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ABSTRACT

This article shows the review of literature in the field of Human Resource Management. In every organization HRM plays a major role. As they act as a bridge between Employer and Employee, they have critical role balancing employee and employer needs. This article helps us to know in detailed about the researchers who undergone some fair idea about the Human Resources Practices in India. To retain the employees and to achieve profit in the organization well developed and well-constructed Human resources practices should be followed in the organization. This article deals with the literature review of Human Resources Management practices to retain Employee Retention

Keywords: Human Resource, Human Resource Management Practices, Literature Review.

INTRODUCTION

This research article is prepared to know about the importance of Human resource management and Human Resources practices followed in the organization to retain employees. This article is prepared on the basis of research papers, books and thesis to provide the review of HRM and HRM practices and to improve the organizational performance. In this research article, self-had made an attempt on literature review on
Human Resources Management Practices to retain Employees.

Anupama Gupta (2010) explained the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on a day to day activities. It also suggested some important points to handle things better.

Saini R.R. (2010) this article explains Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analyzed their opinion about HRD rules and regulations. As a result of this study is qualification plays a important role in recruitment in top, middle and low level management. The practice of selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

Kundu. Subhash C., Divya Malhan (2009) in their article on "Human Resources Management Practices in Insurance Companies: The study was made in Indian and MNC’s and explains the benefits of the organization is generated only by Human Resources .However the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment

Tripathy (2008) explained that the organization have the optimum usage of Human resources in the organization. They follow the 3 C concept (i.e) Competencies, commitment and culture. By following these 3 C culture in the work organization give the positive results in the organization. This practice is considered to be the best result earning which resulted in the increase in the financial growth.

Singh S.K (2008) in this study he explained that for a good organizational growth employee should maintain their involvement to yield high productivity. Employee’s dedication helps him
to achieve his target, and increases his quality of work. Organization should also help the employee in training him to develop his interpersonal skills. Both Employer and Employee should equally contribute each for individual’s growth.

Patil, Kallinath S. (2007) The development of facility management industry has an important place in the growth of the country. Life Insurance Corporation is one of the major service providers in which they provide the best service. The Transmission doesn’t come in a day. For that employees have put in lot of efforts to bring the service in the field of service.

Hemant Rao (2007) in his study he explained the changes in the role Human Resources. There was an extraordinary change in the role of Human resource department. They should work in the organization such that they should treat the employees irrespective to cast, religion, gender etc. The productivity of the company is based on the quality of work done by the employees in the organization.

Sharma and Jyoti (2006) in this article they have explained about the Job Satisfaction that they finalize it the best and effective reason for an employee in the working situation. They also explain that this emotional factor helps the employee in the organization to yield best results. Dissatisfaction is one of the main reasons for attrition of employee in the organization. So, job satisfaction is the primary reason of an employee’s carrier growth and development of an organization.

Subramanian, V. (2005) he express that the recruitment and selection process in the organization and selecting the right candidate for the correct position helps employees to work in the organization in a very positive mode. The interview process should be relevant to the job profile so that the candidates will be interested in the job profile.

G.V. Chalam and L. Srinivas (2005) in his article he have made a Human Resources Department survey across 120 branches of State Bank of India at Andhra Pradesh, and defines the gender where he paper made an attempt to explore the basic gender difference. He finds that the women employees have much more concern that the male employees. Female employees have higher attitude of respecting the organization and Human resource department. They also have good source of Loyalty towards Bank work.
Maitin, T.P. (2003) In his study he explains the Human Resource Development shows the progress of the organizational growth with different process like recruitment and selection, payroll processing and maintains the rules and regulations of the office. By the way of best approach towards the employees which the in the high productive of the employees.

Vidya A. Salokhe (2002) in her study he explained the Human Resource department have several processes to improve the employee’s individual growth in the organization. It also helps the organization to achieve more in the profit with their effective smart work. Employees are the asset of any organization which they make profit out of them.

Mishra and Bhardwaj (2002) in his research he made an empirical study on the Private companies and their nature of work in Human resources Department. A random sample of 107 managers with different levels like low level, middle level and top level management are taken into consideration. A questionnaire was circulated to them to know about the Human Resource department and analyzed. As a result the situation present in the HRD is satisfactory.

T.V. Rao (1999) the study in his book explains that the audit conducted describes the methods and ideas which have to be implemented in the Human Resource Audit. His framework helps to estimate the different criteria like core competency, culture and value of the organization. By evaluating the employee’s interpersonal skills, they can improve in some of the factors which are they lacking in the system. They also have broadminded people in the top level management which helps the low and middle level employees to know about their concerns. So they each and every employee in the organization helps them to achieve more by increasing the productivity.

Udai pareek & T.V. rao (1999) in his study he explains that the limitations of Human Resource Department where they need to improve in the personal growth of employee and the organization. In his he elaborately explains about the importance of the training and Development, HR Audit, Planning and Development, Organizational Behaviors. This also gives the lots of information about the Educational Institutes and lot of professional people.

Venkateswaran (1997) explains in his article about how Human resource Department helps
the organization in their Financial growth. For that he made a empirical study by collecting data from a sample of 132 executives of a private organization. This study helps to know how the HRD works in the organization and how for employees are benefited out of them. As a result, the HRD works in better way how such that employees are more much comfortable in the rule and regulations of the organizations. This also helps the organization to maintain a good decorum.

Conclusion:-
Hence the review of literature have concrete evidences of about Human Resources Practices in the organization. The HRM Practices like Recruitment and selection, Training and Development, Performance Appraisal, Rewards and Recognition, Organization environment, Employee Engagement and Organizational Loyalty helps the organization to achieve their targets and goals.

References:-


