

A study on the effectiveness of HRD process and climate in milk processing industries with special reference to Coimbatore district

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Abstract. Milk processing allows the preservation of milk for days, weeks or months and helps to reduce food-borne illness. The usable life of milk can be extended for several days through procedures like fermentation or refrigeration, which is the factor most likely to affect the quality of raw milk. The following procedures are carried out at a typical milk plant: receiving the raw milk and filtering/clarifying it. the complete or partial separation of the milk fat (for standardisation of market milk, production of cream and butter and other fat-based products, and production of milk powders). HR processes refer to the fundamental strategies necessary to support the employee lifecycle and a positive employee experience. Each HR process follows an intricate pathway that demands strategic planning according to specific parameters and objectives. While every process involves its own procedures, all processes are interdependent. HRD climate is the perception that the employees have about the policies, procedures, practices, and conditions which exist in the working environment. The study reveals the HR Process and Climate in the Milk Processing Industry, where all the segment of workers are involved in production, processing, marketing and sales.

1 Introduction & Review of Literature

Samwel Kalkuko Lopoyetum [1] in his article titled as “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. He further adds that co-operative leaders should enhance their professional skills and knowledge through education, training and extension activities. Author says that co-operatives must identify the training needs and job requirements of employees before initiating a training programme. He has suggested many measures for reformation and revamping co-operative business organizations in the context of new economic environment and some of them can be cited here as a sample. 1. Improvement in governance and leadership development. 2. Providing them with appropriate autonomy. 3.

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Improving work these cooperative business associations' location, production, efficiency, and effectiveness. Facilities for education and training as well as employee participation in management may eventually boost cooperative business organizations' performance.

Based on a survey of staff members at a few cooperative organizations in the south-west region of Tamil Nadu, Mr. S. Sundararajam [2] concluded in "Emerging Trends of HRD Practices in Cooperative Sector- Perspective Approach" that the overall HRD climate in cooperative sector organizations appeared to be neither good nor bad. Senior employees believed that given the current competitive context, the HRD climate needed to be addressed. Employee attitudes on HRD rules and procedures were mostly negative. The author's overall finding from his research is that the personnel department's specialized operational function is human development. Finally, he asserts that while we cannot prepare the future for the coming generation, we can prepare them for it.

In their essay titled "HRD in Indian Dairy Industry" [3], BaisSantosh Singh & Agadi Ramesh B. [3] provide a brief history of the dairy industry's HRD practices both before and after independence. The establishment of the National Dairy Development Board in Anand in September 1965 gave the cooperative sector's dairy industry a boost. The authors' proposal that milk processing businesses in India should focus on HRD practices because milk is a significant food industry in their conclusion suggests how to quickly expand the milk industry.

The difficulties faced by human resource managers in light of the new economic climate were discussed by Anupama Gupta [4]. This report stressed the need of taking these difficulties seriously. The main issue is a lack of skilled labor. This essay looked at how the human resources department might approach the issue. The HR division had the responsibility of creating a potential career path to keep talent.

It was stated that the HR manager should be prepared to tackle the challenges, but that in order to secure the organization's continued success, other stakeholders should also play a part. Tripathy [5] discovered that using human resources can give an organization a competitive advantage. You can accomplish this by using good HRD practices. He claims that HRD includes the three Cs of culture, commitment, and competence. For HRD to be supported in an organization, the right amount of a progressive climate is necessary. The findings showed that effective HRD practices can have an impact on the organization's financial and other performance measures.

In his study titled "HRD Climate: Interventions and Challenges," Singh S.K. [6] examined the need for 60 employee involvement and productivity in order for organizations to survive in a complex and dynamic environment. This can be done with the aid of quality targets, quality circles, training and development, appropriate methods of performance appraisal, and other strategies. Above all, HRD interventions and practices should be put into practice in a proper manner, and the HRD climate should be conducive to achieving employee cooperation and resolving conflicts, which will ultimately boost the effectiveness of the business.

In this work, G.V. Chalam and L. Srinivas [7] made an effort to investigate the fundamental gender disparity with regard to the HRD climate in 20 SBI branches in Andhra Pradesh. The study's findings indicated that women employees are far more concerned about the HRD atmosphere than men are. They express a high degree of satisfaction with HRD practices. Female employees expressed greater satisfaction with the HRD climate. It was also discovered that the female respondents actively monitored and followed the bank's human resource development environment and were extremely devoted to the bank in terms of their dedication to their jobs.

According to Rao [8], "human resource development sub comprises performance appraisal, potential appraisal, career planning, training, performance coaching, organization development, employee welfare, rewards, q and human resource information system". Give

examples of "feedback," "performance evaluation," "career advancement," "career planning," "counselling," "potential appraisal," and "training" as aspects of human resource development. Varadan "human resource development mechanism into role analysis, organization development, and quality circles"

Resource development is thought to be the key to higher productivity, better relationships, and greater profitability for any organization, according to Baumgartel [9], who saw "organizational climate as a product of leadership practices, communication practices, and enduring and systematic characteristics of the working relationships among persons and divisions of any particular organization." Iqbal9 concluded that "human productivity is crucial for growth and survival of organizations". Cheney "In the end, increased productivity helps society. Regarding the dimensions, components, and subsystems of human resource development, various philosophers and experts have provided contrasting viewpoints in the creation of these processes.

According to Ashton and Sung [10-12], "High performance working practices fostered the organizational climate in a way that results in a working environment that not only gives the possibility for developing the personality of the employee, but also increases the organization's productivity. People can concur that the behaviors and processes of a system can be characterized by its climate, which has psychological significance. Climates can be created by a system's practices and procedures.

1.1 Statement of the problem

The Automation of Employee Performance in Relation to What is Monitored on Them will be Addressed by The Human Resource Management System. Their output would depend on the quality of the project they are working on. Currently, it is not being properly evaluated or tracked how well staff are doing before, during, and after each shift. Although HR departments will review them, it is desirable for them to do each employee evaluation on a frequent basis to keep track of their performance and level of work product.

Another issue is that many businesses today struggle to give their employees the proper bonuses for the hard work they put in for the company's welfare. The system would like to provide a potential resolution to this by evaluating the automation of the employees' performance ratings; their bonuses would depend on their performance rate as stated according to what would be their ratings in the system's automated performance rating. This would serve as the foundation for their wage bonuses. When an employee performs well, higher-ups in the organization may provide bonuses on specific occasions. Accordingly, their computerized performance rating could be applied if a worker is up for a promotion. Their nomination would undoubtedly be based on the performance information posted by the HR Department. The likelihood that a certain employee will be selected first for a promotion from the top management of the organization increases with the performance rating.

1.2 Objectives of the study

- To determine factor influence employees satisfaction.

1.2.1 Hypotheses of the study

1.2.1.1 Null hypothesis (H_0)

There is no significant relationship between years of service in the company and development of sub-ordinate is important part of their job effectiveness of HRD process and climate

1.2.1.2 Alternative hypothesis (H_a)

There is a significant relationship difference year of service in the company and development of sub-ordinate is important part of their job effectiveness of HRD process and climate

2 Research methodology

While diagnostic research investigations ascertain the frequency with which something occurs in relation to something else, descriptive studies try to describe the features of a certain person or group. Examples of diagnostic research investigations are studies that examine the relationship between particular variables. 150 respondents were chosen at random from a group of 1500 employees, and they are all drawn from different departments. 150 respondents are being considered for the sampling.

The researcher gathers primary and secondary data from the research subject. The study was analyzed statistically using the following tools: Anova, a simple percentage, and the Chi-square test

3 Analysis and intrepretations

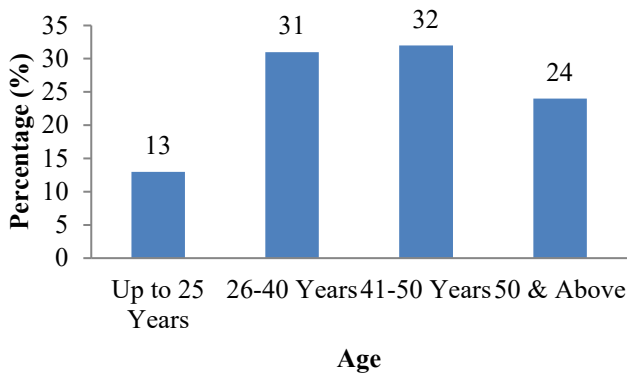


Fig.1. Age.

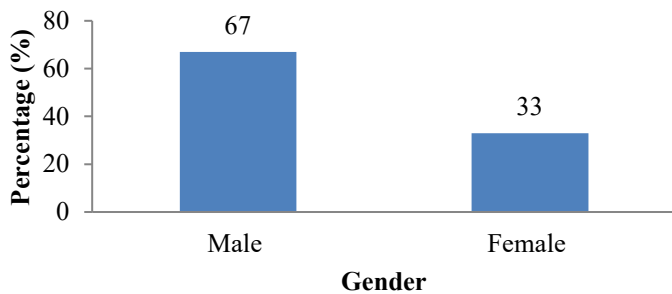


Fig.2. Gender.

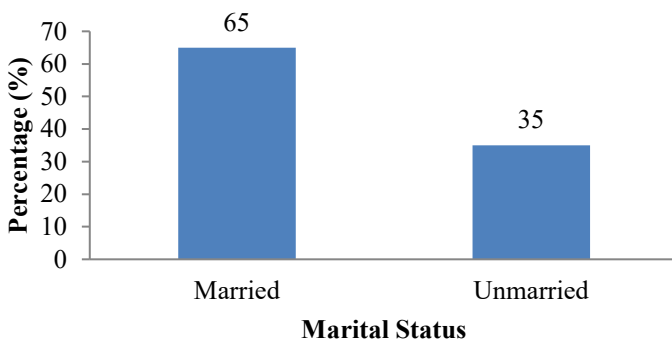


Fig.3. Marital Status.

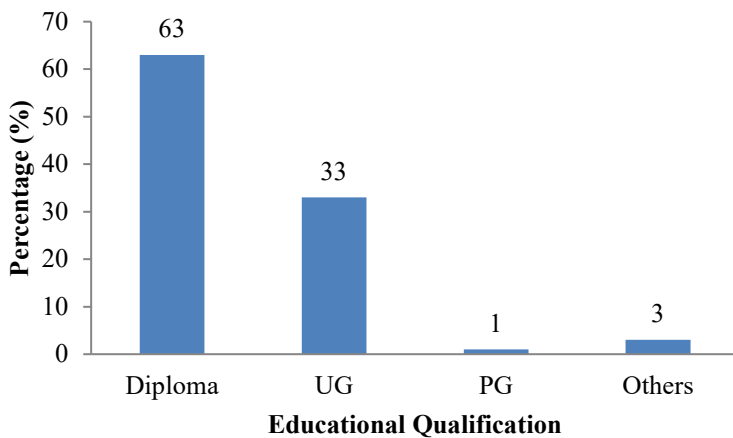


Fig.4. Educational qualification.

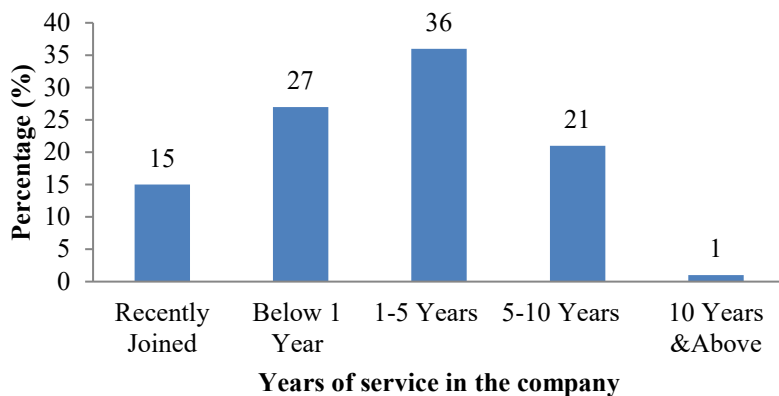


Fig.5. Years of service in the company

Table 1. Socio Economic Profile of Respondents

Particulars	Numbers (n=150)	Percentage
Gender		
Male	100	67
Female	50	33
Age Group (Years)		
Upto 25 years	20	13
26-40 years	46	31
41-50 years	48	32
Above 50 years	36	24
Education qualification		
Diploma	94	63
UG	50	33
PG	2	1
Others	4	3
Experience		
Recently Joined	22	15
Below one year	40	27
1-5 years	54	36
5-10 years	32	21
Above 10 years	2	1
Marital Status		
Married	97	65
Unmarried	53	35

The above table clears that, majority of the respondent's gender are male, age groups at less than 26-40years, education level are Diploma, experience are below 1-5 years, majority are married.

4 Chi square tests

Table 2. Relationship between age group and satisfaction of induction training is given adequate importance in organization

		Satisfaction of induction training is given adequate importance in organization					Total
		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Age	up to 25 years	8	8	2	0	2	20
	26 to 40 years	24	12	6	0	4	46
	41 to 50 years	20	12	4	2	10	48
	above 50 years	18	8	2	2	6	36
Total		70	40	14	4	22	150
Chi-Square Tests							
				Value	df	Asymp. Sig. (2-sided)	
Pearson Chi-Square				9.828 ^a	12	0.631	
Likelihood Ratio				11.204	12	0.512	
Linear-by-Linear Association				1.123	1	0.289	
N of Valid Cases				150			

d.f: 12 Calculated χ^2 Value: 9.828 Table value: five percent level=21.026

4.1 Null hypothesis (H₀)

There is no significant relationship between gender and opinion about the brand

4.2 Alternative hypothesis (H_a)

There is significant relationship difference gender and opinion about the brand

We can calculate value of chi-square test:

The calculate value of $\chi^2 = \sum(O_{ij}-E_{ij})^2 / E_{ij} = 9.828$

The table value of χ^2 for degrees of freedom at 5 % level of significance is 21.026

Result: Hence the Pearson Chi-square test calculated value is less than the table value. We accepted it as null hypothesis. So there is association between the gender and opinion about the brand.

5 Findings

The majority (32%) of responders are between the ages of 41 and 50. According to this study, the number of years a person has worked for a firm is related to how good the HRD process and environment is at developing subordinates, which is a crucial component of their jobs.

6 Suggestions

The installation of new, cutting-edge technological machinery enhances worker productivity. Finding the demands of the employees regarding their employment is made

easier by direct monitoring of higher officials at the workplace. Payment for temporary employees should be provided after a predetermined amount of time. This will increase their security and morale. The following actions can be taken to enhance welfare facilities. It is possible to keep a log book where employees can record their grievances. The logbook is accessible to the welfare officials, who can then take the appropriate maintenance-related action. By giving all employees and their families routine checkups, medical care might be enhanced. There may also be medical camps hosted by the Rotary association. Automation can reduce workload, which will lead to a decrease in the number of employees and allow for higher worker wages.

7 Conclusion

A thorough framework and a growth of human resources in an organization are provided by the HRD Process and Climate. It improves an organization's ability to find talented personnel and to foster a healthy work environment where each employee may further develop and use their skills in ways that support the attainment of both personal and organizational objectives. The purpose of HRD Process and Climate is to equip employees at all levels to improve their knowledge, attitudes, skills, and talents so they can take on bigger duties for the organization's growth. Any organization's long-term success is heavily reliant on the caliber of its people resources. My research leads me to the conclusion that the HRD Process and Climate in Milk Processing Industries is favorable, as evidenced by the 150 respondents in the sample survey. The implementation of contemporary technical techniques for work efficiency has improved the HRD process and climate. The grievance handling system, however, might still use some refinement at the supervisory level to better address employee issues as they emerge. In order to provide a safe and healthy HRD process and climate within the organizations, the organizations should also focus more on their welfare facilities. This includes medical, recreational, and self-development facilities.

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