

Human Resource Practices in Power Generation Units

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Abstract: - PEDOT was obtained by the electrooxidation of the 0.01M EDOT solution in 0.1M p-toluene sulphonic acid and used for the determination of nitrazepam. One well-defined reduction peak was observed at -1.04V in the cyclic voltammograms. Effect of pH was studied and pH 4.0 was found to be best for the determination of Nitrazepam. The two electron transfer reduction mechanism was proposed from Coulometric studies. Differential pulse stripping voltammetric studies was carried out and optimized conditions which yield maximum peak current were arrived. Determination studies were carried out in the range 83-178ppb and LOD was found to be 10ppb. The reproducibility of the stripping signal was also high. Hence this method can be an alternate to other spectrophotometric and chromatographic studies

INTRODUCTION

For any business sector- money, man, machine and material are the most vital part. There could not be any second opinion to the fact that a business concern cannot function properly if there is a shortage in the availability of anyone of these. These four things should be evenly proportioned. The managing human resource is very challenging as compared to managing technology or capital for its effective management, any organization requires effective HRM model. There has been an encouraging trend towards the professionalization of human resource functions in recent years.

Due to current global trend, company consolidation, and technological advancement, HR now focuses on strategic initiatives like merger and acquisition, talent management, succession planning, industrial and labour relations, and diversity and inclusion. In start-up companies, HR's duties may be performed by a handful of trained professionals or even by non-HR personnel. In larger companies, an entire functional group is typically dedicated to the discipline, with staff specializing in various HR tasks and functional leadership engaging in strategic decision making across the business. The features of human resource functions pave way for the greatest challenges and opportunities. The strategy of HRM is mainly linked to the business strategy of any business concern to improve their profitability, productivity as well as to develop their culture. For promoting innovation, there should be flexible and clear norms about the role of human resource activities.

LITERATURE REVIEW:

The review of literature is highly useful to design the present study as indicated the research gap in the area of Human Resource Practices in Power Generation Units.

There have been a lot of studies conducted in the field of Human Resource Management in different industries both at national

and international level. Some of the previous related research studies are given below:

S.Ratnam (2010), "A Study of Human Resource Management practices and job satisfaction in Oil and Natural Gas Corporation Ltd., Cauvery Asset, India" recommended that the organization has to increase the effectiveness of HRM practices and enhance job satisfaction through systematic recruitment and selection policies and freedom to utilize and develop knowledge and skill to the maximum extend. The study concluded that the employees are moderately satisfied with the Human Resource Management practices and taken measures to enhance job satisfaction of employees.

Stefan Strohmeier (2013), in the article "Employee relationship management – Realizing competitive advantage through information technology?" clarifies the concept of technological components of employee relationship management (ERM) and the discussion based on the customer relationship management. He concludes that implications for theoretical and empirical evaluation of ERM for further research.

Samwel Kalkuko Lopoyetum (2009), in his article "Professionalization of Management and Administration of Co-operative Business Organizations: Challenges and Strategies" has stressed the imperative need for effective and efficient HRD in co-operatives. The employees and management of co-operatives to be highly productive and highly professionalized need continuous improvement in the new changing environment. Author says that co-operatives must identify the training needs and job requirements of employees before initiating a training programme.

STATEMENT OF THE PROBLEM:

Being human resources are sensitive and delicate one and also organizing their efforts efficiently is a complex process. The recognition of world class human resource capability as being pivotal to global success has changed Indian HRM cultures in recent years.

Regional variations in terms of industry size, provincial business culture, and political issues play very relevant roles. The nature of hierarchy, status, authority, responsibility and similar other concepts vary widely across the nations synergizing system maintenance. Indeed, organizational performance and personal success are critical in the new era. The best companies take the time and do it well.

Though power generation unit is filled with the big pool of human capital, still it lacks to tap the full potential of their employees. Therefore an attempt has been made to understand whether the existing human resource practices are much enough to enhance the potentiality of the employees and increase the productive performance of the power generation units with the special reference to Tuticorin Thermal Power Station.

SCOPE OF THE STUDY:

HRM performs all the activities of an organization with the hope to attain the individual and organizational goals, the employees' employment life cycles stages are handled effectively with the help of human resource practices, which have direct impact on the employees' satisfaction on their work. Due to ever growing demand for human capital, the human resource department in any sector faces never ending pressure to attract, retain and motivate their work force in the best way. The power generating sectors too could not escape from these constraints. Hence an attempt has been made to study on "Human Resource Practices in Power Generation Units" in Tuticorin district.

OBJECTIVES OF THE STUDY:

The study, "Human Resource Practices in Power Generation units" aims to study the HRM practices of power generation units in general and in specific has the following objectives:

- To evaluate the opinion of employees towards human resource practice in select power generation units of Tuticorin District.
- To assess the impact of human resource practices on the performance of power generation units measured at the individual employee levels.
- To offer valuable suggestions for the betterment of power generation units.

HYPOTHESES:

To test the significance level, the following null hypotheses (H₀) were formulated:

H₀₁ –There is no significant difference between demographic individual variable and opinion of employees towards human resource practices in the Power Generation Units.

H₀₂ –There is no positive relationship between Human Resource Practices and the organizational performance of power generation units.

METHODOLOGY:

Since the present study, "Human Resource Practices in Power Generation Units" has the primary objective as to know the Human Resource Practices followed in power generation units, to carry out the present study in a meaningful manner an adequate amount of data and information has been collected from both primary and secondary sources. The raw information was collected by administering questionnaires and holding interviews and discussions with the senior officers and employees of the power generation units. The researcher has approached Tuticorin Thermal Power Station, Ind-Bharath Thermal Power Stations, TANGEDCO and various B-schools and universities, also web sites and collected literature available in the form of books, journals, magazines, reports, published and unpublished documents.

SAMPLING DESIGN:

The population of the present study is the employees of the Tuticorin Thermal Power Station [TTPS] (Public sector) and Ind-Barath Thermal Power Station (Private sector). For the purpose of the analysis 10% of the overall employees are selected as sample respondents. Proportionate stratified random sampling method is used for selecting the sample respondents for collecting the data.

PILOT STUDY

Before the field survey was conducted the consistency of the information had become essential for the purpose of extracting the tentative results. The researcher supplied the standardized questionnaires to 28 sample respondents. According to the result of the pilot study necessary changes were included which makes the researcher to conduct the full pledged research on this topic. The reliability analysis is done with the help of SPSS statistical software which shows that the Cronbach's Alpha value as 0.9062

FRAME WORK OF ANALYSIS:

In order to find out the significant difference in all dimensions of human resource practices among different gender, age, educational qualification, department, designation, marital status and experience of respondents, ANOVA and 't' – Test , Mann-Whitney U test and Kruskal Wallis test, Chi-square' test, Multiple regression analysis, has been used for the study.

LIMITATIONS OF THE STUDY

The present study has been carried out systematically but still there may certain limitations as follow:

- ✓ The present study area is looking to the features of human resource practices of power generation units in Tuticorin District alone. Hence it has become slightly difficult to know about all other operative units extensively.
- ✓ The conclusions which drawn in the present study is applicable only for power generation units based on coal but may not suitable for other sources of generating power(electricity).

RESULT AND ANALYSIS:

The analysis of human resource practices of power generation units was made in each of the select units' viz., Tuticorin Thermal Power Station and Ind-Barath Thermal Power station. The analyses are as follows:

Analysis of opinion of employees towards human resource practice among TTPS - Kruskal- Wallis test

Demographic Variables	Overall HR practices		Result
	Chi-Square test χ^2	P Value	
Age	6.436	0.040	Rejected
Education	11.007	.088	Accepted
Department	34.271	.000	Rejected
Experience	8.103	0.017	Rejected
Monthly income	7.009	0.030	Rejected

Source: Primary Data

Analysis of Opinion of Employees towards Human Resource Practice among IBTPS

Demographic variables	overall Hr practices	Sum of squares	DF	Mean square	F	P value	Result
Age	Between groups	161544.496	3	53848.165	5.090	0.003	significant
	Within groups	867473.888	82	10578.950			
Total		1029018.384	85				
Education	Between groups	111227.582	6	18537.930	1.596	0.159	Not significant
	Within groups	917790.802	79	11617.605			
Total		1029018.384	85				
Department	Between groups	632418.502	13	48647.577	8.832	0.000	significant
	Within groups	396599.882	72	5508.332			
Total		1029018.384	85				
Experience	Between groups	247790.512	2	123895.256	13.163	0.000	significant
	Within groups	781227.871	83	9412.384			
Total		1029018.384	85				
Monthly income	Between groups	80995.080	3	26998.360	2.335	0.080	Not significant
	Within groups	948023.304	82	11561.260			
Total		1029018.384	85				

Source: Primary Data

Determinants of performance among employees in Power Generation Units.

Among IBTPS employees there are ten independent variables determine performance. The relationship between independent variables such as people resourcing, training and development, promotion and transfer,

performance management, talents management, reward management, compensation management, communication management, health and safety management, conflict management, people management and overall human resource practices and dependent variable performance among IBTPS employees has been tested through multiple regression analysis. The results are presented in table.

Role of Determinants on Performance - IBTPS

R	R square	Adjusted R square	Std error of the estimate
0.820 ^a	0.719	0.710	15.025

Source: Primary Data

The multiple regression equation is being analyzed with standardized co-efficient and it is understood that the variable overall human resource practices had the higher level influence over other. It indicates that one unit of change in this variable makes a change of 0.875 units on the dependent variable i.e performance. The other variable having significant impact on dependent variable is health and safety management (0.731 units).

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Among TTPS employees there are ten independent variables determine performance. The relationship between

R	R square	Adjusted R square	Std error of the estimate
0.715 ^a	0.645	0.624	16.294

Source: Primary Data

The multiple regression equation is being analyzed with standardized co-efficient and it is understood that the

variable compensation management had the higher level influence over other. It indicates that one unit of change in this variable makes a change of 0.913 units on the dependent variable i.e performance. The other variable having significant impact on dependent variable is People resourcing (0.843 units).

SUGGESTIONS:

The researcher observed some difference in the prevailing human resource practices in both the power generation units. Hence, the improvements in human resource practices in both the sectors have been suggested on different lines.

The results and analysis of the study is expected to provide essential guidelines for administration and managers dealing with the practices of human resource development relating to the philosophy of management, regarding participative management, performance appraisal, training and development measures, rewards and welfare of employees issues, the quality of work life to be provided to the employees for their mental peace and satisfaction at work etc. There is however, lack of structured mechanism for self-evaluation of these practices. These organizations need to focus on the important areas to identify the gaps and should strive for continuous improvement in dealing those issues to attain competitiveness.

Although training and development measures are found to be satisfactory, special training programmes (such as 70-20-10 training method) should be undertaken for developing a professional cadre of managers in the various functional areas of management.

Organizational development also needs to be focused by the top management in their company at both the levels of employees. The strong support from top-level managers should be provided to the employees of the company, by understanding their issues, by having discussions with them, by encouraging employees to offer new and creative ideas for work, by promoting cooperation and team-spirit in the organization, these issues could be sort out accordingly.

CONCLUSION:

It is concluded that the overall human resource practices in power generation units are satisfactory, which is an appreciable factor in private and public power generation units. The conclusions of this research pave the way for several research areas and have the potential of becoming a base for auxiliary research. Since the study is empirical in nature, the conclusions have been drawn on the basis of personal views and perceptions of employees in the concerned companies. Human resource development is a process of total development of the work force and the management of any organization must keep itself adamant with the development of their work force in order to meet the edge of the competition.

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