

A STUDY ON HUMAN RESOURCE MANAGEMENT PRACTICES AND EMPLOYEE PERFORMANCE: THE ROLE OF JOB SATISFACTION WITH SPECIAL REFERENCE TO BARKAGAON UNDER HAZARIBAG DISTRICT

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ABSTRACT

This study aims to investigate the impact of Human Resource Management Practices on improving Employee Performance (EP). The study is accomplished by hypothesizing the impact of Human Resource Management Practices on Employee performance, additionally this impact is theorized to be mediated through job satisfaction. Employee engagement is also taken into account because of the potential moderating effect it has within the theorized model. Job satisfaction is the most frequently studied variable in organizational research because employers want to know how to avoid labor turnover and reward their best workers. In contrast to the organization's perspective on the relation of job satisfaction to productivity, vocational psychology views job satisfaction from the perspective of the worker, defining job satisfaction as the attitude or the general feeling that a worker has toward her or his job.

KEYWORDS: HRM Practices, Job Satisfaction, Employee Performance.

INTRDUCTION

Over 1.7 million people work for Wipro as an organization. Additionally, the effectiveness, control mechanisms, and employee services have all improved thanks to HR audit procedures. The entire employee lifecycle, from hiring to retirement, is covered by HR audits focused on process efficiency. This includes pay and payroll, recruiting, learning, performance management systems, and retirement. All of these processes are formally reviewed. While leadership development and succession planning are not formally audited processes. Researchers also found that while HRM practices do not directly affect financial performance, they do have an impact on the firm's allocated resources, such as human capital or employee behavior, which develops a trained, empowered, and driven workforce that improves the company's financial standing.

REVIEW OF LITERATURE

A literature review is a summary of studies related to a particular area of research. It identifies and summarizes all the relevant research conducted on a particular topic. It is important that our literature review is focused. Therefore, we should choose a limited number of studies that are central to your topic rather than trying to collect a wide range of studies that might not be closely connected.

A good literature review shows signs of synthesis and understanding of the topic. There should be strong evidence of analytical thinking as illustrated through the connections we make between the literatures being reviewed. Think of it this way a literature review is much more than a book review. It is a document where you present your sources and their overall relationship to your thesis statement.

A good literature review doesn't just summarize sources – it analyzes, synthesizes, and critically evaluates to give a clear picture of the state of knowledge on the subject. Conversely, a poor literature review will simply list and identify the sources. In essence, it will appear to be a glorified annotated bibliography.

A review of literature enables the researcher to go into greater details and wider applicability of the problem in hand, so as to provide new ideas, explanations and hypotheses. The final and specific reason for reviewing related literature is to know the recommendations of the previous researchers for further research which they have listed in their studies. The length of the review will depend upon the number of relevant articles and the purpose for which the research report is being written. In other words we can say a literature review is the synthesis of the available literature regarding your research topic.

1. **Schermuly et al. (2011)** suggest that school systems might see dissatisfaction as a sort of “early alert” to the potential of leaders' impending burnout, and in a similar way, satisfaction is apt to be cast as an early warning of turnover. Let it suffice to say that the ways the four constructs discussed in this paper relate to one another is itself a worthy focus of empirical study.
2. **Hu et al. (2016)** found that salary and promotion satisfaction were related to perceived well-being, which were also related to job satisfaction, and Tran (2017) found pay satisfaction to be predictive of turnover intentions of principals, although Wang et al. (2019) found Korean principal's job satisfaction to be more related to symbolic prestige and authority than actual salary.
3. **Maforah (2015)** expressed the workload issue a bit differently in noting that most principals find an imbalance between the effort they put into the job and the rewards—tangible and otherwise—that they receive from it.
4. **Darmody and Smyth (2016)** who found workload-related variables to affect satisfaction of a sample of Irish head teachers.
5. **Bauer and Silver (2018)** in a replication of their work, position job satisfaction as a mediator between efficacy and burnout, with satisfaction preceding burnout as a predictor of principal's intention to leave.

In a study of principals in a US state, **Sodoma and Else (2018)** noted the general increase in duties and work pressure experienced by principals affecting stress and satisfaction, a finding. In sum, then, job satisfaction has been empirically associated with a variety of working conditions including workload; job attributes such as autonomy and scope of influence; and other work outcomes such as efficacy and stress.

6. **Wang et al. (2019)** found Korean principal's job satisfaction to be more related to symbolic prestige and authority than actual salary.
7. In a study of German principals **Dadaczynski et al. (2020)** found that decision latitude and sense of control is related to job satisfaction.

METHODOLOGY

[I] RESEARCH DESIGN

A research design is framework or blue print for conducting the research project. It details the procedure necessary for obtaining the information needed to structure and / or solve research problem. A research design lays the foundation for conducting the project. The descriptive

research design is used for conducting this research work. To identify the problem, to develop and approach to the problem and to formulate an appropriate research design, primary data has been used.

For the purpose of this study, quantitative survey research was employed. The independent variables are human resource management and employee job satisfaction, while the dependent variable is organizational commitment.

The study used mixed methodology to have an in depth understanding of the implementation and performance of the scheme in generating and enhancing employment for rural youth. It is based on the primary and secondary data collected using various methods.

Primary data are to be gathered as much as possible from primary information such as field study, survey, informal interview of concerned persons etc. it is also collected through questionnaire both in oral and written form.

To make this study sound and effective secondary data also be used. The secondary data are taken from publications of National Planning Commission, book, published materials, journals, newspaper and online studies etc.

This study is also based on both quantitative and qualitative data collected from primary and secondary sources.

FINDINGS

Human resource management correlated positively with employee job satisfaction and organizational commitment. On the other hand , employee job satisfaction was found to be positively correlated with organizational commitment. The two independent variables made significant individual contributions to the organizational commitment.

RESEARCH LIMITATIONS

This study has some limitations. First, convenient sampling method was used to recruit the participants. Therefore, the findings of the study have limited generalizability in other regions and age groups. Second, as a cross-sectional study, there has to be caution in making any generalization of the results. Future researchers should get more respondents from wider geographical location, that is from different bans, public and private. Furthermore, self-report questionnaire were used to collect data from respondents. It is recommended that future researcher use different methods such as personal interview or telephone interview to collect data. This may help get reliable data after clarifying and removing what may be ambiguous.

HAZARIBAG AT A GLANCE

Hazaribag is a city and a municipal corporation in Hazaribagh district in the Indian state of Jharkhand. Hazaribag district which is one of the 24 districts of Jharkhand state. It is the divisional headquarters of North Chotanagpur division. It is considered as a health resort and is also popular for Hazaribag Wildlife Sanctuary. The name of the town 'hazaribagh' is derived from two Persian word; Hazar meaning 'one thousand' and bagh meaning 'garden'. Hence the meaning of Hazaribagh is 'city of a thousand gardens'. In common literature, native English author Kajol Aikat has also mentioned Hazaribagh as the Land of Thousand Gardens in his debut novel Unsocal Amigos.

In other Etymologically, the word Hazaribagh is made of two words, hazar meaning 'thousand', and bagh meaning 'tiger'. Hence the literal meaning of Hazaribagh is 'City of thousand tigers'. However with the reduced population of tigers, the name was changed to Hazaribag (the city of a thousand gardens).

Hazaribag has got a huge reserve of coal and mica. The coal reserves of Hazaribag are second largest in Jharkhand. Hazaribag also have good water supply as many rivers passes through the region. These conditions makes Hazaribag a good industrial town. Many industries are already present and many are coming up in the town. Transportation also plays an important role in making Hazaribag accessible to the people thronging to the city in the search of job options.

ECONOMY OF HAZARIBAG

Hazaribag is an important industrial area because of its coal reserve. It has the second largest coal reserve in Jharkhand. Recently Central Coalfields Ltd. a subsidiary of Coal India Limited has started new projects in Hazaribag. Because of the presence of coal, water and power in abundance, there are many steel industries and other industries in this area providing number of employment opportunities. Damodar Valley Corporation has a number of offices in Hazaribag. This significant coal deposit reserves here are Kuju, Charhi, Ghato Tand and Barkagaon of North Karanpura Coalfield. The main source of livelihood in Hazaribag is the coal mining. People in Hazaribag are laborious and hard working. NTPC and Reliance Power are about to set up thermal power plants in Hazaribag.

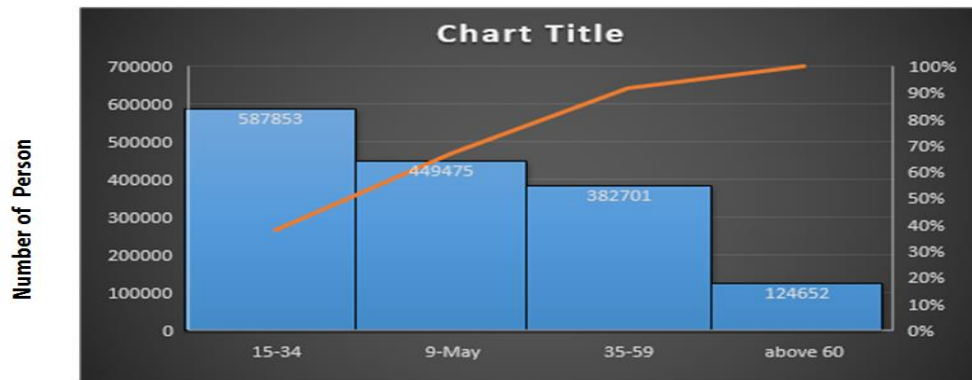
DEMOGRAPHY OF HAZARIBAG

Total population of Hazaribag as according to population census 2011 is about 1734005. Its population growth rate is 25.75%. Hazaribag has a sex ratio of 946 females for every 1000 males and a literacy rate of 70.48%. The population Density of Hazaribag is 54035 inh./sq.km. The majority population of the town is hindi speaking. Santhali and Khortha is a language of the tribal people of Hazaribag. There is a sizeable Muslim population. Bengalis, Marwaris and Punjabis also form part of Hazaribag. DDU-GKY is uniquely focused on rural youth between the age 15 and 35 years from poor family. The total population of hazaribag is 587853 under 15 to 35 age group in which 484981 are from rural area and 102872 are from urban area.

Population of Hazaribag

Table: - 3.1 Age group wise population of Hazaribag district

Age Group	Person	Rural	Urban
05-09	449475	388813	60662
15-34	587853	484981	102872
35-59	382701	313151	69550
above 60	124652	106043	18609



CONCLUSION

The effects of job satisfaction are addressed by two relatively distinct research literatures. One deals with leaving dissatisfying jobs, while the other deals with being forced to stay in unsatisfying positions. Workers who must remain in unsatisfying positions may experience job stress that reduces their general emotional well-being. When people are chronically dissatisfied with a job they must perform 40 hours a week, they may eventually suffer from job burnout, a condition associated with a wide range of physical and psychological symptoms—headache, upset stomach, anxiety, and depression. Job dissatisfaction has even been linked to life expectancy, with those who hate their work predicted to have a shorter life expectancy. A final point worth noting from the literature on job satisfaction is that among the four outcomes reported in this paper, satisfaction is most studied in relation to the others—that is, many of the studies reviewed involve appreciating the impact of efficacy, stress, burnout and isolation on job satisfaction, and as noted earlier, satisfaction is most often cast as a dependent variable.

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