



A Study of Hr Audit in Print Media Organization of Madhya Pradesh

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Abstract

A systematic HR audit can help to develop strong relationship between departments and working manager on the other hand HR audit creates discipline among the employees and encourages them to move out from natural technique to be more accurate assessment of the probable benefit to be achieved. HR audit also helps organizations in to the following areas such as identification of various essential HR activities in order to achieve the organizational objective, analyze that how well the HR department is working on these program, assess HR work to insure continues progress and encourage change and creativeness. The present study dealt with Study of HR audit in Print media organization of Madhya Pradesh, in order to examine impact of HR audit on various HR practices we have selected and identified few dimensions such as Job Analysis, Performance appraisal and reward management. Study based on primary as well as secondary data which has been collected through various instruments such as questionnaire and different sources such as published sources. Findings of the study clearly indicated that all the dimension of HR practice significantly and positively related with HR Audit of Print Media Organization.

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I. Introduction

In the present competitive scenario of business, it has become necessary to analysis of various human resource activities and reviews their contributions in to more systematic and disciplined manners. Recently the Indian industry has insistently adopted various innovative methods such as human resource audit and balanced scorecard to balancing performance management system across the organization. Human resource audit is not only tools for majoring human resource activities of an organization but also an essential dimensions of complete human resource system. Human resource audit essentially assess the effectiveness of various human resource practices. HR audit provide feedback about HR function to operating managers and also provide useful information to HR department about operating managers working performance that how they are full filling their duties. HR audit is systematic process to control and insure the human resource activity in to public as well as private organization. The present research study dealt with the study of human resource audit in to the selected print media organization in Madhya Pradesh in this process it has been discussed that how HR audit is implementing in print media organization in order to ensure effective functioning of various HR functions as well as practices

Human Resource Audit

As we know that audit is normally related with financial accounting and also a procedure to examine and verifies any company accounting records on the other hand HR audit is similar idea in the field of HR. HR audit engage in examination and evaluation of organization and policies and practices regarding training and development, recruitment and selection, job evaluation, orientation and placement, compensation, motivation, health and safety, social welfare and industrial relations etc.

According to Eric Flamholtz HR audit is a systematic measurement of strength and development needs of its existing policies in the context of organizational performance

Generally in various organizations there are certain HR policies which are not formal and return in another word there are many policies not properly documented. The human resource audit involves measuring all HR policies and practices currently adopted by the organization whether they may be formal or informal. HR audit also assist to verify company complies along with legal requirements and policies regarding employees work as regulation governed by country. In this regards HR audit determine the strength and weaknesses in the field of human resource management and plan according to improve its procedure with respect to the HR function.

“HR audit evaluate the HR activities in an organization with a view to their effectiveness and efficiency”
“Biles and Sculer”

Review of Literature

Amrapali Negi & Dr.D.S. Chaubey (2015) in their research article titled Human Resource Audit system for evaluating employee’s performance stated that human resource audit is a tool which examines the performance of the employee. Human resource are most important than any other resource of any organization for the perfect analysis of the human resource in the organization. Hence it is a way to balance the personnel management and cost savings viz., personnel cost and other units steps for evaluation of human resource performance like index list, planning, calculation and comparison, collective actions, effective appraisal and concluded as human resource audit may be a powerful tool or instrument for analyzing institutional performance and coping the organizational change.

Minhajul Islam Ukil (2015), in *Essence of Human Resource Audit: An Analytical study*, Journal of Management and Science, studied the essence of Human resource audit mainly emphasized on the concept of prominence of human resource audit. He tried to review the existing literature of human resource audit from different point of views. Human resource audit has vast application in the field of organization viz., Human resource functions, compliance of management, employee satisfaction, corporate strategy and human resource climate

Anupama Gupta (2010) explained the consequences of the challenges faced by the Human resource management in context with the current economic status and the challenges faced should be taken in consideration. This article insists on the challenges in the short fall of talented employees. This also emphasis on how Human resources Management tackles the problems handled on a day to day activities. It also suggested some important points to handle things better.

Saini R.R. (2010) this article explains Management in United Commercial Bank which is a case study of Chandigarh State which elaborates HRD rules and regulations. Basically this study explains the hurdles in the process of framing the rules and process of executing it. This analytical study contains a sample size of 100 people and analyzed their opinion about HRD rules and regulations. As a result of this study is qualification plays a important role in recruitment in top, middle and low level management. The practice of selecting right candidate for the level of management helps the organization to achieve more and retain employees in the organization.

Kundu. Subhash C., Divya Malhan (2009) in their article on "Human Resources Management Practices in Insurance Companies: The study was made in Indian and MNC's and explains the benefits of the organization is generated only by Human Resources .However the advantage of giving insurance to the Human Resources is one of the employee benefits issued by the Human Resource Management. The findings of the study says that both domestic and international Insurance companies have to improve more on their HR practices like performance appraisal, HR planning and Recruitment

II. Research Methodology

Research methodology is a systematic process to find solution of any problem including appropriate framework, which describe certain steps adopted by researcher to solve any researcher problem. In the research methodology researcher defines research problem in systematic manner and identified all those factors required for proposed research work. It is also combination of all those elements whose to be use for final diagnose of problem along with proposed solutions. The present research study dealt with descriptive as well as analytical methods of research in which researcher used both primary as well as secondary data

III. Objectives of the Present Study

The objectives of the present study are as under

1. To Study the relationship between Human resource audit and Human resource practices towards Job analysis.
2. To know the relationship between Human resource audit and Human resource practices towards Performance appraisal.
3. To find out relationship between Human resource audit and Human resource practices towards reward Management

Hypothesis of the study

Various hypothesis of the study are as under

H_{a1}: There is a **significant** relationship between Human resource audit and **Human resource practices of print media** with respect to **job analysis**.

H_{a2}: There is a **significant** relationship between Human resource audit and **Human resource practices of print media** with respect to **performance appraisal**.

H_{a3}: There is a **significant** relationship between Human resource audit and **Human resource practices of print media** with respect to **reward management**.

Sample Size and Design

The populations for present study were selected from peoples of capital of Madhya Pradesh Bhopal. Random stratified method was adopted to collect the sample among whole populations. To maintain accuracy sample were collected from different demographically and geographically location of employees in different print media organizations of Bhopal city. The final questionnaire has generated and distributed among the group of employees, over all 500 employees filled the questionnaire in which 470 were found to be completed and remains was incomplete. Hence the sample size of the study is 470 ($N=470$)

Data Analysis and Testing of Hypothesis

Hypothesis	Statement	df	F Value	Sig.	Result
H _{a1}	There is a significant relationship between Human resource audit and Human resource practices of print media with respect to job analysis.	5	3.298	.000	Accepted
H _{a2}	There is a significant relationship between Human resource audit and Human resource practices of print media with respect to performance appraisal	5	3.106	.000	Accepted
H _{a3}	There is a significant relationship between Human resource audit and Human resource practices of print media with respect to reward management.	5	3.332	.001	Accepted

Interpretation

1. Table indicated result of data analysis of relationship between HR Audit and Job Analysis of Print Media in Madhya Pradesh, F value for relationship between HR Audit and Job Analysis is 3.298 and $P \geq 0.05$. on the basis of result it has confirmed that, relationship between various independent and dependent variables is positively significant, thus our first hypothesis “There is a significant relationship between Human resource audit and Human resource practices of print media with respect to job analysis” is Accepted

H_{a1} **Accepted**

2. Table indicated result of data analysis of relationship between HR Audit and Performance Appraisal of Print Media in Madhya Pradesh. It can be seen in table that, F value for relationship between HR Audit and Performance Appraisal is 3.106 and $P \geq 0.05$. on the basis of result it has confirmed that, relationship between various independent and dependent variables is positively significant, thus our second hypothesis “There is a significant relationship between Human resource audit and Human resource practices of print media with respect to Performance” is accepted

H_{a2} **Accepted**

3. Table indicated result of data analysis of relationship between HR Audit and Reward Management of Print Media in Madhya Pradesh, F value for relationship between HR Audit and Reward Management is 3.332 and $P \geq 0.05$. on the basis of result it has confirmed that, relationship between various independent and dependent variables is positively significant, thus our third alternative hypothesis “There is a significant relationship between Human resource audit and Human resource practices of print media with respect to Reward Management” is accepted

H_{a3}



Accepted

IV. Conclusion

Study can be conclude as

1. It has been observed from the findings that HR audit played a significant role to successfully examine existing HR practices and policies of print media organization with respect to job analysis. This positive relationship confirmed because majority of employees positively agreed that implementation of HR audit effectively analyze their job in to various working conditions, on the other hand implementation of HR audit in print media effectively analyze the job in the following ways such as balance their work life helps to share work load, examine flexibility of work etc.
2. Findings of the study clearly stated that HR audit founded as essential technique to be effectively examination of existing HR policies and practices with respect to performance appraisal. HR audit enables organization to identify whether it is functioning better or not. This relationship confirmed because majority of employees agreed that HR audit helps organization to examine performance appraisal policies to change behavior of employee improve motivation and job satisfaction, helps to achieve meaningful goals and helps to indentify weaknesses and strength of the employee. On the basis of these all it may conclude that HR audit significantly and positively related with HR practices and policies of print media organization with respect to performance appraisal.
3. It is clear from the findings that HR audit has been founds one of the efficient and systematic process to measure various HR policies and functions of print media organization with respect to reward management system. HR audit suggest HR department a guide lines for maintaining of reward policies as per result and performance. This positive relationship between HR audit and reward management confirmed because majority of employee agreed that HR audit helps to identify excellent performance of the employee and work as motivational and reward mechanism, helps organization to decide levels of reward and suggest organization if improvement is required. On the basis of these all it may conclude that HR audit of print media significantly and positively related with HR policies with respect to reward management.

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