is going to be empowered must be ready to take up this responsibility. A study is to be conducted among the subordinate staff to find out their readiness to discharge the new roles under this empowerment program. This helps in identifying the training areas, to make the subordinate staff completely ready for undertaking empowerment.



CONCLUSIONS

- The strategy program in **KARVY** is focused on new and old employees.
- Training program is conducted quarterly.
- HR planning principals & program in **KARVY** is based on the performance and seniority.
- The HRM planning program in **KARVY** is also the company response to new innovation and upcoming technologies.
- The goal of the program is mainly to improve the job related skills.
- It has been observed during the study that most of the employees expressed the need for each employee to attend the training program least once in a year.
- Most of the trainees supported external faculty rather than internal.
- The job security is not been effected by the program being undergone.

The training program is very much relevant to the present nature of work.

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