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## A STUDY ON HIGH-PERFORMANCE WORK SYSTEM ON EMPLOYEE PERFORMANCE MANUFACTURING INDUSTRY IN TIRUVALLUR

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### Abstract

A high-performance work system may have other outcomes of strategic human resource, including high product quality high level of satisfaction and low employee turnover. The high-performance need to pay attention to organisation that can improve employee performance. The main objectives are to understand the high-performance work system in study area. The respondent this study were employees with a total of 100 employees. Descriptive research design has been adapted for study and random sampling method has been used in the research work. Multiple choice questions have been chosen to collect the responses from employees. The data collected has been analyzed through various statistical tools. Finally, findings from this research have helped to involves setting objectives, monitoring, providing feedback, and evaluating performance of employees in study area.

**Key words:** *High Performance Work System, Employee Performance and manufacturing Industry*

### Introduction

High performance work systems (HPWS) have been extensively discussed despite their brief history. As there is no agreement on the definition of this concept, it can generally be regarded as an organic combination of a series of coordinating and cooperating human resource management practices in order to enhance individual and organizational performance Snell and Bohlander (2010). The concept of HPWS, also called high involvement work systems, best human resource management practices and high commitment work systems, was first described by Huselid (1995). High-performance work practices are a set of

approaches and HR techniques designed to maximise the productivity and effectiveness of employees. Effective high performance is maximising business performance as well as performance of employee and achieving sustainable growth.

High-performance work practices are to identify the long-term goals and objectives of the business. This involves understanding the strategic priorities of the organisation and identifying the HR practices that are most relevant to achieving common goals.

### Statement of the problem

The research was conducting the study for find out the High-performance work system in the study area in entitled of a study on high-performance work system on employee performance manufacturing industry in tiruvallur. The present paper identified key themes in previous High performance work system on employee performance based on this review, the paper discusses what critical High performance work system and performance of employees from this collective understanding of manufacturing industry.

**Research Methodology**

The study conducted for descriptive research design enables to describe systematically and accurately characteristics of the given population, and the frequency with which something occurs and helps to discover the relationship that exists between the selected variables (Dulock, 1993). Hence the descriptive research design is adapted to measure both qualitative and quantitative data that intends to project the perception of respondents.

**Objectives of the study**

- ✖ To measure the high-performance work system and performance of employee in study area.

- ✖ To find out the relationship between high performance work system and performance of organization in study area

**Hypothesis of the study**

- There is no significant relationship between respondents High Performance Work System and Employee Performance.

**Sampling Technique and Sample Size**

The study is based on the Primary data information has been collected from 100 respondents through questionnaire from study area. By adopting random sampling method, the researcher personally met the employee in study area.

**Procedure**

Questionnaire was collected from study area. The respondents were staff members who were working in the organisation. 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.

**Tools for Data Analysis**

The statistical tools Correlation are used for analyzing data..

**Data Analysis and Interpretation**

**Table-1: Correlation analysis shows Relationship between High Performance Work System and Organisational Performance**

Variables	Employee Performance		
	N	R	P
High Performance Work System	100	0.397	0.001

Source: Primary data

The Pearson correlation test was run on a sample of 100 employee to know the between High Performance Work System and Organisational Performance

Null hypothesis H<sub>0</sub> There is no significant relationship between High Performance

Work System and Organisational Performance.

The correlation analysis found that the r value is 0.397 and the p value is 0.001, which is less than 1% level. Hence, the null hypothesis is rejected and alternative hypothesis is accepted. It is concluded

there is positive relationship between High Performance Work System and employee Performance.

### Conclusion

This research entitled “A study on high-performance work system on employee performance manufacturing industry” has so far discussed analysis and interpretation. Descriptive research design was adopted in this study. This study has random sampling technique to collect data from employees in study area. The sample size consisted of 100 employees. In this study, high performance work system was dependent variable. Further these variables were taken to statistical analysis with respect to independent variable of the study area. The analysis found that there is positive relationship between High Performance Work System and employee Performance of the employees of study area.

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