

# A Critical Examine Of Human Resource Relationship with Orgization Structure

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**Abstract-** The success of any association depends on the performance of its human resources. Organizations are in front of more and more competitive challenge to accomplish the organizational goal. In such a state of affairs, a creative and a pleased workforce are of critical significance. There is be short of research on the role of favorable Human Resource practice in job satisfaction and performance. The most important mean of this study is to look at the relationship of Human Resource practices by means of job satisfaction and job performance of the workforce in the organization. In addition, human resource planning, education and development were bring into being to contain optimistic crash on job satisfaction. Findings point towards that favorable Human Resource practice is positively associated with job satisfaction and job Performance. Finally ,managerial implication of the learn are discuss in this paper.

**Keywords** — *HUMAN RESOURCE practice, Job Performance, Job Satisfaction.*

## I. INTRODUCTION

Human resources are possessions for any organization, whether a public or private organization. The accomplishment of a few organization exclusively depends on the performance of its human resources. Organizations nowadays are facing more and more competitive challenge to attain the organizational goals. To be victorious, an organization have got to be able to get better performance by dropping costs, create new products and processes, pleasing to the eye quality and productivity, growing speed to market. consequently, organizations call for to meeting point on capabilities of their workforce who are operational in organization for aordinary goal. Andersson et al. (2007) suggested that successful management of a firm's human resources would be talented to produce and augment information, motivation, synergy, and commitment to accomplish competitive improvement for the firm. Aorganized and comparative study on association among Humane Resource practice and job contentment is common to be of vast help to policy maker in formulate guiding principle for human resource administration in organizations. Concise the dimension of human resource management. It would also be of use to the Humane Resource managers in the efficient implementation of an assortment of Human Resource policies in organization which will add to the productivity and satisfaction of the employees and advantage the management, which

sooner or later will work to the improvement of the end users.



Fig 1 Humane Resource Dimension

## II. HUMANE RESOURCE MANAGEMENT AND ITS IMPACT

Human resource management (Humane Resource) refers to the policies and practices concerned in delivery out the 'human resource (Humane Resource)' aspect of a management location together with human resource preparation, job examination, employment, selection, orientation, recompense, performance appraisal, training and development, and labor dealings. Human Resource is self-possessed of the policies, practice, and systems that pressure employees' behavior, approach, and presentation Narimawati, S.E., (2007) studies on "The pressure of work Satisfaction, Organizational Commitment and turnover Intension" and he find that employee satisfaction things the organizational commitment extremely powerfully. Sumita, (2004) studies on "Effects of organizational commitment on productivity" and she find that the most important

purpose of the management is to add to the good organization by in receipt of maximize productivity at the smallest amount cost. on the other hand, motivation is well thought-out to be crucial for high-quality performance with employee satisfaction. Karsten, S. (2006), studies on “Relation between job performance and motivation” and finds that job performance are typically strong-minded by the motivation to work hard and high motivation mean greater efforts and higher performance, improved performance and increased productivity. Stoke (1999), motivation is a human psychological characteristic that contribute to a person’s degree of promise. A number of experts studies on “Job satisfaction: A meta-analysis of stabilities” and he find that employee satisfaction is more answer to specific factor of the job. Job satisfaction is placed as a control concept in work and organizational psychology. Even though inactively persuasive, working conditions as the most important cause of the job satisfaction have been challenged. Sahnawaz&Juyal (2006), studies on “Human Resource Management Practices and Organizational Commitment in Different Organizations” and they find that employee commitments seen as the key in factor in accomplish bloodthirsty performance. Smith examines the industrial revolution “The War between Capital and Labor.” the two side be certainly at war, with armies of armed men skirmishing on in cooperation sides. They stated themselves immediately as geared up to shoot a corporate hireling as they had been prepared to take life a Yankee or a rebel. America’s captains of industry, who themselves often rose on or after very modest circumstances, saw workforce as commodities to be deal with similar to whichever raw materials.

### III HUMANE RESOURCE AND ITS ASSOICIATIONS

Human Resource all the way through the 1990s, economic background undergo various drastic change like add to globalization, technological be in motion onward in particular Internet, Web services, and hectic competition. Business reengineering has workout and be converted into more general and regular, follow-on in a number of ideas, such as the rightsizing of employee numbers, create self-governing work teams, plummeting the layers of management, plummeting the inflexibility and outsourcing. The figure 2 indicates the factors which closely attach to human resource. Firms today have

understood that spearheading and resourceful workers offer a feasible suitable advantage since, as different resources, intellectual capital is intricate for contenders to repeat.

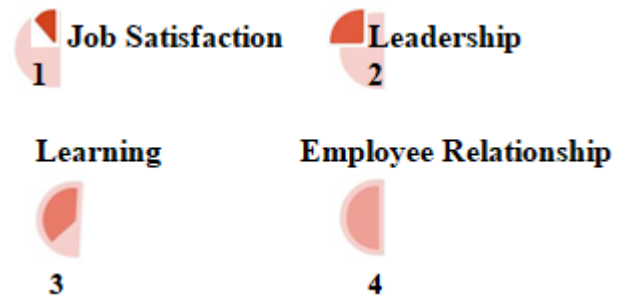


Fig 2 Humane Resource Factors

#### 3.1 JOB SATISFACTION

The generally referred description of job satisfaction was on hand by 6. Trevor (2011) who distinct job satisfaction as a agreeable or positive moving state resultant from the evaluation of a person’s job by (Paauwe et.al. (2013). Job satisfaction is in addition defined as an individual’s all-purpose attitude on the subject of his or her job mention that motivation is intimately connected to job satisfaction. a variety of factor such as an employee’ s wants and desires, social relations, style and quality of management, job design, reimbursement, working circumstances, professed long variety opportunity, and supposed opportunities somewhere else are well thought-out to be the determinants of job contentment.

#### 3.2 LEADERSHIP

In any organization we have leaders. Leaders provide instructions and solution to any difficulties that arise surrounded by the organization, they compel the organization. Good leadership in an organization know how to bring on the subject of good performance between the workforce but unfortunate leadership which chip away at the employees will automatically discourage them and encumber the level of their presentation. Leadership in the Humane Resource have to always meeting point on the current leadership practices and progress of the good leadership for the opportunity of the organization.

#### 3.3 LEARNING

Employees in any organization should for all time have the in-service programs inside their organization anywhere they are able to attend seminars. Human Resource is place to job to organize these seminars and request guest speakers to talk to workers. workers

are able to be taught new belonging son the subject of their pitch of know-how; this is essential as the market trend keep on altering regularly so it's vital for the employees to be updated on the new marketplace trends that will agree to the organization to fight favorably.

### 3.4 EMPLOYEE RELATIONSHIP

For the most part important part of some business is its people. No business can run effectively without them. But people don't work in a vacuum; they could do with to communicate and work by means of others to get their job done. employer could do with to manage dealings in the workplace to remain the business functioning effortlessly, stay absent from trouble, and construct sure employees are the stage at their best. Following element (figure 3) must be consider by employer to uphold a good relationship with member of staff which slead the job satisfaction.



Fig 3 Essentials factors for employee level

### IV CONCLUSION

Human Resource represent the workers in the group, so a good Human Resource have to always be there to listen and address the grievances of the workforce and speak to their interests. For a high-quality relationship among the Humane Resource and the company, the Humane Resource has to notify the employees of the change made within the company in particular to those change that may have an effect on their customary lives and operations inside the organization. The paper significantly examines that

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good relationship between the employees and the Humane Resource is the base of accomplishment for any organization. This request for forgiveness will be statistically examine in next research standpoint.

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