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# Human Resource Development in TVS Sirius Controls Pvt Ltd.

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**ABSTRACT:** There is still a knowledge vacuum regarding the relative efficacy, long-term development, and qualitative aspects of HRD systems across industries, despite the increasing acknowledgment of human capital as a crucial resource and the significance of HRD systems in organizational growth. Furthermore, even if earlier evidence indicates a connection between HRD systems and organizational performance, it falls short in terms of thoroughly examining issues unique to a given industry, employee involvement in HRD procedures, and the driving force for successful HRD implementation. For companies looking to maximize their HRD initiatives and improve overall performance, filling in these gaps is essential." En effort has been made by authors to suggest HRD strategies to TVS Sirius Control Pvt Ltd while taking decisions to invest in knowledge creation and dissemination process.

## I. INTRODUCTION

TVS Sirius Controls Pvt Ltd, a subsidiary of the renowned TVS Group, specializes in providing cutting-edge solutions in the field of industrial automation and control systems. Established with the vision of enhancing operational efficiency and productivity, the company offers a diverse range of products and services, including PLCs (Programmable Logic Controllers), SCADA systems, DCS (Distributed Control Systems), and HMI (Human-Machine Interface) solutions. Leveraging the latest technologies, TVS Sirius Controls caters to various industries such as manufacturing, automotive, power, and process industries. Their focus on continuous improvement and adherence to international standards has earned them a reputation as a trusted partner in the automation industry. The company's robust R&D capabilities ensure that they stay ahead of industry trends and deliver state-of-the-art solutions. TVS Sirius Controls also emphasizes the importance of training and support, ensuring that clients can maximize the benefits of their automation systems. With a strong presence in the Indian market and a growing footprint globally, TVS Sirius Controls Pvt Ltd is poised to lead the way in industrial automation, driving innovation and excellence across various sectors.

### Achievements/ Award:

1. **Market Leadership:** TVS Sirius holds a significant market share, especially in the Material Handling Equipment (MHE) segment, where they supply over 95% of the chargers used by major OEMs in India.
2. **Extensive Product Range:** They offer a variety of chargers, including Single Phase, Three Phase, and High-Frequency chargers, catering to different battery types like Lead Acid, VRLA, and Lithium batteries.
3. **Innovation in Charging Technology:** TVS Sirius is known for its innovative solutions, such as the Lightweight and Compact High-Frequency Charger and the FAST OPPORTUNITY CHARGER, which significantly reduces charging times
4. **Global Reach:** The company has over 75,000 chargers operational in India and various international markets, demonstrating its extensive reach and reliability.

## II. LITERATURE REVIEW

**Manisha Singhai and Manish Anukool Hyde (Year-2016):** Human resources are today seen as extremely valuable resources, and HRM is recognized as a result of the expansion of human resources, which is essential on all fronts. These days, human capital is used to refer to human resources. Not to mention labor, no country's physical resources, no matter how abundant, can support its development. Labor transforms raw materials into usable resources. the differences in their criteria for human resources. The creation of HRD systems within their businesses is a growing concern for those who fully understand HRD. They have been using concepts like training, potential assessment, team development, job rotation, performance reviews, and other processes.

**Nirmala Chowdhary and Ajay Solkhe (Year2013)** They concluded in their paper that there is a significant correlation between work satisfaction and the HRD system, and that any enhancements to the HRD system and its constituents will boost job satisfaction, which in turn will enhance organizational performance.



**Iomem David and Akinyemi Benjamin (Year-2011)** This study aimed to evaluate employees' perceptions of their affective, normative, and ongoing commitment to the improvement framework already established within the Nigerian banking sector considering reforms and transitions. 303 workers from particular Nigerian commercial banks who had their capital recovered made up the sample. Data for the study was gathered using a self-administered questionnaire. The relevant statistical analysis was carried out on the collected data using the statistical software.

**Shaik John Mohmed Pasha and Goli Gurunadham (Year 2011)** To gain a better understanding of how lifeline-fed employees perceive the HRD system, a sample of respondents comprising managers, supervisors, and workers was chosen for the study. To achieve the study's goals, the sample population was given the HRD system survey, and the results showed that the under-review organization's HRD system was sufficient overall. In addition to the implications of the research findings, a review is conducted of the main employee perspectives discovered by the questionnaire.

**Bharadwaj Gopa and Mishra Padmakali Ramakrishna (Year-2002)** Based on the findings of the HRD system inquiry, the organization under study had a good overall HRD system. In addition to the overall HRD system, there were notable differences amongst industries about several other modules of the system. The three tiers of the managerial hierarchy.

**Mathur B .L.(Year 1989)** The HRD system has talked about examining a few key barriers to the development of human capital that need to be removed in order to boost output by enacting a new culture that places a strong emphasis on discipline and a positive outlook. Resources. The author has compiled the writings of distinguished specialists on HRD experiences and strategic approaches.

**M. Srimannarayana, professionals (Year 2005)** The HRD system is composed of the general HRD systems, HRD procedures, and the OCTAPAC culture. According to category-wise analysis, HRD procedures and the HRD field were dominated by OCTAPAC culture. The procedures for evaluating performance and training appeared to be more advanced than those for career planning, compensation, and employee welfare. He concluded that small commerce units generally employed a mediocre HRD system.

**Neeraj Kumari (Year 2016)** The objective The study's objective was to identify the variables affecting the business's HRD system. A descriptive study methodology and a structured questionnaire were used to examine the OCTAPACE culture of Spanco Ltd. It was established based on the answers that the different staff levels gave. The sample consists of 59 employees. Most workers believe that senior management values human resources and accords each worker respect. Seniors are also more likely to pay attention to staff members since they are more aware of their errors and do not reprimand or dissuade them.

**Pillai Prakash R.(year-2008)** The HRD System has attempted to investigate how the learning orientation of employees is affected by the human resource development system that is in place in banks. The degree to which bank employees are learning-oriented is influenced by the learning and development process.

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
0.582	0.565	15

Cronbach's Alpha value of 0.582 indicates a very high level of internal reliability among the 15 items in the scale. Generally, a Cronbach's Alpha value of 0.7 or higher is considered acceptable, with higher numbers denoting more reliability. The fact that both the Cronbach's Alpha and the Cronbach's Alpha based on homogeneous items are identical (0.565) further confirms the robustness of the scale. These results suggest that the items in the scale are consistently measuring the same underlying construct, thereby providing strong support for the reliability of the scale used in this study.

Correlations			
		How satisfied are you with career development support	How satisfied is the performance appraisal process in evaluating your work performance
How satisfied are you with career development support	Pearson Correlation	1	.328
	Sig. (2-tailed)		0.001
	N	98	98
How satisfied is the performance appraisal process in evaluating your work performance	Pearson Correlation	.328	1
	Sig. (2-tailed)	0.001	
	N	96	96

The table presents the Pearson correlation between satisfaction with career development support and satisfaction with the performance appraisal process in evaluating work performance. The correlation coefficient is 0.328, indicating a moderate positive relationship between the two variables. This means that as satisfaction with career development support increases, satisfaction with the performance appraisal process tends to also increase. The significance level (Sig. 2-tailed) is 0.001, which is below the common alpha level of 0.05, suggesting that the correlation is statistically significant. The sample sizes (N) for the correlations are 98 and 96, respectively, reflecting a consistent number of respondents for each measure.

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	49.042	1	49.042	81.738	.000
	Residual	56.999	95	0.600		
	Total	106.041	96			

The ANOVA table shows the results of an analysis of variance used to test the significance of a regression model. The regression sum of squares (49.042) represents the variability explained by the model, while the residual sum of squares (56.999) represents the unexplained variability. The total sum of squares (106.041) is the total variability in the data. The degrees of freedom (df) for the regression is 1, and for the residuals is 95, with a total df of 96. The mean square for the regression is 49.042 and for the residuals is 0.600. The F-statistic is 81.738, and the significance level (Sig.) is 0.000, indicating that the regression model is statistically significant and explains a significant portion of the variability in the dependent variable.

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	0.762	0.212		3.586	0.001
	Are you giving the personal development plan?	0.627	0.069	0.680	9.041	0.000

The coefficients table provides details about the regression model's parameters. The constant (intercept) has an unstandardized coefficient (B) of 0.762 with a standard error of 0.212, and a t-value of 3.586, which is statistically significant (Sig. = 0.001). This suggests that when the predictor variable ("Are you giving the personal development plan?") is zero, the dependent variable has a baseline value of 0.762. The unstandardized coefficient for the predictor variable



is 0.627 with a standard error of 0.069, and a t-value of 9.041, which is highly significant (Sig. = 0.000). The standardized coefficient (Beta) is 0.680, indicating that for each unit increase in the personal development plan variable, there is a significant positive increase in the dependent variable. This strong relationship highlights the importance of the personal development plan in influencing the outcome measured by the dependent variable.

### III. FINDINGS

- The analysis of the organization's human resource development (HRD) practices reveals several key findings. Firstly, the reliability analysis indicates that the internal consistency of the 15-item scale used to measure HRD effectiveness is suboptimal, with a Cronbach's Alpha value of 0.582.
- This suggests that the items on the scale may not be consistently measuring the same underlying construct, pointing to a need for refinement in the measurement tool. Secondly, the correlation analysis shows a moderate positive relationship between satisfaction with career development support and agreement with the performance appraisal process, with a Pearson correlation coefficient of 0.328 and a significance level of 0.001.
- This finding highlights the interdependence of these two HRD components, suggesting that improvements in career development support can positively influence employees' perceptions of the performance appraisal process.
- Thirdly, Regression analysis offers compelling proof. of the impact of personalized development plans on employee satisfaction. The regression model is statistically significant ( $F = 81.738$ ,  $p < 0.001$ ), and the unstandardized coefficient for personalized development plans is 0.627, indicating a substantial positive effect.
- This implies that workers who have tailored development plans are noticeably happier with their HRD experiences. Taken together, these results indicate that while the current HRD practices have a foundational impact, there is significant room for enhancement. Improving the reliability of measurement tools, integrating career development support with performance appraisal processes, and prioritizing personalized development plans are essential steps.
- These actions will not just enhance the effectiveness of HRD practices but also foster greater employee satisfaction and improved overall organizational performance. Regular assessment and refinement of these practices will ensure they remain responsive to both organizational needs and employee aspirations.

### IV. SUGGESTIONS

1. Based on the statistical analyses, there are spaces for improvement in the human resource development (HRD) practices within the organization. Cronbach's Alpha value of 0.582 indicates that the 15-item scale used to measure internal consistency is below the generally accepted threshold of 0.7. This suggests the need for a thorough review of the individual items in the scale. Identifying and revising or removing items that do not contribute effectively to the overall consistency can enhance reliability.
2. Efforts should focus on providing more resources, training, and clear career progression paths.
3. Developing integrated HRD strategies that align career development programs with performance appraisal processes can ensure consistency and reinforce positive outcomes.
4. Emphasizing the creation and implementation of personalized development plans can significantly enhance satisfaction with HRD practices.
5. Regularly reviewing and updating these plans to align with employees' evolving career goals and organizational objectives is crucial. Continuous monitoring and evaluation of HRD initiatives using reliable and valid measurement tools will enable data-driven improvements.
6. By focusing on these areas, the organization can enhance its HRD practices, leading to increased employee satisfaction and improved overall performance.

### V. CONCLUSION

All findings suggest that while the current HRD practices have a foundational positive impact, there is significant room for improvement. Enhancing the reliability of measurement tools, integrating career development support with performance appraisal processes, and prioritizing personalized development plans can collectively boost HRD effectiveness. Regular monitoring and refinement of these practices will make sure they stay in line with both organizational goals and employee aspirations. Ultimately, by addressing these areas, TVS Sirius Controls Pvt Ltd can foster a more supportive and effective HRD environment, leading to greater employee satisfaction and enhanced overall performance.

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