

# **IMPACT OF HUMAN RESOURCES POLICIES ON JOB SATISFACTION (Reference Pashchimanchal Vidyut Vitran Nigam Ltd)**

**Ms Sweta Chaudhary**

*Assistant Professor*

*Sanskar Educational Group, Gaziabad*

## **Abstract**

This research investigates how mortal resource development (HRD) affects job satisfaction, fastening on PVVNL. mortal resource operation is a profession that deals with workers and their connections within a company. Reclamation and selection, training and development, evaluation and price, performance operation, labor force operation, creation and mobility, operation Financial and health measures, hand health and safety, labor relations and interpersonal connections are all exemplifications of perfecting people. mortal resource operation has come one of the most important aspects of business practices. What makes people operation different is that it presents both challenges and openings. This finding also has some important counteraccusations for unborn exploration. Now further than ever, HR is at the heart of every business function. This is an important time for all companies seeking success in the global HR space to plan and apply the necessary changes to their being HR processes to enable them to apply HR and other services. Positions, supervision, compensation, creation and employment are managed by JDI. Job satisfaction is contentment that comes as a result of evaluation following a job or a job. PVVNL has a sample of 100 workers, picked for this research.

**Keyword:** Job satisfaction, Organization, Human resource development, Compensation, Career Planning, Performance evaluation, training, employee engagement, employee performance.

## **Problem Notes**

1. There are different levels of officers in PVVNL and job satisfaction also varies at different levels. Employee satisfaction depends on many factors. This needs to be determined and more research is needed.
2. Human resource development is different at different levels of PVVNL as it is a government matter. PVVNL is associated with greater stress and age-related tissue changes, so further studies are needed.

## Research Objectives

1. Understand the demographic profile of the research center's workforce.
2. Examining the impact of human resources development practices.
3. Social determinants of job satisfaction. 4. To understand the relationship and impact of human aid evolution techniques on departmental research or employee job pleasure.

## Research Methodology

This analysis is conducted on two types of data analysis, a primary and secondary. The journey is based on the survey published after researchers analyzed the primary data through scientific tools with the aim of supporting key players to have positive feelings. A sample of 100 PVVNL workers was named for this study using Stratified arbitrary slice system. Actors included manly and womanish directors and on-employees between the periods of 25 and 56. The validity and trust ability of the check were estimated. "Cronbach's Alpha" is used to dimension of scale. An integrity judgment corresponding to the above questions postulate values to the range 0.8-0.9. It proves that all of the particulars are attained in a comprehensive view and creation of human check. Reclamation and selection, training and development, evaluation and price, performance operation, labor force operation, creation and development, operation compensation and health measures, hand health and safety, working and social relations and explaining the impact of its use on job satisfaction. (JDI) scale (Smith teal. (1969)) studied workers in installations. Positions, supervision, compensation, creation and employment are managed by JDI.

**Results and Discussion:** According to table 1 below, it presents the distribution we sought and descriptive statistics regarding the age, side of the hand as well as the education, occupation, annual income, and time of service.

**Table No. -1**  
**TABLE EXPLAINING THE LEVEL OF JOB SATISFACTION QUESTIONS FOR**  
**THR IN PVVNL**

S.No.	Attributes	Group	Frequency	%	Mean	S. D
1.	<b>Age Group</b>	25-34	8	8	2.87	0.926
		35-44	38	38		
		45-54	40	40		
		Above 55	14	14		
2.	<b>Designation</b>	Executive	39	39	1.93	0.516
		Non-Executive	54	54		
3.	<b>Gender</b>	Male	65	65	2.39	0.486
		Female	35	35		
4.	<b>Education Qualification</b>	Graduate	15	15	2.51	0.913
		Post graduate	30	30		
		Diploma	39	39		
		Intermediate	16	16		
5.	<b>Nature of Job</b>	Technical	67	67	1.86	.468
		Non-Technical	33	33		

6.	<b>Years of Service</b>	0-10	8	8	2.77	.808
		11-20	39	39		
		21-30	43	43		
		More Than 30	10	10		
7.	<b>Monthly Income</b>	35000-50,000	54	54	2.81	.579
		50001-70000	39	39		
		More than 70,000	7	7		

Source: Primary Data

**Table No. 2**

**Table showing correlation analysis and evaluation of HR practices**

Item	Factors	P- Value	Rank
<b>Human Resource Development Practices</b>	<b>Training and development</b>	<b>.719**</b>	<b>3</b>
	Promotion and transfer	.435**	9
	Appraisal and Reward	.692**	4
	Employee Health and Safety	.533**	7
	Managing people	.491**	8
	Compensation management and welfare measure	.599**	6
	Industrial relation	.897**	1
	Recruitment and selection	.771**	2
	Performance Management	.644**	5

“Source: Primary Data”

\*\* Consequential at 1% class,

Using “P- value” correlation analysis, it’s easily seen from the table above that the ranking of factors affecting HRD practices is significant at 1 position. According to the P value in the competition table, labor relations affect HRD practices.

**Table No- 3**

**“TABLE SHOWING PRESENTATION OF PEARSON CORRELATION MATRIX of JOB SUMDILNESS Aspects”**

Factors	Job	Leadership	Pay	Upgrades	Co-Employees	General Job Pleasure
<b>Job</b>	1.000					
<b>Management</b>	0.849**	1.000				
<b>Pay</b>	0.381**	0.427**	1.000			
<b>Upgrades</b>	0.386*	0.357**	0.377**	1.000		
<b>Co0 Employees</b>	.887**	0.798*	0.437**	0.319**	1.000	
<b>Overall Job Satisfaction</b>	.881**	0.831**	0.691**	0.727**	0.891**	1.000

Position: First position

\*\* The correlation is significant at the 0.01 position (two-tailed)

\* There exists a significant correlation for the population under use. Here, the level of significance is with 0.05 two-tailed. The null hypothesis was tested using the graph in the form: "H<sub>0</sub>: There is no relationship between the husband's age and the wife's height."

### Hypothesis 1:

While working for PVVNL, I essentially get paid for doing something I love, which I view as mutual trust between me and job. From the significance value of the Pearson correlation matrix table, which is less than 0.01, the nonversion is removed at 1% confidence level, and over 5% confidence level, nonversion is removed as well. In a nutshell, there seems to be a positive association between job satisfaction and whole-body dampness in PVVNL.

**Table No-4**

**"Table 4 shows the mean SD values of HRD Practice Factors as well as Job Satisfaction with T values and P values."**

Characteristics	Indicate	Std. Variation	t-Value	t-Value
Reclamation or Choosing– Job Satisfaction	27.685	12.964	25.987	< 0.001**
Training or Development – Job Satisfaction 3	37.981	11.784	34.676	< 0.005*
Appraisal and Compensation– Job Pleasure	17.768	12.011	14.987	< 0.005*
Implementation Operation – Job Satisfaction	46.181	8.328	53.376	< 0.001**
Performance Operation – work Satisfaction	52.986	7.856	84.677	< 0.001**
Upgrade or Transfer – Work Satisfaction	26.876	10.356	32.347	< 0.005*
Payment Management as well as Welfare Measurement– Job Satisfaction	24.789	10.012	33.012	< 0.001**
Indicator Mental Health or Safety – Work Satisfaction	67.136	6.876	105.898	< 0.001**
Industrial Associations- work Satisfaction	64.975	6.845	89.456	< 0.001**
All HRD Approaches–Work Satisfaction	375.181	42.463	94.126	< 0.001**

"Source: Primary Data"

\*\* Significant at 1% level;

\* Significant at 5% level.

### Hypothesis 2:

There is no significant contrast between mortal asset development strategies and job satisfaction. As per the t test, the P value is lower than 0.01, so the invalid thesis is rejected at the 1 significance position. Assuming the P value is lower than 0.05, the invalid thesis is rejected at the 5-significance position. There is a positive association between mortal asset development techniques as well as hand job satisfaction in PVVNL.

**Table No-5**

**“TABLE 4 respectively is the mean SD Human Resource Development Practice Aspects or Job Satisfaction t values, t-test scores, and P values.”**

<b>Job Satisfaction</b>	<b>Frequency</b>	<b>Percent</b>
Low Level	5	5%
Low Level	53	53%
High Level	42	42%
Total	100	100%

“Source: Original data”

A high level of PVVNL employees is shown in Table 5. Only 5% of employees are comfortable with the community, 53% are satisfied with the job, as well as 42% are pleased with the community.

### **Findings and Recommendations**

This analysis focuses on HRD processes that influence job pleasure in PVVNL. Results showed a positive relationship between PVVNL and HR practices that increase employee job satisfaction. Therefore, it is supposed that there is an association between HRD conventions as well as job satisfaction at PVVNL.

1. PVVNL’s recruitment process is good and transparent and the employees are quite satisfied.
2. PVVNL provides thorough and appropriate training to its employees for maximum satisfaction.
3. PVVNL’s open, fair and comprehensive evaluation and reward system makes employees very happy.
4. PVVNL has great management and employees are very happy.
5. PVVNL practices excellent employee management to ensure that employees are satisfied with their jobs.
6. PVVNL provides transparent and timely support and performance to meet the needs of its employees.
7. PVVNL provides complete payroll management as per industry standards. This increases employee job satisfaction.
8. PVVNL has a health and safety system for its employees and attaches great importance to job satisfaction.
9. PVVNL has a social policy aimed at improving employee satisfaction.
10. For example, human development at PVVNL benefits its employees. This was widely accepted by the employees who participated in the study.

Mortal capital development, which affects job satisfaction, also includes the responsibility of hiring people who are admired and trusted. mortal resource operation practices are a well-

known content in the operation field, so numerous propositions, models, or techniques will be Designed to support its effectiveness. The moment's competitive world, a company's success depends on its workers. The objects of this study are to understand how mortal development affects job satisfaction.

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