

Impact of HR Policies on Employee Relations

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Abstract: Employee relations look unequivocally to making and staying aware of positive relationships with an alliance's employees. While employee relation is a piece of HR, its enormous occupation is liaising among chief and employees as well as working in benefits and policies to make a sound workplace. Employee relations rose out of present day relations, but in a post-current world, have changed. Master's affiliations really exist, particularly in the public sector, yet drives in individual work space significant entryways prescribes that employee relations managers need to choose demands inside in a fair way that benefits both business and employee. The endless paper recalls the impact of HR policies for employee relations.

Keywords: HR, Policies, Employee, Relations.

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INTRODUCTION

Moderate reform has been seen as a solid weapon to build relationships in this tight business environment. One of the approaches to overseeing organizing is to drive spectacular improvement through explaining HRM practices. In this season of globalization, affiliations are becoming more and more completely real, dynamic, imaginative and pervasive. Human resource policies in firms, for example, re-appropriation and human resource reform campaigns, are not surprisingly fundamentally retarded by party and other aid sector affiliations.

With regards to business environments that require their HRs to think together imaginatively and establish new structures, the Advance HRD approach provides employees in the public and private sector access to cutoff points and their course of action for data. Will motivate to do so through discretionary effort. Business Process. HR practices in the Indian region have a very prominent

level of exceptional association with the party and other aid sector affiliations.

Tech has become the best driver of progress as it is transforming the imaginary reform banking to standard banking 24 hours a day, every 7 days out of every week and authenticity in working with the most taken support measures. Strong assessment is being done at each level for strong HRM approaches and relationships as well as policies for mindfulness.

Clearly, these require a sensational change in choice, detection, circumstance and correction techniques for banks. Next, the second idea is the system of settling the customs of perspective and the cunning satisfies the requirements and impressions of the legitimacy of the times. Assurance, arrangement and maintenance of employees is seen as the major test undertaking of the present times.

A strong, sound and sensible work structure is essential for the overall recovery of an economy and it creates constraints, which can generally lead

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to the breakdown of the economy. Worldwide Pragati Abhiyan has accelerated the transformations attaining the higher process of work and things. Headway Banks is structured with a wide range of affiliations offered, looking at new business features, creating changed affiliations, carrying out imaginative plans to acquire new market leading avenues.

Progress, in particular, has become a necessity in the conceivable stalled outcome of development, privatization and globalization. Influenced by the money sector, Indian banking has seen a shift away from addressing societal needs to integrative effects. Indian business is passing through a period of remarkable transformation. There are different types of banks under public, private, co-employable and new banks. Whatever the inclination, where the public sector rules the private sector and the new banks are addressing a real challenge for the public sector banks.

A trained employee is essential for the business to function. People can be converted to HR when they have good data, end points and boundaries. Business efforts are undergoing rapid changes considering mechanical new developments. Mechanical development has changed the proposition of banks to better performance of employees.

The bank is depicted with two clear parts which are the inside and outside pressure. Both varieties are equally Goliath to bank. With the troubled economy, the separation between these two parts is clear. In other words, the change can be linked to the type of parts inside and out. HRM revolves around giving the raw relationship to the two factors. HR should provide second aid to capacity in relation to unexpected changes in financial circumstances.

LITERATURE REVIEW

Mehta *et al.*, (2016) specified a layout to explore the impact of organizing in the Indian banking sector in the Truchirappalli region of South India in the context of public and private sector banks. The study found that the planning practices in public and private sector banks are actually opposite. The way in which employees are satisfied with the practices in both areas and can be achieved through the mindset of the employees towards organizing data sources and organizing projects while neglecting the exceptional judgment of planning.

Mittal *et al.*, (2016) evaluated the impact of human resource practices on workforce performance. The data was collected through a

coordinated observation. They focused on human resource issues such as employee relations, institutional responsibility and motivation, certified work environments, pay, orchestrating and improving, progress, business satisfaction and employee performance. The evaluation revealed that all human resources exercise the performance of all employees in the public and private sectors.

Yuvika *et al.*, (2017) highlighted evaluation for taking a look at human resource management practices and their impact on employee responsibility and performance. A systematic report was used to cover the various pieces of HRM practices and their relationship to employee responsibility and performance. Their survey shows the concrete districts that outlined the HRM practice and its impact on employee responsibility and performance. He observed that understanding HRM practices and their relationship with employee responsibility and performance would help in gaining importance in authenticity and serving society and associates.

Rao *et al.*, (2017) observed that public sector banks have a cash-related risk-taking work culture, with profit being a collaborative consideration. Private sector banks have benefited. The pieces between regions see an important part in trimming a union's work culture; This affects HRM practices at an extraordinarily fundamental level. The assessment observed that the establishment and work culture of public sector banks fluctuate with the support of private sector banks.

A PC does not wind up benefiting from the association, but rather a person who is not completely normal and completely devoted. HRs are really important resources that can have a huge impact in the achievement of a goal between something like two affiliations. Furthermore, it basically contributes to dealing with the overall end of the agreement. It is generally recognized that the higher an employee's level of business satisfaction, the more irrefutable their obligation to the game plan.

Sharma *et al.*, (2010) analyzed the focus on HRM in the banking industry and the control of HRM in banks. This assessment relies on both careful and discretionary verification. As shown by the opening, the heads of banks provide a value not clearly dictated by the potential of their human capital. Parts of human capital such as the approach to supervision, coordinating acting, and experience see a central part in delineating the appearance of wealth-related territory. The essential of HRD in the banking industry is to help improve business performance, not a small smidgen settled

immovably to the extent that the financial merits of suitability to work and the nature of money-related affiliations are stated.

Sinha *et al.*, (2015) directed a graph to quantify the levels of HRM practices of five business firms. He observed that affiliation follows a certain cycle in confirmation and decision association. Even though firms have a tremendous plethora of qualified human resources, there is a glut of very educated experts facilitating ICTs. The expert found that the position satisfaction level of the employees is low.

RESEARCH METHODOLOGY

Types of Sampling

For the current research work, total 400 respondents were chosen by using Random Sampling.

Statistical Tool

Regression analysis tool was used for the current research work. The objective of the Regression tool was to investigate the association between the four variables of retail employee relations (employee training, HR skills, HRM policies) used.

Google Forms were sent to the respondents. The organized survey had four sections including demographic profile and the procedure to get the feedbacks from the respondents regarding the impact of HR policies on employee relations. The request was expressed as a declaration evaluated on a 5-point Likert scale ranging from 1 to 5.

DATA ANALYSIS

Table 1: Gender of Respondents

Gender	Frequency	%
Male	252	63%
Female	148	37%

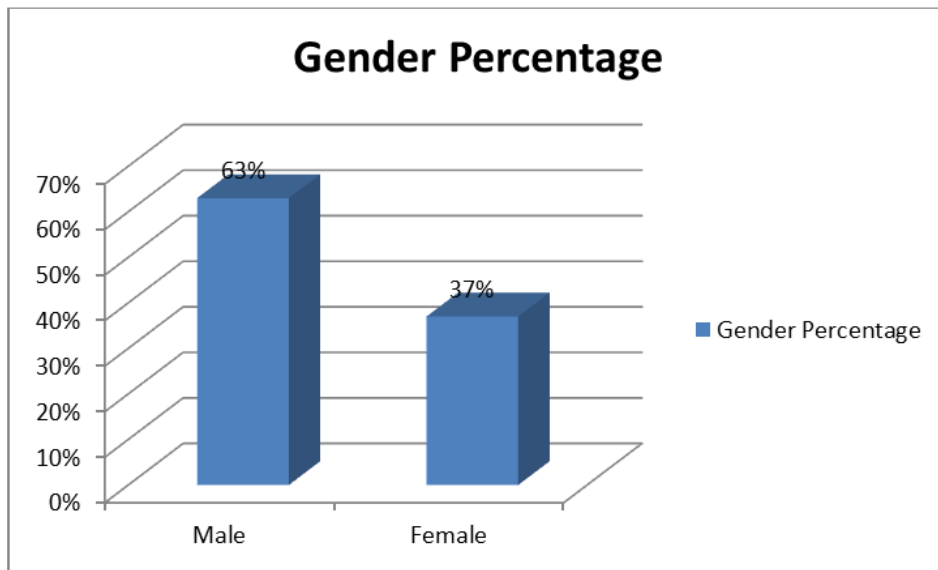


Figure 1: Gender of Respondents
Source: Primary Source

It can be observed from table 1 that out of 400 respondents, there were 63% male and 37% female respondents.

Table 2: Age of Respondents

Age	Frequency	%
20-23	98	24.5
24-30	112	28
31-40	98	24.5
41-50	74	18.5
Above 50	18	4.5

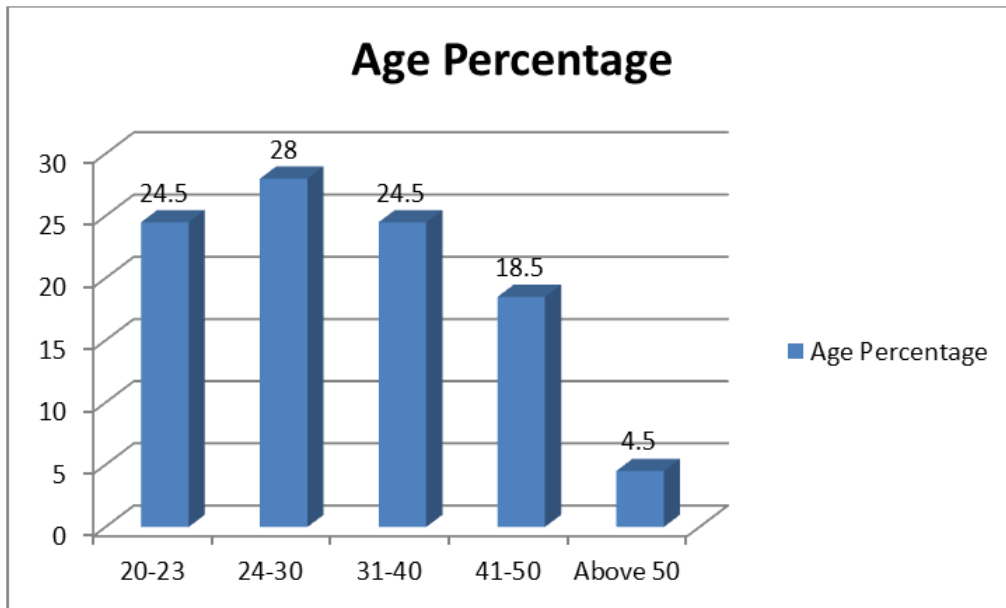


Figure: 2: Age of Respondents
Source: Primary Source

It can be observed from Table 2 that there were 49 respondents of age group 20-23 and 56 respondents were of age group 24-30 while 49 were

in the age-group 31-40. 37 respondents belonged to the age-group 41-50 while 9 respondents had the age more than 50 years

Table 3: Employee Experience

S. No.	Employee Experience	Frequency	%
01	0-2 yrs	118	29.5
02	3-5 yrs	250	62.5
03	more than 5 yrs	32	8

It can be observed from table 3 that majority of the respondents i.e. 62.5% had the

experience of 3-5 years while 29.5% respondents had 0-2 yrs experience.

Table: 4: Regression Analysis

	Private Sector	Public Sector
R ²	0.393	0.396
F	33.405*	37.839*
Constant	0.289	0.301
HR policies	0.198*	0.008
HR skills	0.006	0.296*
Employee training	0.290*	0.196***

Table 5 shows that the HR policies, HR skills and Employee training variable explain 44.2% (Private Sector) and 43.1% (Public Sector) variance of employee relations.

dazzled, yet later it turns into their speculations. Yet, at the same time, the customer is the head of the market. Thus, moneylenders need to create new structures to attract and sustain new customers.

CONCLUSION

For the past 10 years, there has been considerable progress in the financial position as a result of the challenge. Firms manage their organizations according to the doubts of the customers. In any case, the perceptions for the customers are constant and are getting closer. At the time of getting help with customers, they feel

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