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# A Study on Employee's Perception towards HR Practices And Culture with Special Reference to Wonjin Auto Parts Pvt. Ltd.

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**ABSTRACT:** Human resources are the people and their characteristics at work either at the national level or at the organizational level. Management is concerned with people at work and with their relationships within an enterprise. It is the skill and knowledge gained by a worker through education and training.” Since an organization performs a number of functions to achieve its objectives, it requires human resources of different types which may be categorized on the basis of functional areas like production, marketing, finance, etc., or organizational hierarchy or the levels at which these resources are placed. Thus, human resources across the functional areas may be arranged into top management, middle management, supervisory management, and operatives.

## 1. INTRODUCTION

Organizational Culture and HR Practices Basic HRM exercises like recruitment, selection, and training affect the performance and stability of an organization. Change in behavior defines how one acts or conducts oneself in any situation. Therefore, if HR exercises could positively affect the behavior, improving positive thinking about organizational initiatives towards the employees, it would lead to positive results for the business. Providing an exceptional employee experience and developing a valuable lifecycle have always been top priorities for every HR organization, but the global pandemic has taught us to rethink how businesses can implement practices to build an ‘employee-first’ culture.

## 2. STATEMENT OF THE PROBLEM

- Well-prepared HR practices can provide employees with better and more respectful working environments,
- So, they can commit to the current organization and be satisfied with their job. Our study emphasized the important role of HR practices to convey organizational culture and to link organizations and employees.

## 3. OBJECTIVES

- To identify the human resource practices.
- To analyze the perception of the employees with respect to HRM practices in Wonjin Auto Parts Pvt. Ltd

## 4. SCOPE OF THE STUDY

- It is necessary for any management to ensure that employees are satisfied with their job, for the benefit of the organization.
- A study on organization culture and HR practices which helps the management to understand challenges with the existing policies.

## 5. LIMITATION OF THE STUDY

- The study was restricted to Wonjin Auto Parts Pvt. Ltd, Chennai which could have given a unique perception of the culture and HR practices.
- Data are collected randomly from the employees

## 6. REVIEW OF LITERATURE

**Shinde Govind P. & Dubey Manisha's (2011)** study has been conducted considering the segments such as passenger vehicles, commercial viability vehicles, and two and three-wheeler vehicles of key players' performance and also analyze SWOT analysis and key factors influencing the growth of automobile industry.

**Dawar Varun's (2012)** Study analyzes the effect of various fundamental corporate policy variables like dividend, debt, and capital expenditure on stock prices of automobile companies in India. The study tends that dividend & investment policy is relevant and capital structure irrelevant to stock prices.

**Mistry Dharmendra S. (2012)** understood a study to analyze the effect of various determinants on the profitability of the selected companies. It concluded that the debt-equity ratio, inventory ratio, and total assets were important determinants that affect a positive or negative effect on profitability. It suggested improving solvency to reduce the fixed financial burden on the company profit & give the benefit of trading on equity to the shareholders

## 7. RESEARCH METHODOLOGY

The process is used to collect information and data for the purpose of making business decisions. The methodology may include publications research, interviews, surveys, and other Research Techniques and could include both historical and present information.

### 7.1 RESEARCH DESIGN

Research design refers to the overall strategy that we choose to integrate the different components of the study in a coherent and logical way, thereby, ensuring that we will effectively address the Research Problem. It constitutes the blueprint for the collection, measurement, and analysis of data.

### 7.2 TYPES OF RESEARCH

The research type used in this study is Descriptive, which is used to describe the characteristics of a population or phenomenon being studied.

### 7.3 SAMPLE DESIGN:

Sampling is the process of selecting a sufficient number of elements from the population. A Sample Design is a definite plan for obtaining a sample from the sampling frame. It refers to the technique or the procedure the researcher would adopt in selecting some sampling units from which inferences about the population are drawn

## 8. DATA COLLECTION

Data Collection is the process of gathering and measuring information on variables of interest, in an established systematic fashion that enables one to answer stated research questions, test hypotheses and evaluate outcomes.

### Primary Data Source:

A Primary Data Source provides direct evidence about an object, person, or work of art. It includes Historical & Legal Documents, Eyewitness Accounts, Results of Experiments, Statistical Data, Audio and Video Recordings, etc. Using a Questionnaire, which is a set of printed or written questions with a choice of answers, devised for the purpose of a survey Type equation here. or statistical study, We Collected the Data.

### Secondary Data Source:

The data that was originally collected for other research are called Secondary Data Sources. We Referred to Articles, Journals & Magazines as mentioned in the Bibliography.

### SIZE OF THE SAMPLE:

The sample size is 157.

**9. STATISTICAL TOOLS USED:**

- **Simple Percentage Analysis**

Simple percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for a better understanding of collected data.

$$\text{Simple Percentage} = \frac{\text{No of Respondents}}{\text{Total No of Respondents}} \times 100$$

- **Ranking method**

The ranking is a method of the number of attributes from the highest total score the two lowest total score.

**10. ANALYSIS AND INTERPRETATION OF THE STUDY****TABLE NO: 1 DEMOGRAPHIC PROFILE OF RESPONDENTS:**

AGE	NO OF RESPONDENTS	PERCENTAGE
25 - 35 years	51	51.0
36 - 45 years	18	18.0
Above 45 years	13	13.0
Under 25	11	11.0
Under 25 years	7	7.0
<b>Total</b>	<b>100</b>	<b>100.0</b>

**Interpretation:**

10% of the individuals are aged between 25-35 years, while 90% are below 25 years old.

**TABLE NO: 2 Chi-Square Calculation****Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	5.782 <sup>a</sup>	3	.123
Likelihood Ratio	6.470	3	.091
N of Valid Cases	100		

**INTERPRETATION:**

Based on the given Chi-Square test results, the p-value is 0.123, which is greater than the standard alpha level of 0.05. Therefore, we fail to reject the null hypothesis and conclude that there is no significant relationship between Educational Qualification and their opinion about satisfaction with their current salary from the company. In other words, the data does not provide enough evidence to suggest that a person's educational qualification affects their opinion about their current salary.

**11. FINDINGS**

- 10% of the individuals are aged between 25-35 years, while 90% are below 25 years old.
- We fail to reject the null hypothesis and conclude that there is no significant relationship between Educational Qualification and their opinion about satisfaction with their current salary from the company.



## **12. SUGGESTIONS**

- Work culture and management style of the immediate boss are clearly key factors that should be paid attention to.
- Inter-department meetings can help to improve communication between departments.
- Only 50% of the employees are satisfied with the working environment so a better working environment can be made so they can work freely in which the stress can be reduced.

## **13. CONCLUSION**

In today's world, Human Resource Management plays a very significant role in daily life. On the one hand, Soft and Hard Human Resource Management influence the business and lets them develop rapidly. It can improve employee motivation in a business and pay attention to the company's policy and law respectively, which can increase the efficiency of the company and get higher profits. In the future, Human Resources Management will continue to play its role in each business.

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