

## **Performance Analysis and Practices**

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**Abstract** – According to recent studies, the dairy sector has placed a large emphasis on its human resource for many decades because it is the most valuable and valuable resource. The performance analysis in this study looked at four functions to assess the competitiveness of the dairy sector's Human Resources

**Key words:** HR Management, Training, employee participation

### **1. INTRODUCTION**

People are always in demand, but unlike finance, they cannot be simply replaced by technology or transferred about. To ensure that a dairy company's manpower capital is made up of the right people, in the right place, at the right time, to produce high-quality value for business capital in conjunction with communities, a systematic approach to applying human resource practice is required.

Many HR writers have regarded and described human resources as an organization's most valuable asset. People differ in every way, despite their complex and dynamic nature, which includes their personality, character, and ability to attain goals.

1. Recruitment and Selection
2. Training and development
3. Performance Management System
4. Compensation and Benefits

While recruiting prospects, firms should carefully map the available HR because they provide a competitive advantage for the company. The organization must look at the candidate's competency area and provide relevant training to them while training them. The primary goal of training is to increase the performance of dairy industry human resources. Compensation and benefits are a crucial factor in a company's recruiting rate, retention rate, and overall employee satisfaction. Due to the entry of global firms, dairy companies are improving modern HR methods.

The purpose of this article is to investigate the Human Resource Practices of Mother Dairy Private Limited, which is currently regarded as the best firm in the Indian dairy industry as a whole. The availability of excellent HR practices in firms makes them competitively advantageous, as well as supporting the organizations' genuine people.

The objective of this research is to conduct a literature evaluation on HR practices used in businesses. Both primary and secondary data were used in the study. The primary data was acquired from 34 Mother Dairy employees using an offline questionnaire, and the findings were calculated using the percentage technique. According to the findings, Mother Dairy Fruits & Vegetables Private Limited follows standard HR Practices and their employees are content with the organizational climate, indicating that their company follows an ethical HR policy.

Recruitment is the most fundamental function of HR: it is the process of finding employees to apply for job openings at Mother Dairy Private Limited. The selection process, on the other hand, is the procedure for selecting the best candidate from a pool of applicants gathered by recruiting. After the recruitment procedure, the selection procedure takes place.

Once an employee joins the company, he or she is trained and developed in accordance with the company's needs and project areas. Once an employee has been trained, he or she performs, and based on their performance and appraisal analysis, a decision is made about remuneration and payment.

For large firms, the HR practices procedure will be lengthy, while for dairy firms, the procedure will be more extensive, and it will differ from one industry to the next. Many variables must be considered when following HR practices, for example, when selecting a candidate, the best HR activities must be chosen from aptitude testing, group discussions, work history, and referral history.

Performance appraisal methods and procedures in some Asian nations are comparable to those in India. However, other systems, such as those in Japan, have grown over time to become essential components of the Japanese management philosophy and style. As in India, performance rating systems in Singapore, Malaysia, the Philippines, Pakistan, Indonesia, and Sri Lanka are a mixed bag. The purpose of this chapter is to illustrate some of the significant developments in some of these countries. The fundamental argument of this chapter is that, in comparison to other Asian countries, Indian businesses are probably slightly better off in terms of the appraisal systems they have or are experimenting with (if we do not consider the multinational present in these countries whose appraisal systems are decided largely by their western Counterparts.). Because most of these countries lack well-established institutions for doing management research, the available literature is sparse. For example, in the previous several years, there have been only one or two publications on this issue published in Singapore's major publications (for example, Singapore Institute of Management). However, countless papers, articles, and workshop summaries have appeared in local journals as a result of the spike in public interest in assessment systems in Singapore over the previous two years. These sources were used to make the observations in this chapter. Additional material was obtained from the author's trips to several of the institutes in the Philippines, Malaysia, and Singapore, as well as meetings with professional colleagues from these and other countries. Finding research and case studies on Asian countries' performance assessment methods remained difficult even in places like the Philippines, where the Asian Institute of Management existed. This, in and of itself, reflects the current state of evaluations as well as managers' and the management profession's past disregard of this subject. Western management literature, on the other hand, has paid some attention to this topic. For example, their Journal of Applied Psychology has had at least one article dealing with appraisal-related themes in each of the last three years.

**Research objective:**

The main purpose of the study was to identify the impact of HR practices on competitiveness of the dairy sector's

**Training and Employee development:**

Training is done to create change by initiating a new employee into the culture of the organization. It involves new employees acquiring new skills or improving their skills in order to implement change that is needed by an organization. Training is not sufficient enough to motivate work force. But, it is an important tool that an organization can use to achieve its long term goals (Laird, Holton III, & Naquin, 2003). ISSN: 2289-4519 Page 32 Training given to employees is done as an agreement to maintain culture of the organization and also to be productive which in turn will result in earning reward and awards. Training also plays an important role in employee performance as the skills acquired during the training will be the major part of the employee life-cycle in an organization. Training as a tool will help an employee to upgrade his knowledge and technicality and improves his performance in the organization. Training plays an important role in motivating employees to take part in organized projects, to willingly support programs that will improve the organization and to do their best in order to see that organizational goals are achieved (Bolman & Deal, 2011).

**Performance Appraisal:**

Performance appraisal is used by organizations to evaluate employees' efforts so as to reward them for the efforts. Performance appraisal was found to have both direct and indirect effect on administrative performance of employee and the feedback obtained from performance appraisal activities, usually conducted at least once annually can help to improve administrative processes.

**Limitations and future study:**

There are also many limitations of this study which includes; First, the study is only limited to a single telecom major in Malaysia, So the results of this study can only be used for further research in telecom industry at different levels. Secondly the HR practices discussed in this study are very short in numbers. These HR practices are taken from the research work already done by different researchers and according to the predominant HR practice at Telekom Malaysia, hence there are several other practices which could be focused in future studies.

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