

A Study on Human Capital Management on Workers Productivity in Private Sector with Special Reference to Chennai

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ABSTRACT: *The primary purpose of this take a look at is to find out the human capital manage on employees' productivity. Human capital is needed any enterprise enterprise to collect the goal of immoderate productiveness it's miles feasible handiest via stimulated and professional human. accomplishing the objective of enterprise wishes a robust human capital manipulate. usually human capital consists of data, abilities, abilties and experience of the personnel inside the business enterprise. The character can examine through competencies, data, and enjoy. There may be no alternative for talents, expertise, studying, creativity and innovation. currently human capital manipulate has grown very famous and it's far a commonplace function for all large as well as smaller corporations. Human capital manage is one of the crucial assets for aggressive advantage and the organizational normal overall performance and its effects.*

Key words: *Workers productivity, Training, Innovation*

1. INTRODUCTION

Most of the superior worldwide places human capital branch plays a exceptional feature in the financial development. Human capital is a essential element for developing the productivity of the companies. productiveness is the first-rate deliver to meet the organizational dreams. productivity stage of employee is identified through the use of capabilities, inclinations and their attitudes. The productiveness has to beautify thru education, motivation, initiative,organization work, attention to take desire, multi-undertaking talents, communicateabilities, attitudes and art work ethics. Human capital control is maximum essential detail for the organizational fulfillment. The business enterprise has to take initiatives to present training to the employee and expand their skills. To construct human capital in the businesses to take projects to extend their know-how, talents and experience inner their body of employees and staffing programmes reputation on identifying, recruiting and hiring the exquisite personnel. educationprogrammes is to offer talents development, amplify the boom and studying. The success of the organization is is based totally totally upon at the functionality of the human capital control. Human capital manage is one of the maximum difficult duties in comparison to every exquisite property of the employer.

Revised Manuscript Received on May 15, 2019.

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2. LITERATURE EVALUATION

AberaDemsisTessema (2014) The impact of Human Capital on company ordinary regular overall performance Case of the shoes sector in Ethiopia, JBAS, Vol.6 No. 2, PP: seventy six-103, they stated that human capital investment is to beautify the economic employer organization common overall overall performance, human capital improvement beautify the economic growth of the united states of a based on the efforts worried with the aid of the agency to decorate everyday usual overall performance of human capital. So the business enterprise has to invest vital property for growing the human capital.

Ajisafe, Olatunbosun Emmanuel, Orifa, Ruth AinaOluwayemisi, BalogunJustinahAbosedo (2015) have an impact on of Human Capital manipulate on Organizational usual general usual overall performance, mag of property development and management, Vol.14, PP: eight-14, they concluded that human capital manage need to extend the profession of the personnel and assist to achieve the intention of enterprise enterprise. They stated that enterprise should be prioritized schooling and career improvement programmes. So the personnel can boom their career and make certain activity protection it'll beneficial for the organizational increase.

Alma Maciulyte- Sniukienei, Kristina Matuzeviciute (2018) impact of Human Capital development on productiveness boom in european Member states, industrial enterprise, control and training, volume sixteen trouble 1:PP: 1–12, they display that low labour productiveness is decrease the competitiveness and HC is one of the assets for growth the productiveness and the growth of organization. So the employers ought to dealt with the human capital is an education and fitness, it will boom the u .S . 's financial increase and its competitiveness.

AnanthalakshmiMahadevan, Fadumo Ahmed Mohamed (2014) impact of Human useful resource control (HRM) Practices on worker performance (A case of Telekom Malaysia), international mag of Accounting & employer manipulate, Vol.2(No.2), PP:29-42, they tested that education allows to increase the organizational overall performance and it take very vital characteristic to beautify worker everyday performance and growth the productiveness moreover it facilitates to the organization to area an essential function to face the competitive worrying situations and stay on pinnacle position.

Attah Amana Philip (2017) The effect of Human sources development on personnel' productivity in Federal Polytechnic Idah, Kogi united states Nigeria, contemporary-day inclinations in Biomedical Engineering & Biosciences,

amount 8 trouble 2 –PP:1-7 they stated that human useful resource programme is most crucial for each business organisation to build up its desires and it boosting the employee to enhance their morals. Human aid development programme has to create relationship with the employees' with none dispute and growth their productivity. So the company employer wishes to put in force right HR development policies and effective training programme to enhance the abilities, functionality and ethical in their personnel.

Neenu Wilson and Sebastian Rupert Mampilly (2014) The position of Human Capital manage Practices in Inculcating analyzing Orientation and Its dating with common performance: a systematic Literature assessment, IOSR magazine of business business enterprise and manage (IOSR-JBM), quantity 16, problem 7. Ver. III, PP:15-22, consistent with this agencies has to enhance analyzing orientation, skills and normal universal overall performance of the personnel. the ones sorts of capabilities, studying orientation programme is useful to the employee for boosting their common overall performance and they'll display their opinion to the manage with none worry.

CarmoNeves, Ana Galvão, Fernando Pereira (2012), guidelines in Human assets manipulate, ebook of court cases – Tourism and management research worldwide convention Algarve, vol.2, PP:420-429, they said that HRM insurance is maximum vital for nowadays due to the truth this could assist to beautify the complete gadget of the enterprise. HRM has to include coping with the humans as a beneficial useful resource. so that you can proportion their records, values, believes, and behaviors. maximum of the agencies are middle their operational sports as a clean beneficial resource a excellent manner to with out problems find out the error.

Christian N. Worlu, Omodero, CordeliaOnyinyechi (2016) The impact of Human capital improvement on financial usual overall performance of Banks in Nigeria, international mag of Human useful resource manipulate, Vol.four, No.6, PP. 34-47, they stated that human capital improvement is critical for the banks people it does now not have the fantastic effect for his or her monetary overall performance. So the banks are inspired their employees it will increase the profitability of the organisation. improvement and training programme has to boom the productivity and the values of human capital manage cannot be substituted.

UDU, Gabriel ObasiChidozie&Ewans, Chukwuma, (2016) Human capital improvement and employee hobby popular common overall performance: A take a look at of double Diamond plastic manufacturing commercial enterprise corporation, ABA, Abiau .s .a ., Nigeria, effect: international magazine of studies in commercial corporation manipulate (effect: IJRBM), Vol. four, hassle 6,PP:41—50,

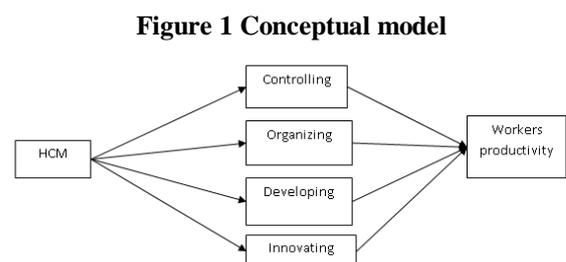
they stated that organization has to growth human capital via education method. in line with this the commercial organisation employer has to put into impact human capital development programme it has to improve approach overall performance of the employee moreover it results in increase the organizational general performance. businesses has to make investments efforts, time, and considered one of a type assets for human capital improvement it enhance the talents and other analyzing level in.

3. HUMAN CAPITAL MANIPULATE

Human capital manipulate is a difficult and fast of practices this is associated with human beneficial beneficial useful resource manage. Such kinds of practices are targeted on organizational want to offer particular abilities frame of employees success, employees manipulate and body of personnel optimization. HC bureaucracy the inspiration of each enterprise corporation and plays a essential characteristic in business enterprise overall overall performance. Human Capital manage is important for any employer for hiring, education, handling and retaining the talented and excessive performing personnel. HCM performs an essential function to the HRM method together with payroll services, abilities manipulate, time manipulate, attendance and benefits control. Making an funding in human capital is enhancing the employer's manner of lifestyles create employee hobby pleasure the worker engagement and their conversation purpose a sophisticated regular regular everyday performance of the organisation business enterprise. So the employees can have a look at, expand their careers and that they experience with their paintings. Human Capital manage is the effective achievement and develops corporation's personnel via properly planned and strategic practices, and maximizes their financial rate. The manage has to growth and located into impact techniques and regulations to accumulate an powerful and sustainable healthy frame of personnel.

Conceptual version of HCM

Conceptual framework of the industrial enterprise employer will help them to apprehend the frame of workers shortages, strange distribution of personnel, low retention and awful motivation.



4. PRIVATE SECTOR

The enterprise this is owned and managed through the man or woman is known as non-public region. The precept intention of the private sector enterprise is making greater



earnings. private area organization is administered through single man or woman or multiple man or woman. The reason of the personal region business employer agency is being worthwhile and employs more employees than most of the people quarter. The personal area is classed as sole proprietorship, Partnerships, Small and medium-sized organizations, big organizations and multinational corporations, expert and alternate establishments.

3personnel productivity

Employees productivity is an evaluation of the performance of a employee or frame of employees. The productivity of a employee is probably assessed through an average paintings of worker. body of people productiveness is known as labour productiveness it truly is measured by means of the usage of an business company corporation. Labour productivity growth has been very beneficial barometer of america of the us’s financial device overall performance. productivity interacts with employee overall performance, innovation and financial controls.

4statement OF THE problem

High diploma of abilities and contemporary techniques are critical for the future success of the industrial enterprise company. The employees are obtaining extra information and training in the course of their existence time, human capital drives the producing of services and products. a number of the organizations are giving much less importance to human capital manipulate so human capitals have now not developed. various studies completed to study the relationship among human capital manage and worker’s productiveness. Human capital manage for modern employee is a wonderful undertaking to the manage. This test offers extra interest to human capital control and employees’ productiveness.

5 desires OF THE study

The primary aim of this take a look at is to find out the human capital manage on employees’ productiveness in private place.

6SCOPE OF THE have a look at

The scope of this observe is to analyze the human capital manipulate on employees’ productivity in non-public region. This test can be useful to the organization to improve the employee’s productiveness.

7speculation

H1: there may be a great dating among training and improvement and employee’s productiveness.

H2: there may be a significant dating among innovation and employee’s productivity.

8technique

50 nicely-dependent questionnaires were used for this study to accumulate primary information. The number one data has been gathered from the respondents in severa non-public sectors. Secondary statistics has been gathered from net, books, journals and articles. employees’ productivity rated on five thing likertscales strongly agree, agree, impartial, Strongly disagree and disagree. Chi square test applied for this take a look at.

ANALYSIS AND RESULTS:-

Table 1: Demographic profile of the respondents

Variable	Number	%
Age		
Below 30	17	34
30-40	19	38
Above 40	14	28
Gender		
Male	17	34
Female	33	66
Educational Qualification		
Graduate	27	54
Post graduate	9	18
Other	14	28
Work experience		
Less than 3 years	14	28
3-10 years	26	52
11-15 years	7	14
Above 15 years	3	6
Annual Income		
Less than 3,00,000	27	54
Rs.3,00,000 to Rs.5,00,000	15	30
Above 5,00,000	8	16
Marital status		
Married	39	78
Single	11	22

Desk 1 indicates the demographic profile of the pattern respondents in step with this have a look at 34% of the respondents are below 30 age groups, 38% of the respondents are 30-40 age organization, 28% of the respondents are above forty age businesses. based totally on this examine 34% of the respondents are male, 66% of the respondents are women, educational qualification clever distribution fifty 4% of the respondents are graduate, 18% of the respondents are publish graduate, 28% of the respondents are one-of-a-kind class, primarily based mostly on paintings experience extra than half of of the respondents are three-10 years’ revel in, annual income smart distribution 54% of respondents are less than three lakhs earnings enterprise employer, it’s miles decided that extra than 1/2 of of the respondents are incomes an awful lot a great deal much less than 3 lakhs. based on marital popularity seventy eight% of the respondents are married.



it is positioned that majority of the respondents are married.

Table 2: Respondents based on workers' productivity

S.N	Particulars	SA		A		N		DA		SDA	
		No	%	No	%	No	%	No	%	No	%
1	Knowledge and skills of the employees creates value for the organization	18	36	28	56	2	4	1	2	1	2
2	Innovative technology improve the workers' productivity	22	44	23	46	1	2	3	6	1	2
3	Management interested to improve the workers' productivity	2	4	9	18	5	10	19	38	15	30
4	Workers participation increase the productivity	17	34	25	50	2	4	2	4	4	8
5	Training & development improve the productivity of the workers	21	42	26	52	1	2	1	2	1	2

The above table suggests the respondents primarily based totally mostly on human capital manage on human beings' productivity, the respondents based mostly on facts and abilities of the employees creates fee for the enterprise 36% of the respondents are strongly agreed, fifty six% of respondents are agreed, four % of respondents are impartial, 2 % of respondents are dis agree and more than one % of respondents are strongly dis agree. Respondents based totally definitely totally on current-day era enhance the humans' productiveness forty four% of the respondents are strongly agree and forty six% of the respondents are agreed, 2% of respondents are impartial, 6 % of respondents are dis-agreed, 2% of respondents are strongly dis-agreed. Primarily based totally on manipulate involved to enhance the people' productivity 4% of respondents are strongly agreed, 18% of respondents are agreed, 10 % of respondents are impartial, 38 % of respondents are dis- agreed, 30% of respondents are

strongly dis-agreed. Based mostly on employees participation increase the productiveness is 34% of respondents are strongly agreed, 50% of respondents are agreed four % of respondents are impartial, 4 % of respondents are dis- agreed, 8% of respondents are strongly dis-agreed. Based totally absolutely mostly on training & improvement beautify the productivity of the human beings forty % of respondents are strongly agreed, fifty % of respondents are agreed, 2 % of respondents are unbiased, 2 % of respondents are dis- agreed, 2% of respondents are strongly dis-agreed. Steady with this study statistics, competencies, training & development will improve the employees' productiveness. Based sincerely in this have a take a look at majority of the businesses are not involved to beautify the personnel' productiveness.

Results						
	STRONGLY AGREE	AGREE	NEUTRAL	DIS AGREE	STRONGLY DIS AGREE	Row Totals
Knowledge and skills of the employees creates value for the organization	36 (32.00) [0.50]	56 (44.40) [3.03]	4 (4.40) [0.04]	2 (10.40) [6.78]	2 (8.80) [5.25]	100
Innovative technology improve the workers' productivity	44 (32.00) [4.50]	46 (44.40) [0.06]	2 (4.40) [1.31]	6 (10.40) [1.86]	2 (8.80) [5.25]	100
Management interested to improve the workers' productivity	4 (32.00) [24.50]	18 (44.40) [15.70]	10 (4.40) [7.13]	38 (10.40) [73.25]	30 (8.80) [51.07]	100
Workers participation increase the productivity	34 (32.00) [0.12]	50 (44.40) [0.71]	4 (4.40) [0.04]	4 (10.40) [3.94]	8 (8.80) [0.07]	100
Training & development improve the productivity of the workers	42 (32.00) [3.12]	52 (44.40) [1.30]	2 (4.40) [1.31]	2 (10.40) [6.78]	2 (8.80) [5.25]	100
Column Totals	160	222	22	52	44	500

The chi-square statistic is 222.8855. The p-value is < 0.00001. The result is significant at p < .05.

5. RECOMMENDATIONS

The goal of the human capital manipulate is to construct the skills and capacity of the human beings it'll beautify the

powerful human beings' productiveness. The human capital control need to introduce progressive generation it'll useful to the employees to decorate the productivity. The humans want proper schooling to beautify their productivity, so



the HCD take essential steps to set up education to them it's going to benefit every for employees and their employer. The management need to set up well enough funding for human capital control to conduct education programmes. The education programmes enriching the abilities, data and tales in their personnel. Even as the personnel are greater informed, they may be nicely advanced and that they become greater satisfied with their jobs with the intention to boom the productiveness and beautify the organizational ordinary overall performance and its effectiveness.

6. CONCLUSION

For each company need powerful human capital manipulate to acquire its goal. There can be a courting amongst human capital control and those' productiveness. The quantity of productiveness of human beings of the enterprise organization is decided with the beneficial useful resource of the amount of human capital improvement programmes to be had for the team of workers. Human capital improvement programmes is maximum important elements to enhance the employee morals of any industrial commercial enterprise company enterprise. Motivational factors, schooling and development, progressive era, personnel participation is vital to each employee's for his or her productivity additionally it will boom their self assure in their hobby and growth the business enterprise's output. Worker's productiveness relies upon on the human capital manage, so the control has to reputation human capital control to boom the morale, abilities, know-how, abilities and attitudes of the employees it will decorate the employee's productiveness moreover decorate the organizational regular fashionable performance. Regular with this have a have a look at some of the corporations handiest involved to enhance the employee's productiveness. Top notch few businesses first-class giving schooling and amazing blessings to their humans, the increase of any business employer organization is rely on their employee's productivity so the business enterprise take essential step to beautify the employee's productiveness it'll benefit every for organization and its people.

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