

THE IMPORTANCE OF HUMAN RESOURCES IN ORGANISATIONAL BEHAVIOUR IN THE IT SECTOR WITH SPECIAL REFERENCE TO MADHYA PRADESH (INDIA)

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ABSTRACT

Human resource management plays a crucial role in the success of an organization. It is essential for organizations to have a well-defined HR strategy to ensure that the employees are well-trained, motivated, and productive. However, the importance of HR in the IT sector is even more pronounced given the ever-changing nature of technology and the need to stay ahead of the competition. This paper examines the importance of Human Resources in the IT sector in Madhya Pradesh, India, with a special focus on the challenges and opportunities present in the state. It discusses how HR can play an influential role in helping organizations to stay competitive and how it can help to create a positive organizational culture. Finally, the paper offers some recommendations for how HR can be effectively used in the IT sector in Madhya Pradesh.

INTRODUCTION

Research into organisational behaviour examines how people's attitudes and motivations influence the way businesses are run. Individual behaviour analysis is difficult, but group behaviour analysis in a business setting is a Herculean undertaking for managers. "It is difficult enough to make sense of the actions of a single person, much alone the dynamics of a group consisting of many distinct people with complicated interpersonal ties. People, either alone or in teams, using technology alone or in tandem, are what get the organization's job done. So, being able to "understand" how people, groups, and organisations act, "predict" how they will act in response to different management actions, and then use this understanding and these predictions to "control" the organisation is an important part of the management task.

People as organisations, people as resources, and people as individuals are the three primary lenses through which this setting might be seen, according to the field of organisational behaviour. Ultimately, organisations are made up of people, and without people, there would be no organisations. Consequently, managers need to know their employees through and out in order to comprehend the organisations in which they operate. People are one of the organization's most precious resources. An organisation can't exist without the people that develop it, steer it, and inject new life into it on a regular basis. Decisions, issues, and queries are all handled by human beings. It will become more vital for managers and workers to understand the complexity of organisational behaviour as organisations grow to appreciate the value of their people' potential contributions. Last but not least, there is the argument based on the fundamental principle of humanistic management: people should be treated as individuals. Most people's working lives are spent in some kind of organisational context.

They are entitled to more than just a paycheck and perks for all their hard work. One of their rights is to be happy and gain knowledge. Managers may get a greater grasp of employees' diverse wants and needs through training in organisational behaviour. Organizational behaviour studies how people with different sets of needs and motivations interact within a given organisational structure. In part to the individual workers' characteristics and actions, this also covers the broader organisational organisation and its characteristics and processes. It is impossible to have a complete structure of someone's behaviour without first learning about their fundamental make-up. In the same way, he won't fully understand the company's inner workings unless he becomes familiar with its components. As a result, the organisation's members both strengthen and weaken it.

Elements of Organisational Behaviour

People, organisational structure, information technology, and the surrounding environment are the four main factors that influence organisational behaviour.

People: The organization's people are its heart and soul, both operationally and socially. There are many different people and groups making up this whole. There is no hard and fast rule on the size, structure, or legitimacy of these groupings. To fulfil their goals, groups are dynamically interdependent on one another and the larger organisation.

Structure: Organizational structure describes the formal connections between employees. There are many various kinds of work being done inside the organisation, and all of these tasks need to be formally coordinated with one another.

Technology: Machines and other forms of automated labour offer the means by which humans get their job done and shape the nature of that work. There is no denying that the way we interact at work is impacted by the tools we use. Although it facilitates greater productivity and efficiency, it also imposes a number of limitations on its users.

Environment: There is always something outside of an organisation that they have to deal with. It functions as a subset of a system that also includes the state, families, and other organisations. All of these factors interact with one another to shape a community's environment. Everyone who joins a company does so with their own unique mix of traits, experiences in prior companies, knowledge of the industry, and personal history.

RESEARCH METHODOLOGY

Research methodology helps the researcher to know that everything is going in a logical manner and in accordance with the objectives of the research. In this study, a survey was used as the research technique. In the present study is based on surveys conducted at different level of employees of the companies. The survey results analyzed and conclusions has been drawn and a comparison would made to analyze and prove the hypothesis of the research study

POPULATION AND SAMPLE

As per the demand of the objectives of the study, the population of the present study encompasses all the employees, management of IT sector offices located in Madhya Pradesh.

SOURCE OF DATA COLLECTION

***Primary Data:* -**

It is suggested to conduct the study using questionnaires, with main data being collected from a sample of enterprises' managers and their direct reports via a personally delivered, structured, close-ended questionnaire. We recommend using stratified random sampling as

the primary method of data collecting for this purpose. There will be 500 people in the sample.

Secondary Data:

Accessible through Internet, Annual Reports, Magazines, Newspapers, Online Journals, Human Resources Journal, and Management Journal. It is intended to gather and evaluate secondary data. This will cover the Indian editions of international periodicals published by such groups as well as their official publications and statistics abstracts/reports.

DATA ANALYSIS AND INTERPRETATION

DEMOGRAPHIC PROFILE OF RESPONDENTS

Table 1 Gender

		Frequency	Percent
	Male	405	81%
Valid	Female	95	19%
	Total	500	100.0

Four summary statistics are shown in Table 1 of the frequency table:

The number of occurrences in a particular category is recorded in the Frequency column. Four hundred and five people participated in the survey, with 405 men and 95 women making up the sample. Verify the percentages for each group by dividing the count in the "frequency" column by the value in the final row of the table; the "percent" column gives the percentage of observations in that category out of all observations (non-missing).

Table 1's valid percent column provides the proportion of total non-missing observations falling into each category. By dividing the number of occurrences of each gender in the frequency column by the sum of the numbers of genders that occurs after the final valid category, we can confirm the proportions for each gender.

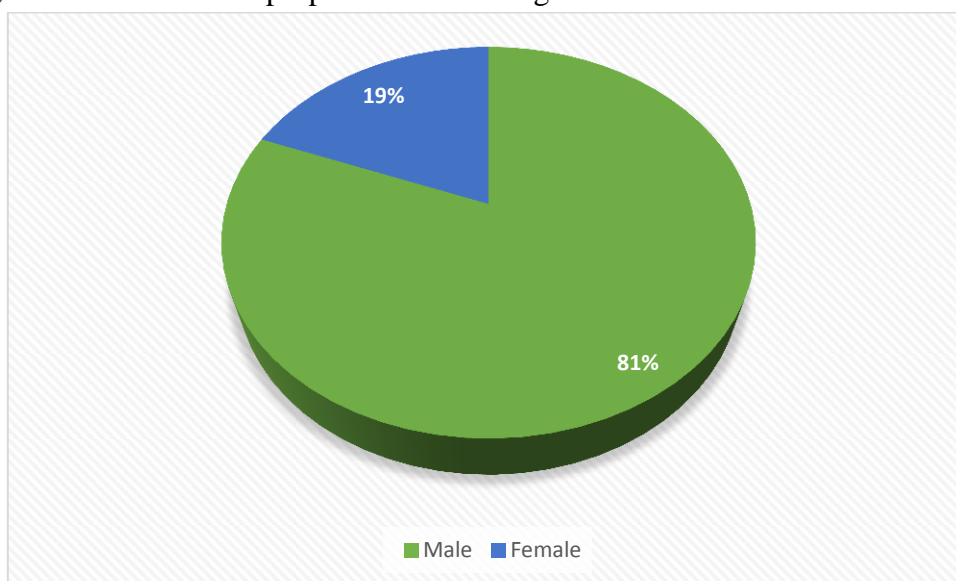


Figure 1 Gender

The pie Figure 1 again provides a visual illustration of this distribution of two genders.

Table 2 Job Position

		Frequency	Percent
Valid	Top Management	49	9.8
	Supervisors	248	49.6
	Subordinates	203	40.6
Total		500	100.0

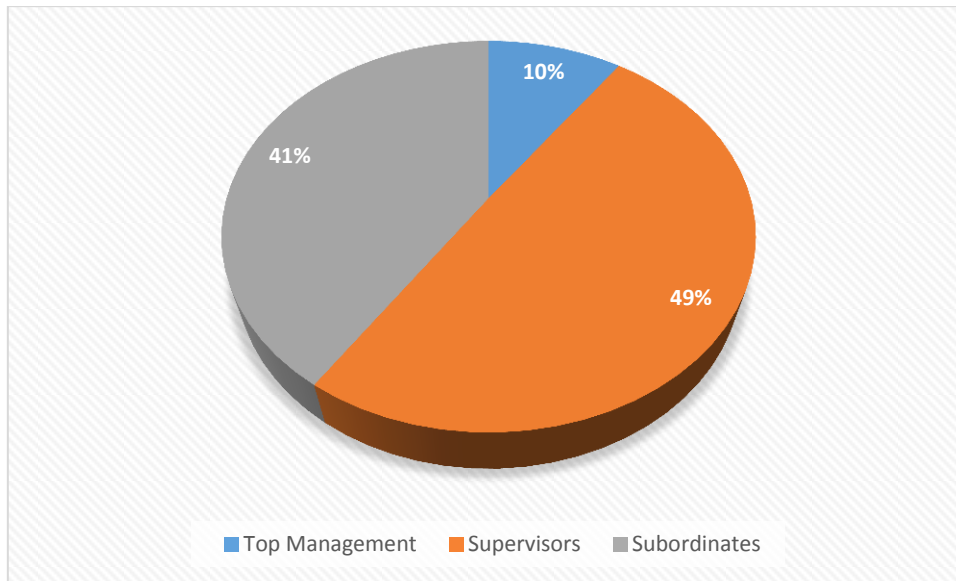


Figure 2 Job Position

In the table 2 and Figure no. 2 shows Job Position of the respondents. On which Top Management are 49 out of 500 respondents=9.8%

Table 3 Name of company

		Frequency	Percent
	Advantal Technolitics	85	17.0
	DSM Infosystem Pvt. Ltd.	85	17.0
	Incarname	85	17.0
Valid	Logon Infosys	85	17.0
	Pertech Infosys	80	20.0
	Zenith Infotech Ltd.	80	20.0
Total		500	100.0

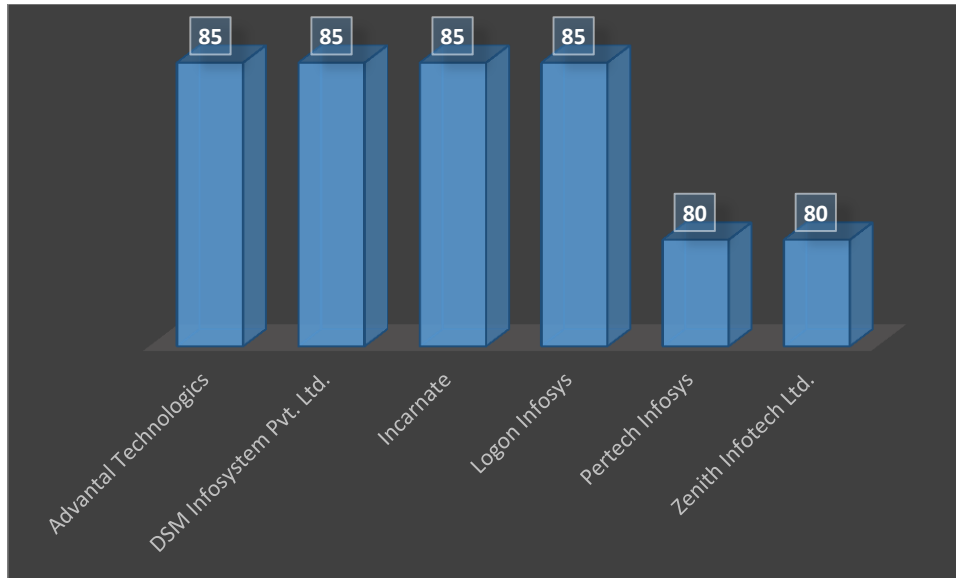


Figure 3 Name of Company

Table shows 3 and Figure 3 shows that equal no. and equal percentage of respondents in each company which was pre decided.

FACTOR ANALYSIS

A vast number of specified survey variables are factored or principally component-analyzed to uncover the underlying components that influence respondents' perspectives.

The results of the study are given more weight by the use of exploratory factor analysis (principal axis factoring with varimax rotation), as seen in the picture below.

Since it is presumed that there is a relationship between the ideas, the inverse of a correlation matrix was utilised. Latent root criteria (i.e., eigen value-less-than-one) was utilised for factor extraction in this exploratory study, with only variables loading 0.60 or above considered for factor interpretation. Community sizes, which stand for the proportion of each variable's variation captured by the factor solution, were also evaluated for sufficiency. For adequate justification, communalities over 0.60 are used.

Particularly, factor analysis was performed on the following factors to isolate the overarching and generic features that respondents deemed most significant.

To determine which of these characteristics respondents value most highly, we do a Factor Analysis on them using the procedures below:

1. Validity Test: This procedure ensures that all of the questionnaire's questions are relevant to the investigation being conducted.
2. Reliability Test: The purpose of the exercise is to ensure that responders, even after a little period of time apart, will provide identical responses to the same or similar questions.
3. Scale Statistics: includes mean, variance, and standard deviation based on the total number of samples (called "N").
4. Principal Component Analysis: In factor extraction, linear combinations of the observable variables are produced using this technique.
5. Component Matrix: This reveals the interrelationships among the components that

were ultimately kept.

6. The eigen value of a factor is the sum of the variation it explains, hence understanding the overall variance requires an understanding of eigen values. Any factor with an Eigen value below 2 is assumed to not adequately explain the data, and so is eliminated.

Table 4 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.887
	Approx. Chi-Square	16577.472
Bartlett's Test of Sphericity	Df	703
	Sig.	.000

The MSA test, as can be seen in the above table, is the gold standard for testing the validity of a factor analysis. The value of the KMO statistic shifts between zero and one. If the value is close to 1, you may trust that the factor analysis will provide meaningful results. The KMO score is 0.887, making it suitable for further factor analysis. A factor analysis (or principle components analysis) shouldn't be performed until this threshold is met. Since the test statistic in this study is significant (16577.472), the null hypothesis may be rejected (Sig. =.000) with 703 degrees of freedom.

Table 5 Communalities

	Initial	Extraction
The effective recruitment and selection practices followed the company	1.000	.889
It is important for newly hired employees to understand their roles and duties before they begin working.	1.000	.889
People who are good at addressing problems are highly sought after by the firm.	1.000	.745
People who are good at collaborating with others are what the organisation looks for in potential employees.	1.000	.817
Training and development programmes at this organisation are top-notch.	1.000	.839
Training and development at the organisation is focused mostly on the future.	1.000	.771
Applause and rewards in my workplace are based on performance.	1.000	.805
Adequate discretionary power to accomplish work-related objectives	1.000	.798

Opportunities for employees to report issues with quality and costs are made available.	1.000	.779
All disagreements are settled in a reasonable and objective manner.	1.000	.838

Table. 5 shows the similarities between the Extraction Method and the Principal Component Analysis: In the common factor space, high-valued variables are abundant while low-valued variables are scarce. All components and factors share the first step of estimating the variance of each variable. The estimated variance of each variable that is accounted for by a factor (or component) in the factor solution is the extracted communality. The highlighted variables with little values are the ones that do not fit the factor solution.

RESULT

The questionnaire was drafted in such a manner that respondent did not feel any difficulty in filing them up and the questions are self explanatory in nature. The pilot study conducted for the research highlighted some weaknesses of the questionnaire which were rectified in the final version of the questionnaire. The data was processed and analyzed by statistical package SPSS. 21.0 Statistical Data Analysis Tools were undertaken to draw logical inferences from the huge data.

Factor Analysis Results

It can be seen from the figure below, it supports the validity of factor analysis results, exploratory factor analysis (Principal component method and Varimax Rotation). Because the idea is seen to be important, the inverse of the correlation matrix is employed. Because the research was exploratory in nature, factors were extracted using possible root criteria with only variables with a load of 0.60 or greater used for factor interpretation. The communality representing the disparate number also considered the factor solution for each variable and evaluated it to ensure an acceptable level of interpretation. Communalities, greater than 0.60 are considered for sufficient explanation. Data reveal communality values, which are stated as the proportion of variation explained by the retention factor for each variable. Variables with high values have a high representation in the common factor location, but variables with low values do not. The first communality is to estimate the difference of each variable when all components or factors are examined. Extracted communality is the estimated variation of each variable in the factor solution that is accounted for by the factor (or component). Variables with small underscores do not match the factor solution and should be excluded from the analysis. Principal component analysis is the extraction approach.

CONCLUSION

The purpose of this study is to analyse the influence of HR procedures on job satisfaction and OB in the Madhya Pradesh IT sector. The fundamental goal of this study work is to improve the organisational citizenship behaviour and job satisfaction of IT sector employees in order to make IT sector units better workplaces and organisations. Following the completion of the research study, it was determined that

1. HR Practices positively affected employee organizational citizenship behaviour.
2. HR Practices positively affected employee job satisfaction.

3. Reward and motivation is positively associated with organizational citizenship behaviour and job satisfaction.
4. There exists a positive relationship between job satisfaction and organizational citizenship behaviour.
5. Performance appraisal is positively associated with organizational citizenship behaviour and job satisfaction in the IT sector

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