

Recent Trends in Human Resource Practice in Pharmaceuticals Industries

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ABSTRACT

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The Pharmaceutical part accepts an irreplaceable part in supporting the budgetary change of a country. This study tries to evaluate HRD Trends of delegates' in particular pharmaceutical associations. It focuses on the relative essentialness of occupation satisfaction components and their impacts on the general occupation satisfaction of specialists. It is like manner examines the impacts of pharmaceutical sort, work experience, age, and sex contrasts on the miens toward vocation Satisfaction. The method for business operation, the work society and the level of livelihood satisfaction have encountered sea change for the pharmaceutical associations. As a business recommendation began huge endeavor while overwhelming a portion of their stocks is going down bringing a strange condition of trepidation related to boss security among its laborers. This examination paper highlights some of these issues and presents a photograph of level of occupation satisfaction among delegates of pharmaceutical associations. It moreover perceives unique issues of occupation satisfaction in the associations.

Keywords : HRD Trends, Pharmaceuticals Industries, Pharmaceutical Associations

I. INTRODUCTION

Among the different variables of creation, which are utilized as a part of an association, human asset is the most vital. This is on the grounds that the effective utilization of physical assets (i.e., land, apparatus, and materials) at last relies on upon how the human components are put to great use on different operations. The most effective hardware on the planet

won't deliver at the ideal level unless the general population who work the apparatus know how to make it perform getting it done and above all, are roused to make their gear proficiently. In the event that the aptitude and the will of Human Resource legitimately connected, they help in changing the life less considers of creation valuable items. They are fit for expansion i.e. fit for creating and yield that is more noteworthy than the entirety of inputs. When

they get enlivened even standard individuals can convey exceptional results. They can assist an association with achieving results rapidly, proficiently and adequately.

In India, the birthplace of human asset administration can be followed in the 1970s; sympathy toward welfare moved towards higher proficiency, an adjustment in expert estimations of human asset supervisors was noticeable. Amid the 1980s because of new innovation and other ecological changes, Human Resource Development (HRD) turned into a noteworthy issue. Amid the 1990s, the staggering part of human component in industry has been figured it out. Developing mindfulness about the essentialness of human side of association has prompted the advancement of human asset administration as an unmistakable order. Concentrate on human qualities and a philosophical methodology, are prone to give this order the status of a calling. In this way, the human asset capacity in India has become through a few stages, e.g., work welfare, mechanical relations, work organization, staff administration lastly to human asset administration and human relations and human asset advancement. HRM has made some amazing progress from being only a bolster, cleanliness related capacity to a vital capacity. Enrollment and choice is the procedure of pulling in people on an opportune premise, in adequate numbers and with fitting capabilities. The determination procedure changes from association to association, occupation to employment, and nation to nation.

Preparing and advancement programs lacks in workers. Preparing makes the workers adaptable in operations.

All-rounder can be exchanged to any employment. Adaptability is thusly guaranteed. Development demonstrates flourishing, which is reflected in expanded benefits from year to year. The strategy

must have a reasonable, reasonable and straightforward procedure that applies to all representatives inside of the association. An exchange obliges representatives to change the work gathering, working environment or unit. The exchange may be to move the representative to an alternate geographic locale. Unsettling influence in contemplations, emotions and observations that has an immediate influence in everyday working. Emotional instability influences considering, state of mind and conduct; this is connected with pain as well as practical hindrance with indications differing from mellow to serious.

Industrial Relations (IR) is the relationship which exists in the middle of businesses and representatives. It is most imperative that this relationship is great. The significance of Good IR decreases the mechanical question, at a same time it's enhance the confidence of the representatives. Representatives work with the immense enthusiasm. The primary object of IR is a finished mental unrest of specialists and representatives. Work fulfillment is the inclination a representative land when the position he does satisfies every one of his desires. While assurance alludes to the disposition of the representatives of an association and is a gathering idea, work fulfillment is the sentiment an individual worker. Job satisfaction has been characterized as a 'pleasurable or positive enthusiastic state coming about because of the evaluation of one's occupation or employment encounters'. It communicates the measure of understanding between one's desire of the employment and the prizes that the occupation gives. The way of one's surroundings of employment is an essential piece of life as Job Satisfaction impacts one's general life fulfillment. Work Satisfaction, in this way, is the consequence of different states of mind controlled by a representative. In a slender sense, these states of mind are identified with the occupation under condition with such particular components, for example, compensation. Chiefs of

occupation, states of work, social connection at work, brief settlement of grievances and reasonable treatment by business.

Nonetheless, more far reaching methodology requires that numerous elements are to be incorporated before a complete Comprehension of employment fulfillment can be acquired.

II. REVIEW OF LITERATURE

Research into the role and effect of HRD Practices and its Relationship with Job Satisfaction in organizations is opening up a new and exciting area of study. Guest, (2002) identified that job satisfaction as a key variable mediating or intervening any positive link between human resources (HR) practices and organizational performance. Green, (2006) studied that in disparity, researchers suggested that in UK, the implementation of human resources practices has been related with higher levels of job intensity resultantly lowered the levels of job satisfaction

Appelbaum, (2002) noted that human resource practices adopted as part of a high-performance work system were not mainly premeditated to increase job satisfaction, in practice, they might or might not have such effect. It might be the case that human resource practices impact on job satisfaction such as satisfaction with sense of achievement or satisfaction with salary. Hence, future research is required to assess the actual effects of human resource practices on individual's job satisfaction and overall job satisfaction. Financially healthy organizations are likely to bethose which are successful in maintaining and retaining a workforce characterized by good physical, psychological, and mental health. This impact on employee health and well-being, and so determine the financial health and profitability of the organization. It also addresses the efficacy of various intervention strategies in reducing employee stress,

and their implications for organizational practices and human resource policies. (Cooper et al., 1994)

The basic purpose of performance appraisal has been to prepare a useful feedback to personals so that they can develop their performance. It has eight suitable methods: Personal appraisal, 360 degree appraisal, self-appraisal, Competence assessment, objective setting, and performance related to pay, Coaching, Personal improving plan (Peretz, 2008).

Rewards management is the one of processes in the human resources that is developed, underpinned practically, academically and known as a "Soft Variant" for human nature in the subject (Ekaterini Galanou, 2011)

Ali and Ahmed (2009) confirmed that there is a statistically significant relationship between reward and recognition respectively, also motivation and satisfaction. Eunmai, (2005), HR Practices, have been extensively examined, the effects of employees' overall perception of HR effectiveness have rarely been studied. One Human Resource function that aids in changing employee behavior is that off support from employer for personal development, it leads to employees positive responses as being engaged and committed (Maurer and Lippstreu, 2008). Job Satisfaction as Related to Organization Climate and occupational Stress: A case Study of Indian Oil found the results of the study also confirmed the assumption that high age group managers as well as high age group engineers were equally satisfied with their jobs and the study revealed the same findings when low age group mangers and low age group engineers were compared on their job satisfaction level by Jain, et al., (2007). Edwina Pio, (2007) reported that A Review and Avenues for Future Research in this study he pointed out integrates and discusses research on HRM in India with a focus primarily on the past fifteen years. It is within this complexity that research on India and its workforce is presented by illuminating HRM as embedded in the Indian environment with its intricate epistemologies and transitions in a period

of dynamic change. Shruti Gupta, (2008), examined that “The Indian and Japanese HRM Practices: Similarities and Differences with Analysis of Automobile Sector in India”. This exploratory study found that the key HRM factors of significant differences in Recruitment and Selection, Training and Development, Performance Appraisal, Compensation Practices and Job Design amongst the two countries.

Alina Ileana Petrescu et al., (2008), postulate that “Human resource management practices and workers’ job satisfaction”, the purpose of this study is to investigate the relationship between several HRM practices and workers’ overall job satisfaction and their satisfaction with pay. The findings of the study it was concluded that A pay structure that is perceived to be unequal is associated with a substantial reduction in both non-union members’ overall job satisfaction and their satisfaction with pay. “The Effect of Biographical Variables on the Job Satisfaction of a Group Human Resource Management Employees working in a Municipality” in this study, result indicated that employees are uncertain about the job satisfaction components: company policies and practices, remuneration, promotion, security, acknowledge for good performance, status, supervisor skills, working conditions, equipment and facilities discussed by Markham et al., (2008).

Arngrim Hunnes (2009), “Internal wage dispersion and firm performance: White-collar evidence’. The purpose of this study is to investigate the net relationship between internal wage dispersion and firm performance. The study contributes to the relatively sparse empirical literature on internal wage dispersion and firm performance. In fact, the study aims to narrow down the research gap due to prior literature focusing either on the impact of employee incentives on individual effort and employee incentives on firm performance, thus leaving the effect of employee incentives on firm- level

performance with little attention. Secondly, as Bryson & Freeman (2010) argue, firms are found to frequently switch between different employee compensation schemes. This signals that organizations have difficulties in structuring optimal schemes. Therefore, knowing that PBC plans for employees are getting more popular, it is essential for practitioners to know which type of compensation plans work best and for whom

A notable share of prior literature focuses on blue-collar work although in today’s economy white-collar work is of considerable importance (Hopp et al., 2009). There is some research that touches upon blue-collar employee incentives but less evidence regarding the effects of white-collar worker incentives on firm performance. Yet, job design, requirements and responsibilities of all three groups, executives, white-collar and blue-collar workers, are different and this should be reflected in compensation schemes (Kauhanen & Napari, 2012). The Employee attitudes typically reflect the moral of the company. Every Organization should develop strategies that strengthen the work environment and increase the employee’s morale and satisfaction to enhance employee performance and productivity. Job satisfaction represents one of the most complex areas facing today’s managers when it comes to managing their employees. Policy makers and managers have turned their attention to provide different kinds of facilities to their employees in order to satisfy their employees. A good work environment and conditions can increase employee job satisfaction and the employees will try to give their best which can increase the employee work performance (Jitendra et al., 2013)

III. OBJECTIVE OF THE STUDY

To know the demographic profile of employees in the study unit.

To identify the relationship between HRD factors and demographic variables.

IV. METHODOLOGY

Application of appropriate methods and adoption of scientific procedure is a *sin-quo-non* - systematic enquiry. This has an important bearing on the collection of reliable and accurate information as well as on the outcome of the study.

Sampling

A sample of 120 Investors has been taken at stratified random sampling covering all categories viz. Executives, Managers, and other middle level management. The sample was distributed among three selected companies viz. Dr. Reddy’s and Biological Events Pharma

Hypothesis

H0: -There is no significant relation between factors affecting HRD practices and demographic factors of employees.

H1: -There is a significant relation between factors affecting HRD practices and demographic factors of employees.

Demographic Profile of Employees

In view of the importance of the employees and their perception on factors that influence job satisfaction, it would be fruitful to examine and understands their socio-economic characteristics that influence, their behavior and performance in a large measure. Therefore, an attempt is made in this section to present the socio-economic profile of selected employees of selected companies.

- Working conditions
- Quality of supervision
- Company policies and administration
- Inter personal relations

- Promotion and growth in the organization
- Personal or company loyalty to employees
- Good work-life balance
- Learning and career development
- Sympathetic help with personal problems
- Recruitment & Selection
- Addressing grievances

ANOVA				
	Age	Education	Designation	Annual Income
Working conditions	.010	.004	.000	.000
Quality of supervision	.006	.000	.000.	.000
Company policies and administration	0.20	.012	.000	.000
Inter personal relations	.662	.146	.003	.003
Promotion and growth in the organization	0.10	.000	.000	.000
Personal or company loyalty to employees	.007	.000	.000	.000
Good work life balance	.169	.005	.000	.000
Learning and career development	.001	.039	.001	.001
Sympathetic help with personal problems	.030	.085	.095	.095
Recruitment & Selection	.555	.427	.026	.026
Addressing Grievances	.430	.285	.047	.047

Company Policies and Administration

It can be inferred from the above statistical survey and the mean table with respect to Age below that

majority of the respondents are below 35 years expressed that there is no significant relationship between company policies & administration and Age (Demographic factor) in the pharmaceutical sector. In respect of education of the employees in the pharmaceutical sector, there is no significant relationship between company policies & administration and Employee

Education, reasons for such factor is majority of respondents are Graduates only. Availability of statistical survey of pharmaceutical employee responses, there is a significant relationship between company policies & administration and

Designation (Demographic factor) here reason is majority of the favorable respondents are executives only. In respect of Annual income of the employees in the Pharmaceutical sector, there is a significant relationship between company policies & administration and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Inter Personal Relations

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are in between 35 to 50 years expressed that there is no significant relationship between employee inter personal relations and Age (Demographic factor) in the pharmaceutical sector. In respect of Education of the employees in the pharmaceutical sector, there is no significant relationship between employee inter personal relations and Education the reason is majority of favorable respondents are qualified SSC / Intermediate here. Availability of statistical survey of pharmaceutical employee responses, there is a significant relationship between employee inter personal relations and

Designation (Demographic factor) here reason is majority of the favorable respondents are senior executives only.

Availability of statistical survey of Pharmaceutical employee responses, there is a significant relationship

between employee inter personal relations and annual income here reason is majority of the favorable respondent's annual income in between 3 lakhs to 6 lakhs here.

Promotion and Growth in the Organization

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are below 35 years expressed that there is no significant relationship between Promotion and Growth in the organization and Age in the pharmaceutical sector. In respect of education of the employees in the pharmaceutical sector, there is a significant relationship between Promotion and Growth in the organization and Employee Education, reasons for such factor as per availability of statistical survey majority of respondents are Graduates only. Availability of statistical survey of pharmaceutical employee responses, there is a significant relationship between Promotion and Growth in the organization and Designation (Demographic factor) here reason is majority of the favorable respondents are executives here. In respect of Annual income of the employees in the Pharmaceutical sector, there is a significant relationship between Promotion and Growth in the organization and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Personal or Company Loyalty to Employees

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are age of below 35 years expressed that there is no significant relationship between Personal or company loyalty to employees and Age (Demographic factor) in the pharmaceutical sector. In respect of Education of the employees in the pharmaceutical sector, there is a significant relationship between Personal or company loyalty to employees and

Education the reason is majority of favorable respondents are qualified SSC / Intermediate here. Availability of statistical survey of pharmaceutical

employee responses, there is a significant relationship between Personal or company loyalty to employees and Designation (Demographic factor) here reason is majority of the favorable respondents are executives only.

In respect of Annual income of the employees in the Pharmaceutical sector, there is a significant relationship between Personal or company loyalty to employees and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Learning and Career Development

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are below 35 years expressed that there is a significant relationship between employee Learning and Career development and Age of the employee in the pharmaceutical sector. In respect of education of the employees in the pharmaceutical sector, there is no significant relationship between employee learning and Career development and Employee Education, reasons for such factor as per availability of statistical survey majority of respondents are Graduates here. Availability of statistical survey of pharmaceutical employee responses, there is a significant relationship between employee learning and Career development and Designation (Demographic factor) here reason is majority of the favorable respondents are executives here. In respect of Annual income of the employees in the Pharmaceutical sector, there is a significant relationship between employee learning and Career development and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Sympathetic help with Personal Problems

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of

the respondents are age of below 35 years expressed that there is no significant relationship between Sympathetic help with personal problems and Age of the employee (Demographic factor) in the pharmaceutical sector. In respect of education of the employees in the pharmaceutical sector, there is no significant relationship between Sympathetic help with personal problems and Employee Education, reasons for such factor as per availability of statistical survey majority of respondents are Graduates here. Availability of statistical survey of pharmaceutical employee responses, there is no significant relationship between Sympathetic help with personal problems and Designation (Demographic factor) here reason is majority of the favorable respondents are executives here. In respect of Annual income of the employees in the Pharmaceutical sector, there is no significant relationship between Good work-life balance and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Recruitment and Selection

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are age of below 35 years expressed that there is no significant relationship between Recruitment & Selection and Age of the employee (Demographic factor) in the pharmaceutical sector. In respect of Education of the employees in the pharmaceutical sector, there is no significant relationship between Recruitment & Selection and Education the reason is majority of favorable respondents are qualified SSC / Intermediate here. Availability of statistical survey of pharmaceutical employee responses, there is no significant relationship between Recruitment & Selection and Designation (Demographic factor) here reason is majority of the favorable respondents are executives here. In respect of Annual income of the employees in the Pharmaceutical sector, there is no significant relationship between Recruitment & Selection and

Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

Addressing Grievances

It can be inferred from the above statistical survey and the mean table with respect to Age below that majority of the respondents are age of below 35 years expressed that there is no significant relationship between Addressing grievances and Age of the employee (Demographic factor) in the pharmaceutical sector. In respect of education of the employees in the pharmaceutical sector, there is no significant relationship between Addressing grievances and Employee Education, reasons for such factor as per availability of statistical survey majority of respondents are qualified SSC / Intermediate here. Availability of statistical survey of pharmaceutical employee responses, there is no significant relationship between Addressing grievances and Designation (Demographic factor) here reason is majority of the favorable respondents are executives here. In respect of Annual income of the employees in the Pharmaceutical sector, there is no significant relationship between Addressing grievances and Annual income the reason is majority of favorable respondent's Annual income is below 3 lakhs only based on the statistical data.

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