

**IMPACT OF HR PRACTICES ON EMPLOYEES JOB SATISFACTION: A
CASE STUDY OF AUTOMOBILE SECTOR IN KARNATAKA****Ramalakshmi V* & G V Jayavardhan****

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Abstract:

The objective of this paper is to provide employee pride with the effects of HR policies. Some sports may be indispensable for employee process pleasure rules such as running atmosphere, departmental co-operation, group paintings, retention, advertising rules, grievance dealing with etc. All this provides the employee the pleasure of the process. If employees are pleased that the productivity price is nearly high in other sentences, productivity will touch the sky, and that the employer will certainly suffer if the satisfaction of the activity isn't always there. It is the tasks of each control and worker and their hobby to guarantee that employee paintings in a good atmosphere, as management relationships may increase or restrict productivity and purpose or can save stress and tiredness.

Key Words: HR Practices, Job Satisfaction, Automobile Sector

Introduction:

Employees should be comfortable to deliver and appreciate their artworks of excellent quality. If people are in constant disputes and malentendants, no enterprise can be concluded. As part of the end of the iceberg, the difficulty with the joy of employee activity is that it may be seen over the water stage. The quality of a courting is mostly determined by the elements beneath water. All things are achieved in order to improve productivity, rather than engage with employee. There are some activities that are important to a healthy worker, control policies, teamwork and publicity policies. All of these provide the employees the pleasure of the job. If the employee are pleased that the productive rate really will be high depends on a number of variables, such as the working environment and the cooperation across departments.

Objective:

The key goal of this study is to investigate and examine the influence of HR practises on job satisfaction in Karnataka.

Literature Review:

Ramesh (2005) reviewed on the developments in the topic of the administration of human assistance was conducted. He noted that HR characteristics relate to the expansion of operations that manipulate virtually every region of a business substantially. The success of an organisation relies on a vast number of positive HRD weather lifestyles and adds many aspects like trouble fixation, reliable reimbursement, honesty, transparency, value for money, group spirit, accepting, autonomy, cooperation, involvement, reput, advice. The fact that a right HR chief can really get people working and push them to perform properly might make him the worst possible result.

Suman Shikha (2006) grouped athletes of comprehension. Successful agencies manage their people resources properly to produce new services and products and to sell them. Useful resource management techniques have the capacity to innovate and create petrol inside the enterprise. HRM's four dimensions that can drive innovation and originality are human assistance planning, performance assessment, recompense system & incentive system. This is why production is maximised and turnover reduced.

Katou (2008) The impact of HRM methods on organisational performance in the Greek industrial sector was examined to a degree. The findings show that the link between HRM (resourcing and improvement, compensation and incentives, participation and task layout) practise and organisational performance are partly mediated by HRM (talents, attitudes and behaviour) outcomes and are miles stimulated by company strategy (price, satisfactory, innovation). The study found that HRM practises are linked to corporate strategies that would affect corporate success through HRM outcomes.

The High Commissioner for Fisheries (2013), It showed that, in the globe aggressive marketplace, how HRM methods give employee commitment closer to a company goal. The study showed that HRM training, reimbursement and sports of welfare have great influence on organisational commitment and are linked to advanced organisational performance to help retain informed and competent employee.

Motivation:

The nature of the link between a firm and an employee is far more difficult than the consumer relation. The customers certainly compete, while the relationship does not work even as unhappy employee might remain in the company for long periods. Even as workers experience a relationship with their organisation every day, customers appreciate the agency at some critical times of reality. The worker enjoys the agency as soon as the workers enter a workplace and the moments they share are eclipsed by a whole work in a certain amount of time. A company may benefit most easily from advice, regulations and business standards on how the region of artwork should make employee happy and increase feedback time by time. Culture which pays the employee participation inside the agency's growth. Positive assessment of the overall performance and retention policies of the workers. Unless employee focused values are clearly controlled, they may become an unfavourable force that can propagate a poor morality. Employee controls cut reduce the reliance on hierarchical control systems and create an additional, self-organizing subculture of employees who are community members to contribute to factor of desire.

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There are many companies where there is no employment pleasure; therefore, courting between employees and checks isn't true and so strikes have occurred, disputes between employees and checks have occurred that once in a while turns lethal and fatal production stops, personnel from the company, and so on. The joy of the employees affects the sense of being, health and a sense of drive in every aspect of painting. The purpose of this article is for employee pride to be reflected in HR procedures. Management and employee duties, as well as their pastime, are responsible for ensuring that workers operate in a top quality ecosystem, because controlling courts may increase or reduce productivity and purposes or can reduce stress and tiredness.

Methodology:

The study is based on paintings from number one studies to investigate and examine the effect of HR procedures on fun activities on Karnataka employees. For a glance, a vehicle area in the neighbourhood of Karnataka is taken into account. The sample units are employee from the apex, the midrange and occasionally graduate studies. At order to acquire information on the task delight in a commercial company, 100 respondents had been contacted for the study.

Interpretation Data:

Factors Effecting Job Satisfaction of Employees	Mean	Std. Deviation
Recruitment Process	3.87	0.43
Training	4.57	0.64
Teamwork	3.48	0.52
Employee participation	4.57	0.94
Salary	4.47	0.48
Leaves	4.87	0.59
Retention ratio	3.35	0.57
Promotion policies	3.21	0.36
Compensation	1.39	0.31
Grievance redress	4.33	0.35
Job Satisfaction	4.78	0.33

The assessment of the data shows that recruiting methods during recruitment please all workers from low to medium. The methods of education are good for all responders." The majority of the employee are satisfied with the organization's education and form. The employee of the group is glad in a modest way. Whereas employee is happy with a significant level of employee participation. They accept that business firm takes its lead and strive to advise that during the company. The employees are glad to receive a modest to a large amount of revenues. The employees, instead, are happy with the company's departmental rules. Regarding the company's retention criteria, employees are largely pleased by a little amount. The commercial regulations of the employees of the company provided a mixed response from a little to a large extent. The reimbursement and complaint processing employee is largely happy. The overall volume is satisfied with the employee of the work joy. Meanwhile, respondents are happy that the corporate policies have a huge volume to improve performance to provide great process delight.

Findings:

An employer cannot only bring out chairs, tables or fanatics with the aid of non-residents. They require people who work together and achieve the company's objectives. They need people. The people that work together for a shared objective at a not exceptional location (business) are known as employee. The achievement and failure of every company is instantly proportionate to each employee's rigorous labour. A person spends most of his time at the workplace and his co-workers spend the most time with him in one day. There is no way anybody can obtain the money to battle with its fellow workers. Conflict and false impression have raised the most effective stress and, with the help of men or women, lowered productivity. You want to discuss so many things in the artwork and you want the advice/tips of everybody to get a solution that might benefit both the individual and the company. The study shows that something that affects the pleasure of the job has an influence on the motivation of the employee to a large degree. One begins to love his place of work and doesn't carry the load of his artwork. He feels energised and clean for the entire day and is facing a brand new challenge in paintings every day. You feel like you're going to work every day if you have a good relationship with your team participants. Go out sometimes to meet acquainted with your crew contributors or enjoy your lunch together. These sports serve to enhance the relationship between a lot of the employees and improve family members.

Conclusion:

It is very important that employees have excellent thinking and not continuously remember their colleagues as their adversaries for achieving better output and high productivity. Don't always expect your teammate to tell something to you before your boss. Avoid disagreements, misunderstandings, instead paints, unfold together and create the organisation a better place for paintings. Consider organisational growth as their own boom, which helps them to achieve greater and higher growth effectively. From the above, it has been estimated for miles that the process pride for employees in the organisation, including recruitment processes, training, team work, performance evaluations, salaries, leaves and other elements, and their identical wishes are kept so as to achieve an excessive degree of process delight, have huge implications.

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