

A Comparative Analysis of the Implementation of Human Resource Management Practices in Public

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Abstract

When it comes to the management of human resources, the public sector and private institutions are poles apart from one another in terms of the standards that they uphold in their respective practices. Because of the severe shortage of permanent faculty members, the recruitment of faculty is the top priority at government institutions. This is directly related to the fact that there are not enough permanent faculty members. In government institutions, these are the additional key issues of human resources, in addition to motivation, physical infrastructure, performance assessment of instructors, training, and career trajectories. It is plausible to suggest that human resource issues at government institutions tend to be impacted in a unique way as a result of inadequate resources and bureaucratic delays. On the other hand, the most significant HR challenges faced by private colleges are related to the retention of qualified instructors and the provision of alluring remuneration, both of which are inextricably linked to the high faculty turnover rate that these institutions face. Empowerment and motivation are two additional significant difficulties that come up often in the context of human resources in the commercial sector.

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INTRODUCTION

The goal of the staffing process is to provide an organization with an appropriate supply of applicants who are qualified for the positions that are open within that organization. The process of filling positions is one of the most critical duties of human resource management. It is necessary to do job assessments in addition to recruiting and choosing individuals for the position. In a human resources (HR) department, recruiting and staffing are often considered to be the most critical responsibilities. This entails attracting, keeping, and developing the university's most valuable resource, which is its people, in order to aid the institution in accomplishing both its general purpose and its specialized objectives, as well as in carrying out all of its operations. Specifically, this is done in order to ensure that the university is able to carry out all of its activities. In order to staff the universities with the proper number of workers, HR works along with other university departments to undertake accurate job evaluations and identify the ideal number of employees required for each activity.

RECRUITING AND HIRING

The purpose of recruitment is to search for individuals who meet the requirements of available jobs and to hire them. The management of human resources is responsible for designing operational procedures in order to recruit administrative and professional employees in addition to office and service personnel. The authority in charge of human resources has the ability to provide prior permission for departures from these procedures. In most cases, the recruiting process for the available positions will consist of three distinct stages. The following phase is recruitment and selection, which involves (1) the categorization of the job, (2) the completion of the online Personnel Requisition/job Justification form, and (3) the initiation of the recruiting process. This step comes after these three processes have been finished.

According to Glueck (1978), recruitment may be defined as the activities that are carried out by an organization with the objective of attracting individuals who possess the skills and competencies essential to carry out the obligations of the firm. In order to successfully carry out the responsibilities of human resource management (HRM), the processes of recruiting and selection make it their goal to obtain appropriate and competent individuals at the lowest cost feasible. According to Ashwathappa (2008), the process of recruitment may be divided into two categories: internal and external sources. Examples of internal sources of recruiting include current employees and employee referrals. Examples of external sources of recruiting include advertisements in the newspaper, university recruitment, consulting organizations, and the internet. "the process of picking from among available applicants, the persons who are most likely to effectively do a job," is how one definition of "selection" puts it (Byars and Rue, 1997). "the process of picking from among available applicants, the persons who are most likely to effectively do a job."

The main objective of the process of recruiting is to fill a vacant job within an organization by choosing potential applicants from within a pool of applications that have been submitted to the organization. When trying to gain a competitive advantage, it is frequently vital for a company to acquire employees that possess the appropriate talents. By using assessment criteria that are both objective and legitimate from an objective standpoint, the aim of the selection process is to guarantee that the person with the highest level of qualifications will be recruited for each vacant post. According to Adkins et al. (1994), a number of studies have shed light on the significance of hiring people who are devoted to the goals and beliefs of the company when recruiting new employees. According to Huang (2001), the function of recruitment and selection in human resource management is the fourth most important overall function. According to the results of a number of studies the recruitment and selecting procedures have an effect on the degree to which people are dedicated to the organizations for which they work. claim that the techniques of recruitment and selecting have a positive correlation with the success of an organization in terms of its effectiveness, efficiency, and quality.

EQUAL EMPLOYMENT OPPORTUNITY (EEO)

Equal employment opportunity (also known as EEO) is based on the idea that all individuals should be treated in the same way with respect to any and all actions that are associated with their jobs. It is

an endeavor to give opportunities to all of the people who are now working for the organization. However, as time has gone, it has extended its scope to include discrimination based on age, pregnancy, and persons with disabilities in addition to race, gender, and religion, which are its core areas of concern. This is because age discrimination is more prevalent in today's society than it was in the past.

The policies of the universities are reviewed to ensure that they do not include anything that could be considered illegal and that the rules that are now in existence are in agreement with the laws that are in place on the federal level. In the case that anything has to be changed, the school's whole student body as well as its teaching staff is responsible for providing the necessary information. The department of human resources is responsible for spreading this information to the employees by establishing and implementing training programs throughout the course of time. Any adjustment to an existing policy is required to demand the installation of a new training program on the campus. These programs are intended to increase staff understanding of any newly enacted policies and to train employees on how to comply with such rules in the future. For the effective implementation of equal employment opportunity, affirmative action inside the institution is also essential to meet the requirements.

REWARDS AND COMPENSATION

Employees may be rewarded in monetary and non-monetary ways, and both types of perks fall under the category of rewards. The provision of incentives serves to attract prospective workers, to inspire existing workers, and to retain current workers. Employees who contribute to the success of a company get rewards and compensation in the form of salary, incentives, and perks in addition to their normal income. These forms of payment are in addition to whatever other income the employee already receives. In order to establish an efficient strategy for incentives, one of the most essential issues that must be taken into consideration is the need of striking a balance between the requirements and expectations of employees and the interests and expenses of employers. It is the responsibility of the Directorate of Collegiate Education in Chennai to determine the compensation and other allowances that are provided at aided institutions. They do this in accordance with the criteria that were set by the University Grant Commission. When it comes to this dispute, the colleges play the role of a mediator between the family and the pay master, who is the government.

BENEFITS AND RETIREMENT PACKAGE

It is the responsibility of the government of Haryana to decide the benefits and retirement packages that are offered to members of the academic staff at the state's universities. The universities do not have the ability to offer their families with the benefits and retirement package that the employees have earned but are entitled to get as a result of their work. The health insurance pool that the state government of Haryana is attempting to set up includes retired members of the teaching staff.

MANAGING TALENT AT UNO

Because of the increased levels of competition that businesses face in today's market, it is essential for companies to ensure that their employees maintain up-to-date knowledge and ideas, as well as the skills and capabilities necessary to produce the desired outcomes. Due to the need of having a broad pool of talent inside an organization, managing that pool of talent may be a difficult task. An orientation for newly hired employees is the initial stage in talent management at universities. This orientation lays an emphasis on creating human resources, offering training, and controlling employee performance. HR offers a variety of training programs for staff members that may be done in person or online. These programs are designed to help staff personnel better understand college policies and procedures and, as a consequence, improve their on-the-job competence. The programs cover a broad variety of subjects, including workplace ethics, rules for disciplinary action, leadership abilities, communication skills, performance reviews, and more. In addition, the programs teach techniques for conducting interviews, evaluating employee performance, improving communication skills, and outlining procedures for disciplinary actions. Concerns raised by employees are addressed by the programs as well, and the programs do so in a way that is compliant with the rules and laws of both the federal government and the various states. Despite the fact that HR has a variety of different roles to play in the talent management of university employees, the department does not have a budget for training purposes; nonetheless, HR works with the departments to satisfy their training needs in order to make up for this deficit.

PERFORMANCE MANAGEMENT – PRACTICES AT THE UNIVERSITIES

The goal of performance evaluation management is to assess the degree to which faculty members are effective in carrying out the obligations that have been allocated to them. The Human Resources department of the college makes use of a rigorous performance assessment management system as a key component in order to evaluate administrative and professional staff, in addition to office and service people, in an effective manner. All of the departments, as well as the managers and employees of those departments, are obligated to take part in the assessments. It creates new channels for communication between the different heads of faculty and the academic members who work under them. To evaluate past performance while on the job; to bring to the attention of employees whose reviews reveal deficient performance the requirement for additional training; to provide support for disciplinary actions; to provide support for decisions such as the granting of a salary increase; to serve as official records for grievance hearings; and to determine whether or not politeness is appropriate. The Human Resources department routinely provides training courses to supervisors and managers on how to efficiently conduct performance evaluations. The seminars focus on how to successfully evaluate employees' work.

LABOR-MANAGEMENT AND EMPLOYEE RELATIONS

The procedures, protocols, and regulations that are associated with human resources have a considerable impact on the rights of workers as well as their disciplinary treatment. While procedures and regulations are more specific to the environment in which they are implemented, policies have a more expansive purview and serve as general guidelines that are centered on the activities of the

organization. Policies are also more focused on the activities of the organization. Procedures are more specific than policies and define standard operating procedures for how activities should be handled. Policies are general statements about how things need to be done. Rules are a collection of specified principles that serve to govern and limit the behavior of persons according to predetermined standards. They work in a manner that is similar to that of processes in that they guide activity and, in the majority of instances, do not provide opportunity for choice in the manner in which they are applied. Rules give more clear behavioural suggestions than policies do, and they reflect a management's decision that action be taken – or not be done in a particular circumstance. Rules indicate a management's judgment that action be taken in a certain scenario. The decision of management is reflected in the establishment of rules. The department of Human Resources is often the recipient of grumbles from staff members, as is generally the case. The institution is defined by a culture of collaboration, strong internal as well as external communications in the execution of work processes, and a division of human resources that serves as a wonderful example and a testimony to the college's dedication to delivering good customer service. All of these factors contribute to the institution's overall success. The members of the division's staff who are dedicated to achieving their objectives in order to fulfill the purpose and vision of the university in regard to human resources work very hard to do so. Staff Because it is required that interpersonal relationships in all offices be nice and friendly, it may be difficult to tell who the senior staff members are in any particular office because of the necessity that interpersonal ties be pleasant and friendly.

MANAGING PEOPLE RESOURCES (HRMS)

An integrated technological system is required in the human resources departments of universities in order to provide a full range of services and information for the purposes of decision making. This contributes to ensuring that work is carried out in a manner that is both effective and efficient on both administrative and operational fronts. Instead of relying on the views and intuitions of management, human resource management (HRM) may make use of the Human Resource Management System (HRMS), which provides them with access to the specific information that is required for strategic planning. The director of the HR office and the other members of the staff working in the HR office find it simpler to carry out their duties now that they have access to the HRMS. It is useful in performing correct work assessments, as well as in making right payments for salary and benefits and obtaining information regarding payroll. As was previously said, human resources make use of HRMS in a variety of different ways, including advertising job openings, finding applicants, hiring workers, and providing staff with training. In the past, members of the HR team would devote a large amount of their time to responding to the many queries that would be asked by workers. This time might now be made available thanks to the use of an HRMS.

MEASURING EFFECTIVENESS

The value of the contribution made by human resources is practically never recognized or understood by a sizable proportion of businesses and other types of organizations. When the services provided by employees are insufficient, too expensive, or of poor quality, the department of Human Resources is almost usually singled out as the primary target for criticism. In order to make educated

judgements on performance indicators, the office of Human Resources makes use of the Human Resource metrics, which is a measurement instrument. The workplace will be able to benchmark and measure actions thanks to this. The measurement of productivity in proportion to expected value or outcomes is the primary focus of human resource metrics.

OBJECTIVE

1. To get an understanding of how workers at the chosen institutions are evaluated based on their performance.
2. Analyze whether or not the HRM methods recommended by the UGC have been put into effect at the institutions that have been chosen.

CONCLUSION

The major objectives of this research are to analyze the levels of job satisfaction experienced by employees who are employed in higher education institutions and to determine the factors that contribute to levels of job satisfaction. When attempting to describe the characteristics of the respondents, demographic data such as gender, age, staff, educational qualification, and designation are used as tools. Gender and designation are two other characteristics that are taken into account. In order for the researcher to compile this information, the researcher included a demographic profile in the questionnaire's section C. The results of the frequency analysis are summarized in the table that can be seen below. It was required to collect information from both teaching and non-teaching staff members in order to complete the demographic profile of the study. This was because the research needed to be comprehensive. In terms of the respondents' (the workers') demographic profile, it was found that 58% of them were men, while the remaining 42% were females. In other words, the workers made up the majority of the respondents. The following is a breakdown of the responders according to their ages: Among the respondents, 21.1% were in the age range of 20–30, 39.1% were in the age group of 30–40, 27.6% were in the age range of 40–50, and 12.1% were in the age range of above 50. In terms of the distribution of the respondents according to their designations, there were 9.4% professors on the teaching staff, 9.2% associate professors on the teaching staff, and 31.2% assistant professors on the teaching staff. On the other hand, one percent of the non-teaching personnel were joint registrars, two percent were deputy registrars, three percent were assistant registrars, thirteen and a half percent were assistants, three and a half percent were senior technical assistants, six and a half percent were technical assistants, and nine and a half percent were laboratory assistants. The next question that was asked was on the respondents' educational backgrounds and levels.

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