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A STUDY ON STRATEGIC HUMAN RESOURCES MANAGEMENT IN MANUFACTURING INDUSTRY

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Abstract

Strategic Human Resources Management (SHRM) approach in manufacturing industry in Chennai. It aims also to examine Human Resource Management (HRM) and organizational performance, in addition, it aims to explore the main problems and challenges that may face (HRM) in the targeted manufacturing industry. The HRM is also facilitation reward system contribution to high performance by encouraging people to strive for objective that support the organization overall goal. Descriptive research design was adopted in this study through using the standardized questionnaire as the data collection method and that was distributed to employee. The research question of the study pertains to whether selected organizations incorporate components of SHRM in their performance of employee.

Key words: *Strategic Human Resources Management, and Manufacturing Industry*

Introduction

Strategic Human Resources Management (SHRM) emphasizes the importance of the integration between (HRM) policies and strategies and the overall organization strategy. Majority organization had their own specific strategy to be followed by management and strategy that lead to level of organizational performance. We can divide human factor into two groups of people in a employer and employees. In this professional the role of top management is mostly based on its power and administration to make employees do their work efficiently and effectively. Today, most of the organizations have a human resources department in order to provide an effective mechanism to control these methods. The challenge facing managers today is how to make their

organization in to work system. The organization that introduces integrated HPWS practices usually experience increase in productivity and long-term performance of organization, the managers have realized that success depends on how well the elements work together.

SHRM can be viewed as a planned pattern of human resource and activities intended to enable the organization to meet organizational goals and objectives (Noe et al. 2007). In other words, the definition of SHRM represented by the degree of participation in core decision-making and partnership undertaken by human resource departments, and the specificity and formality that HRM departments require in planning and implementing, all of that, to

ensure that firm human capital contributes to achieving organizational business goals.

Statement of the Problem

SHRM has been one of the theoretical lenses through which critical Strategic human resource management (SHRM) scholars have attempted to challenge taken for granted concepts effort to consolidate its significance the present paper identified three key themes in previous SHRM based on this review, the paper discusses what critical employees of organization from this collective understanding of manufacturing industry. The main argument brought forward is the idea that high performance work system and challenge the excessive optimism which addresses the strategic human resources management.

Research Methodology

Objectives of the Study

- ❖ To study about the SHRM in Manufacturing industry at Chennai
- ❖ To find out the SHRM in Manufacturing industry at Chennai
- ❖ To analysis SHRM facilitate to improve productivity and efficiency in manufacturing industry

Tools for Data Analysis

The statistical tools t-test are used for analyzing data.

Table:1 Independent sample t test shows mean difference towards SHRM based on family type

Variable	Family type	N	Mean	SD	t	p
SHRM	Nuclear Family	68	3.4100	.64094	-7.200	0.001
	Joint Family	32	4.1420	.90971		

Source: primary data

The independent sample t test is conducted for the sample of 100, to validate the significant difference between the family type groups of the employee based on SHRM Independent variable family type is classified into two groups such joint family and nuclear family.

- ❖ To access the level of SHRM in manufacturing industry

Hypothesis of the Study

There is no significant difference towards SHRM with respect to family type

Sampling Technique and Sample Size

Under this technique simple random sampling methods was adapted respondents are selected based on sampling technique. Totally, 150 sample respondents are approached to participate in this study. Out of 150 sample respondents, 100 responses are eligible for further analysis. Hence, a sample of 100 is considered for this study. The sample areas were manufacturing industry in Chennai.

Procedure

Primary data were collected from manufacturing industry in Chennai. The respondents were employs of manufacturing e industry who were working permeant basis of employees in the company. The questionnaires were given to employees who come under the sample and oral instructions were given clearly. The filled in questionnaires were received back from their working spot and processed further.

Frequency distribution, mean, standard deviation, t ratio and p values are calculated and following hypotheses are framed.

Null hypothesis H₀: There is no significant difference towards SHRM with respect to family type.

SHRM obtained t value is -7.200 with a corresponding significant level $p = 0.001$. Hence, it can be concluded that the opinion on the SHRM differ significantly among the different family types. It is clearly found from the t test shows that there is significant difference towards SHRM with respect to family type. Joint family are highly rated towards SHRM when compared nuclear family.

Conclusion

The article tries to find out a study on strategic human resources management in manufacturing industry. The objective of this study is reached through proper methodology. Sample size is 100 were obtained through simple random sampling technique in manufacturing industry in Chennai. It could be observed that the Strategic Human Resources Management (SHRM). The analysis found that there is significant difference towards SHRM with respect to demographic profile of the employee of manufacturing industry.

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