



An Empirical study on HR Practices of Vijaya Vishaka Company Limited and Heritage Foods Limited dairies in Visakhapatnam District, Andhra Pradesh.

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ABSTRACT

A new approach of thinking about how people should be handled as workers in the workplace is called human resource management (HRM). Human resource management is a planned and comprehensive approach to managing a company's most valuable asset—the employees who, both individually and collectively, help the firm accomplish its objectives. Human resources are seen as being particularly crucial to long-term organizational performance, according to the philosophy of human resource management. By using its workforce to the fullest and utilizing their knowledge and creativity to achieve well-defined goals, a firm may obtain a competitive edge. The report's primary objective is to examine HRM practices related to manpower planning, recruitment, selection, and HRD (Training and Performance appraisal and Career Planning and Development). A significant amount of empirical data was gathered, organized, and evaluated for the report, the primary portion of which is presented here. The study's findings could be used to improve the methods for gathering statistical data from respondents and designing an understanding of those respondents by utilizing the percentage methods in SPSS 23.0 and statistical tools.

Key Words:- Human Resource, Report, Competitive ,Performance, Utilizing

INTRODUCTION

Human resources are now understood to be a crucial component for good organizational management. This resource now has a crucial part to play in the productivity and accomplishment of the companies. The most efficient use of various resources, including people, money, materials, machinery, processes, marketing, etc., determines how successful management is. Of the various components mentioned above, human resources are crucial because they have the capacity to plan, organize, and think critically

in order to effectively work toward predefined goals and objectives. In addition to being a key component of management, human resources are crucial for carrying out a number of tasks, including staffing, directing, coordinating, and managing. Human resources with motivation are essential to an organization's success. The most effective use of this priceless resource gives rise to the specialist discipline of management known as human resource management.

I Use the quality and productivity principles to enhance HRM performance. (ii) Make policies understandable, consistent, and "synergistic." (iii) Make quality and productivity improvements easier to execute. (iv) Pay close attention to organizational functions including staffing, training, appraisals, and remuneration to ensure that they align with organizational objectives; if goals change, functions must adapt. The subsequent heads are:

Manpower planning, also known as human resource planning, is placing the appropriate number and kind of people in the appropriate locations and at the appropriate times to carry out tasks for which they are qualified. creating employment program (c) designing training program (d) creating future manpower predictions, (a) analyzing the present personnel inventory. (II) Recruitment: There are two forms of recruitment: internal recruitment and external recruitment. Internal recruiting (a) refers to hiring someone from inside the company in question. An organization has easy access to internal sources of hiring. (1) There are three main categories of internal sources: I transfers, (ii) promotions (through internal job postings), and (iii) rehiring of former workers. (a) External Recruitment - Candidates from outside the organization must be sought out as external sources of recruitment. Employment at the factory gate, advertisements, job exchanges, employment agencies, educational institutions, labor contractors, recommendations, etc. are some of the external sources of hiring. (III) Employee selection is the process of placing the appropriate personnel in the appropriate positions. It is a process for aligning organizational needs with people's abilities and credentials. Only when there is effective matching can selection be done. The firm will get exceptional performance from its workforce by choosing the best applicant for the open position. Additionally, the firm will have less issues with staff turnover and absenteeism. Choosing a candidate entails deciding who has the greatest talents, skills, and expertise for the open position.

HRD is defined as "those learning experiences that are planned, time-bound, and intended to potentially result in a change in behavior." The framework for assisting workers in developing their organizational and personal skills, knowledge, and talents is known as human resource development (HRD).

REVIEW OF LITERATURE:

Reviewing relevant literature enables the researcher to get familiar with the conclusions of some past research studies and the methodology used in them. The following headings are used to give such a review of the literature that is related to the HRM PRACTICES of the study in the dairy units: Research was done to identify the Human Resource Management (HRM) Practices of (1) Manpower planning, (2) Recruitment and selection, and (3) Human Resource Development (Training, Performance Appraisal, Career Planning and Development).

According to Armstrong The term "human resource management" (HRM) refers to a purposeful and comprehensive method of managing an organization's most valuable resource: the employees who, both individually and collectively, help the company accomplish its goals. All management decisions and procedures that have a direct impact on the staff members of the business, or human resources, are included in HRM. (2) Omoankhanlen Human Resource Planning: A Key Aspect in Ensuring Organizational Effectiveness and Efficiency, Joseph Akhigbe (2013) This study examines the relative impact of human resource planning (HRP) on organizational performance and efficiency. Effectiveness is measured by how well a company executes its strategy, purpose, and vision. Efficiency is defined as how effectively a company utilizes its resources (financial, human, physical, information). The article claims that the objectives were met.

(2015), Recruitment and Selection Process, Ms. G. Karthiga Finding potential workers and encouraging them to apply for positions inside the business is the process of recruitment. The process by which a company selects, from among the candidates, those individuals they believe would best match the job need while taking into account the present work environment may be described as selection. Organizations must act swiftly to fill positions since the business environment changes so quickly nowadays. In order to find the finest candidates for the open jobs, it is crucial to have a well-defined recruiting strategy in place that can be efficiently implemented. Making a costly error by choosing the incorrect applicant or by rejecting the ideal candidate might be detrimental to the company. (4) Muhammad Nadeem (2010) 1Developing and Presenting a Conceptual Model: The Role of Training in Predicting Employee Corporate Behavior with Regard to Organizational Productivity The authors of this study have put up a model that examines how effective corporate conduct affects organizational efficiency. The researcher looked at the connections between important

Employee commitment, employee motivation, and work happiness are examples of corporate behavior factors that may influence organizational productivity with the help of training. This study and prior studies show a favorable relationship between productive corporate conduct and output, but only when training is used to manage unobserved variability and possible endogeneity.

Jabeen Maimon (2011) Performance evaluation's effect on employees' motivation is only one If conducted effectively and fairly, appraisals may help the firm achieve its goals and the workers' motivation to improve their wellness. They are a crucial instrument in manpower management. This study examines the positive effects of concert assessment outcomes on staff excitement in this paper. "The ability to create excellent judgments One of the earliest established pillars of workforce evaluation is population comparison, although few associations are strong in support of it. (6) Eleanor Antoniu (2010) The process of career planning and its function in human resource development His research specifically covers issues surrounding career planning, a function that is becoming more and more important in the management of human resources. In order to fulfil their wants and objectives, people have long been concerned with selecting and developing occupations. The process of career planning requires both individual and organizational accountability. The onus of career management falls more and more on the individual in today's fiercely competitive work world. Organizations also have a significant impact. Recognizing the importance of maintaining a skilled workforce as the primary means of gaining a competitive advantage, the most advanced businesses create and implement integrated management career systems that are advantageous to both them and their staff.

METHODOLOGY OF THE STUDY:

The Statement of Problem, Research Gap, Study Objectives, Study Hypothesis, and Data Collection are included in this research methodology. The researcher also discussed the methods used to process the data, including the Mean, Standard Deviation, Cronbach Alpha test, Correlation, Analysis of Variance (ANOVA), and Study Limitations.

STATEMENT OF THE PROBLEM

Research was conducted to draw conclusions about the significance of the HRM practises of "Manpower Planning," "Recruitment and Selection," "Human Resource Development - HRD"

(Training and Development; Performance Appraisal; and Career Planning and Development) in a sample of Andhra Pradesh dairy units.

OBJECTIVES OF THE STUDY:

1) Observing how employees in the Selected Two Dairy Units in Andhra Pradesh perceive the role of HRM practises; (2) Examining the effects of HRM in the Selected Two Dairy Units in Andhra Pradesh; and (3) Making recommendations to improve HRM in the Selected Two Dairy Units in Andhra Pradesh.

DATA COLLECTION: -

The main and secondary sources of the information and data used in the current research were two specific dairy facilities in Andhra Pradesh. (A) Primary Data: The researcher obtained the information by asking respondents in two dairy operations—Heritage Dairy and Vijaya Vishaka Dairy—to complete questionnaires. Interviews with the respondents and observation were both used to get the data. (B) Secondary source of information: - books, thesis, dissertations, reports, articles, research papers, journals, etc. that are readily accessible. Information obtained from online sources and the chosen Dairy's annual reports.

SAMPLE SIZE: 200

SAMPLING TECHNIQUE: Convenience sampling

RESPONDENTS' VIEWS ON HUMAN RESOURCE MANAGEMENT IN THE DAIRY UNITS SELECTED FOR THE STUDY:

The respondents at Heritage's dairy facilities in Vijaya vishaka are pleased with the factors of the research, which include manpower planning, recruitment, and development (Training Performance Appraisal and Career Development). The technique employed is the standard deviation and mean of the two dairy units as statistical tools. This study reveals that the median employee satisfaction with the study's criteria is high.

Table 1: the overall opinion on the HRM practices in the Dairy Unit

S.No	Opinion	Heritage		Vijaya vishaka		Total	
		F	%	F	%	F	%
1	Excellent	10	5	9	4.5	19	4.75
2	Very Good	30	15	36	18	66	16.5

3	Good	130	65	138	69	268	67
4	Average	23	11.5	12	6	35	8.75
5	Poor	7	3.5	5	2.5	12	3
Total		200	100	200	100	400	100

From the above table indicates that the overall opinion on the HRM practices. The responses in Heritage Dairy the opine that Good are 65%, Vijaya vishaka Dairy Good are 69%.

DATA ANALYSIS AND INTERPRETATION

Data from two Heritage Dairy, Vijaya vishaka, Dairy Units have been studied for this study. By comparing the two Dairy Units, the researcher has used statistical tools such as Mean, Standard Deviation, Cronbach Alpha ANOVA, and Correlation to draw conclusions about the effectiveness of Manpower Planning, Recruitment and Selection, HRD (Training and Development, Performance Appraisal, and Career Planning and Development).

Table 2: Descriptive Statistics for the two Dairy units of Heritage, Vijaya vishaka, Dairy for Manpower Planning, Recruitment and Selection – HRD

	N	Heritage Dairy		Vijaya vishaka Dairy	
		Mean	Std. Deviation	Mean	Std. Deviation
Q1 - Are you familiar with the Dairy Unit's personnel planning process?	200	2.193	0.569	2.83	0.667
Q2 – Is frequent, methodical recruitment and selection carried out in the dairy unit?	200	2.15	0.67	2.35	0.75
Q3 – Whether the hiring and selection procedure in the dairy unit pleased the employee	200	3.58	0.95	3.49	0.80
Q4- The Mode of selection is based on	200	3.11	0.416	1.933	0.16219
Q5- What do you think of the dairy unit's selection process?	200	1.92	0.5136	1.9467	0.380
Q6- Is the Induction Program implemented correctly following the selection process?	200	2.08	0.37	1.16	0.36
Q7- How pleased are you with the Dairy Unit's orientation and induction program ?	200	2.56	0.312	1.09	0.37
Q8- Does have the employee received a promotion?	200	2.46	0.61	2.1	0.63
Q9- What is the dairy unit's policy on promoting from within?	200	1.92	0.55	2.55	0.98
Q10- Whether or whether the Dairy Unit adheres to promotional guidelines	200	1.85	0.58	3.51	0.76
Q11- What is the mode of promotion in the Dairy Unit Human Resource Development (Training , Performance Appraisal and Career Development	200	1.96	1.55	3.23	0.66
Q12- Is the employee happy with the way the dairy unit determines what employees need to learn?	200	4.21	0.69	3.6	0.78

Q13- When it comes to the Dairy Unit's training program, how satisfied is the employee?	200	1.65	0.55	1.16	0.52
Q14- What kind of training program does the average worker prefer?	200	1.01	1.33	0.98	0.25
Q15- When sending employees to a training program, does the Dairy department provide the following?	200	1.82	1.22	2.0133	0.98
Q16- Has the worker ever had an issue during a training session?	200	1.56	1.76	2.12	0.96
Q17- Is the employee familiar with their performance reviews?	200	3.23	0.95	1.8933	0.84747
Q18- Performance Appraisal duration period in the Dairy Unit	200	4.56	0.76	3.6	0.80539
Q19- With regards to the Dairy Unit, what criteria are used for evaluation?	200	3.25	0.88	2.1467	0.56217
Q20- Does the employee feel valued by the Dairy Unit's performance evaluation process?	200	2.92	0.56	3.6533	0.72584

There are several problems and challenges that dairy firms presently face. This element is key to managing dairy units in Andhra Pradesh. The cooperatives don't employ any methods of training, placement, or selection that are based on science. As a result, there is a general lack of happiness among the staff, which has a detrimental effect on the operation of the company. This may also affect how the employees commute to work. The parameters selected for the study were well-liked by the respondents at the two dairy plants owned by Heritage in Vijaya vishaka. It asserts that the study's criteria have a high level of median employee satisfaction.

Table 3 : Cronbach Alpha Table for the two Dairy units:

Cronbach Alpha	Heritage Dairy	Vijaya vishaka Dairy
No.of.Items – 20	0.970	0.865

20 items are used in the study, and the parameters of the chosen variables are included. Heritage value for the two dairy units is 0.970, while Vijaya vishaka is 0.865. The dependability for the two dairy units is strongly demonstrated by the fact that their value is over 0.87.

Table 4: ANOVA Table for Heritage and Vijaya vishaka for HRM practices

		HERITAGE DAIRY					VIJAYA VISHAKA DAIRY				
		Sum of Squares	df	Mean Square	F	Sig.	Sum of Squares	df	Mean Square	F	Sig.
	Between Groups	3.295	4	2.798	12.622	0	0.965	4	0.483	2.384	0.099
Q1	Within Groups	12.114	196	0.253			14.581	196	0.203		
	Total	15.509	200				15.547	200			
	Between Groups	6.787	4	2.842	13.49	0	0.088	4	0.039	0.175	0.84
Q2	Within Groups	14.12	196	0.135			17.208	196	0.224		
	Total	20.907	200				17.296	200			
	Between Groups	8.219	4	4.54	8.546	0	0.551	4	0.272	0.248	0.886
Q3	Within Groups	28.611	196	0.509			53.56	196	0.824		
	Total	36.83	200				54.111	200			
	Between Groups	0.347	4	0.173	7.8	0.001	0.251	4	0.125	0.867	0.425
Q4	Within Groups	1.6	196	0.022			10.416	196	0.145		
	Total	1.947	200				10.667	200			
	Between Groups	0.259	4	0.129	1.686	0.192	0.443	4	0.222	0.836	0.438
Q5	Within Groups	5.528	196	0.077			19.077	196	0.265		
	Total	5.787	200				19.52	200			
	Between Groups	0.206	4	0.103	1.659	0.198	0.232	4	0.116	1.581	0.213
Q6	Within Groups	4.461	196	0.062			5.288	196	0.073		
	Total	4.667	200				5.52	200			
	Between Groups	0.17	4	0.085	1.144	0.324	0.342	4	0.171	2.846	0.065
Q7	Within Groups	5.35	196	0.074			4.325	196	0.06		
	Total	5.52	200				4.667	200			
	Between Groups	5.619	4	2.809	15.409	0	3.831	4	1.916	9.263	0
Q8	Within Groups	13.128	196	0.182			14.889	196	0.207		
	Total	18.747	200				18.72	200			
	Between Groups	0	4	0	.	.	0.049	4	0.025	0.934	0.398
Q9	Within Groups	0	196	0			1.897	196	0.026		
	Total	0	200				1.946	200			

	Between Groups	0.076	4	0.038	0.28	0.757	0.465	4	0.232	1.092	0.341
Q10	Within Groups	9.711	196	0.135			15.322	196	0.213		
	Total	9.787	200				15.787	200			
	Between Groups	0.009	4	0.004	0.017	0.983	1.062	4	0.531	1.93	0.153
Q11	Within Groups	18.978	196	0.264			19.818	196	0.275		
	Total	18.987	200				20.88	200			
	Between Groups	2.134	6	0.442	0.834	0.535	1.818	6	0.606	1.813	0.152
Q12	Within Groups	33.225	194	0.561			23.728	194	0.334		
	Total	35.359	200				25.547	200			
	Between Groups	0.16	6	0.03	0.089	0.971	0.184	6	0.028	0.176	0.913
Q13	Within Groups	17.02	194	0.154			12.303	194	0.159		
	Total	17.18	200				12.487	200			
	Between Groups	0.109	6	0.002	0.237	0.867	0.028	6	0.052	0.211	0.717
Q14	Within Groups	0.987	194	0.012			9.56	194	0.126		
	Total	1.096	200				9.788	200			
	Between Groups	4.295	6	1.865	1.337	0.269	0.859	6	0.283	0.267	0.849
Q15	Within Groups	92.63	194	1.32			76.237	194	1.061		
	Total	98.98	200				77.197	200			
	Between Groups	10.041	6	3.347	4.253	0.008	6.709	6	2.236	1.419	0.244
Q16	Within Groups	55.879	194	0.787			111.877	194	1.576		
	Total	65.92	200				118.587	200			
	Between Groups	8.982	6	2.994	4.813	0.004	1.041	6	0.347	0.4	0.754
Q17	Within Groups	44.165	194	0.622			61.626	194	0.868		
	Total	53.147	200				62.667	200			
	Between Groups	3.739	6	1.246	1.999	0.122	4.206	6	1.402	2.588	0.06
Q18	Within Groups	44.261	194	0.623			38.461	194	0.542		
	Total	48	200				42.667	200			
	Between Groups	4.263	6	1.084	4.724	0.013	1.253	6	0.485	0.828	0.529
Q19	Within Groups	22.123	194	0.284			37.513	194	0.628		
	Total	26.387	200				38.767	200			

	Between Groups	0.387	6	0.196	0.286	0.812	2.246	6	0.482	2.994	0.112
Q20	Within Groups	37.698	194	0.646			13.501	194	0.292		
	Total	37.985	200				15.747	200			

The employees are aware of the manpower planning procedure in the Heritage Dairy unit are satisfactory at significant value is (0.000) so it proves that Null Hypothesis is rejected so there is a significant difference means of opinion of the employees between the Age and Manpower planning Recruitment and Selection. In Vijaya vishaka Dairy the significant value is (0.099) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees in Dairy. 2) The recruitment and selection is done systematically in the dairy unit on regular basis are satisfactory at significant value is (0.000) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.840) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees in Dairy.

The employees are satisfied with the recruitment and selection process in the dairy unit the significant value is (0.000) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.781) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees in Dairy. 4) The Mode of selection is based on in the dairy unit the significant value is (0.001) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.425) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees in Dairy.

Is induction program properly implemented after the selection procedure the significant value is (0.198) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.213) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees in Dairy.

The Dairy Unit strictly following the promotional policies the significant value is (0.757) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.341) it proves that Null Hypothesis is rejected so there is significant

difference in means of opinion of employees. 10) The mode of promotion in the dairy unit the significant value is (0.983) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the Age and Manpower planning, Recruitment and Selection. In the Vijaya vishaka Dairy the significant value is (0.153) it proves that Null Hypothesis is rejected so there is a significant difference in means of opinion of employees.

The employees are satisfied with the procedure of identifying the training needs in the Heritage dairy unit the significant value is (0.535) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the HRD and Designation. In the Vijaya vishaka Dairy the significant value is (0.152) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.2)

The employees have been benefitted by attending training program in the Heritage dairy unit the significant value is (0.971) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.913) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.

The employees have ever faced any problem while attending the training program in the Heritage dairy unit the significant value is (0.008) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.244) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees. 6.

The employees are aware of the performance appraisal reports in the Heritage dairy unit the significant value is (0.004) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.754) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees

Performance appraisal duration period in the Heritage dairy unit the significant value is (0.122) so it proves that Null Hypothesis is accepted so there is no significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.060) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees. 8. The method of appraisal is followed in the dairy unit the significant value is (0.013) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.539) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.

The employees are satisfied with the performance appraisal system the dairy unit the significant value is (0.013) so it proves that Null Hypothesis is rejected so there is a significant difference in the means of opinion of the employees between the HRD and Designation In the Vijaya vishaka Dairy the significant value is (0.539) it proves that Null Hypothesis is accepted so there is no significant difference in means of opinion of employees.

Analysis:

The researcher has found that there is no significant difference in means of opinion of the employee in the two dairy units of Heritage, Vijaya vishaka, Dairy units of Andhra Pradesh with the variable of Age and Manpower planning, Recruitment and Selection. The employees in the two dairy units are satisfied with therecruitment, selection and induction programmes conducted in the two dairy units.

FINDINGS:

70.7% of Heritage Dairy respondents Vijaya Vishaka Dairy's employee knowledge of the organization's manpower planning process is 70.7%. 2) In Heritage Dairy, 57.3% of respondents said that the recruitment and selection process is done systematically, compared to 44% in Vijaya vishaka Dairy. 3) In Heritage Dairy, 56% of respondents said that they were satisfied with the recruitment and selection process, compared to 37.3% in Vijaya vishaka Dairy. 4) In Heritage Dairy, 97.3% of respondents claimed the technique of selection is based on the interview method, while in Vijaya Vishaka Dairy, 81.3% of respondents said the same. 5) In the Heritage Dairy, 93.3% of respondents said that the selection process was fair; in the Vijaya Vishaka Dairy, 60% said the same; in the Heritage Dairy, 93.3%; and in the Vijaya Vishaka Dairy, 80% said that the induction programme was correctly conducted after the selection process. 6) The induction training and orientation sessions were rated as satisfactory by 92% of Heritage Dairy and 93.3% of Vijaya Vishaka Dairy employees, respectively. 7) That they are promoted—49.3% at Heritage Dairy and 62.7% at Vijaya Vishaka Dairy. 8) In the Heritage Dairy, 100% of respondents claimed that internal promotion is given emphasis, compared to 93.3% in the Vijaya Vishaka Dairy and 9% in the Heritage Dairy. In Vijaya Vishaka Dairy, 80% of the employees follow seniority and merit. 10) In the Heritage Dairy, 85.3% of respondents say that attending training program has benefited them, compared to 29.3% of respondents in the Vijaya vishaka Dairy, who are satisfied with the needs for training in the dairy unit. 12) In the Heritage Dairy, 22.7% of respondents said that the training schedule was inconvenient, compared to 32.7% at Vijaya Vishaka Dairy. 12) Performance evaluation reports are known to 48% of Heritage Dairy respondents. In Vijaya Vishaka Dairy, 58.7% 13) In the Heritage Dairy, 82.7% of respondents used the grading system; in the Vijaya Vishaka Dairy, 90%; 14) Only 2.7% of respondents at Heritage Dairy and 46.7% at Vijaya Vishaka Dairy expressed satisfaction with the career planning program offered to workers. 15) While 46.7% of respondents at Vijaya Vishaka Dairy and 27% at Heritage Dairy are pleased with their

employment options, respectively. 16) 84% of respondents from Heritage Dairy and 64% from Vijaya Vishaka Dairy are content with the way things are going right now.

SUGGESTIONS:

The employees said that they were unaware of the existence of the Personnel/HRM departments, but a further examination revealed that they valued the hiring process, training and development opportunities, and performance evaluation system, indicating the need for education of the staff. The Dairy unit should have meetings periodically so that the staff may learn about HRM procedures in the sector. 2) The department should take advantage of this factor to the advantage of the organization and the improvement of the employees because the objectives, goals, and activities of the dairy units and the category of the job have motivated the employees and revealed their commitment to the principles of the dairy unit and the organizations. 3) The awards offered to employees for their efforts have been determined to be relatively low, thus the dairy units in A.P. will need to implement an appropriate reward system to encourage their workers to perform better. Rewards should be expanded to include job stability, additional perks like housing and rent loans that have the potential to be treasured by workers, and forms of recognition like certificates.

The finest performance reviews should be conducted at least once every six months. When there is quick change or unusual activity in the company, or if someone changes roles (even temporarily), it may be necessary to conduct assessments more often. The company may like to have monthly meetings with new hires, followed by a review at the conclusion of the probationary term. Consider scheduling meetings during a time when work is not very busy. It is crucial to demonstrate that assessments are a regular element of corporate operations and won't be postponed just because another task comes up. The employee should be given ample notice of the process and its goal, as well as an invitation to consider any topics they would want to address. Employees should do a "self-review" before the evaluation, preferably utilizing the same performance rating sheet as the reviewer. This will get people to reflect on their accomplishments and shorten the meeting. 5) A distinct section or department, such as a personnel department or a human resource management department, may be created to improve manpower planning, recruit staff, and motivate them to work harder to meet the objectives of these organizations. The management and HR division should be required to consider the feedback provided by the workers and employees who take part in training program either in written form or via personal interviews in cases when written input is not feasible. The majority of workers received increased responsibility once the training was successfully completed, while some even received promotions. Giving rewards to workers when they complete their training successfully should be seen as a motivating strategy since it will raise their interest in training. Employees should be amply rewarded for their efforts when they pick up new information, skills, or aptitude and put them to use on the work.

CONCLUSION:

In order to conduct the research on the human resource management in the two dairy units, the workers were first evaluated based on their demographic features, after which the source of their recruitment and motivating elements were considered. At various levels, various things encouraged the workers in different ways. The research addressed the performance appraisal system, as well as the steps for career planning and development taken by the dairy units to provide employee satisfaction. Due to the unpopularity of these measures, the workers' reactions to them have varied. The highest level personnel were found to have strong opportunities for advancement, however senior executives and assistant managers thought they had little opportunities to advance. Positive feedback from the staff indicates that the promotions were handled fairly. The majority of workers are satisfied with the promotion policy. The workers gave the awards granted for the efforts made a poor rating. Through interpersonal interactions, work satisfaction was correlated with more factors.

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