ROLE ON HRM PRACTICES IN CEMENT INDUSTRY

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Abstract: In today’s highly competitive and turbulent business environment all new organizations are operating in dynamic changing scenario. Due to increasing complexities and cut throat competition running organizations effectively became dare for employers. To get rival advantage organizations want to implement unique strategies. Managing human resources is very challenging as compared with managing technology or capital and for its effective strength management, organization requires effective HRM system. HRM system should be backed up by sound HRM practices. Organisation performance is influenced by set of efficient HRM practices. It gives good results like increasing employee commitment, maintenance and reduced employee turnover. This article emphasizes the role of HRM practices increasing organizational effectiveness. The research is carried out to find the employee realization towards existing HRM practices for betterment.

1. Introduction

Human resource is the source of achieving competitive advantage because of its capacity to convert the other resources into output (product/service).[5] The competitor can emulate other resources like technology and capital but the human resource are unparalleled. In the view of resources based theory of barney stated that human resources lead to competitive advantage when they are precious, unique and well organized. HRM can help firms to improve organisational behavior in such areas as staff commitment, competency and flexibility, which in turn leads to improved staff performance.[1-6] Managing human resources plays key role in organizational success. The effective management of human resources requires the sound human resource Management systems. In order to develop a sound HRM system, the organisation should have efficient Human Resource Management practices. HRM practices refer to organizational activities directed at managing the unite of human resources and ensuring the resources are employed towards fulfillment of organizational goals (Schuler & Jackson, 1987; Schuler &MacMillan, 1984; Wright & Snell, 1991). HRM practices may differ from one organisation to another and from one country to another country. Employee- Employer relations can be made improved if the organization tools effective HRM practices. HRM practices are related to turnover and profitability.

1.2 Training & Development


2. Performance Appraisal


3. Compensation

Effecient compensation and requisite process enhances productivity, employee retention, and overall organizational performance. (Delaney & Huselid 1996)Jyothi and venkatesh (2006) established that competency based rewards and pay raise the quality of
goods and services, increase subordinate behavior thereby improving organizational performance. Compensation encompasses all forms of financial, non-financial returns. Berndardin and Russell (1993) pointed that reward planning and compensation are key dimensions of potent HRM practices.[12]

4. Welfare & Safety Measures

Employee welfare is flexible and elastic and various widely with time & region, industry, social esteem and customs, degree of industrialization the common social-economic growth of the people and the political ideologies prevalent at a peculiar time and it’s also molded agreed to the age groups, also socio-cultural background, and educational level of workers in different industries. Industrial progress rely on satisfied labour force and in this connection is the significance of labour welfare survey was accepted for a long time. Way back in 1931 the Royal Commission on Labour emphasize the need of labour welfare primarily because of the rude treatment meted out to the workers. In this need was further emphasized in independent India by the Constitution, which lays down the following articles in this regard: The state ought make provide for securing just and human conditions of work.

5. Recruitment & Selection

Recruitment is a process of attracting a pool of grade applicants so as to select the best fit among them. Top performing companies assign considerable coherent sources of energy to creating high quality selection systems.[12] Due to the intricacy of work rise, organizations that present use more selection methods it capture the applicant’s capacity to do the work. Law of selection procedures should apt to improve fit between relation applicant and other aspects of the work. Such as personality fit and organization fit. Selection procedure should able match applicant’s values with the organization culture.[13]

6. Developments

While cement production has traditionally been focused on OPC, composite and blast furnace slag cements also developed and central part of the cement-type portfolio of producers.[14] At the same time Portland limestone and Portland pozzolanic cements have get importance, specially in regions where slag or fly-ash is not available. In the global context of cost reduction and CO₂ constraints, cement producers try to lower the clinker content in their cements. The limits are given by cement performance, so that product quality of the final concrete may not be impaired. The various cement types and their calcium oxide, silicon dioxide & aluminums/iron oxide content.[15]

The reduction of clinker levels in cement predominantly takes into well-tried & tested main constituents. A while the worldwide availability of latent hydraulic and pozzolanic materials of industrial source is certainly limited, a special focus is on cements with high limestone content.[18]

It is basically an extension of the current cement cost standards as they have been developed worldwide and certainly provide opportunities for the future. For example, research is performed in the context of the European cost standard with the main focus on strength development and stability of the concrete produced.[19]

The range of current cement types standardized in Europe and the extension is currently under research. In every case, the production of cements with extended use of well tried and tested constituents certainly requires excellent quality assurance mechanisms as they have been successfully execute in cement industry. The inherent characteristics of cement production guarantee large volume flows and the homogenization resulting in constant product quality.[16]

7. Future Cements

In the literature, quite a few reports are given with respect to the new types of cements on a research scale. Celitement, for example, is based on calcium silicate hybrid phases.[17] The Production is foreseen by hydro-thermal synthesis & by reactive milling of lime in a silicon component. The Ca/Si ratio is lower than OPC clinker, consequently CO₂ emissions and energy requirements might be lower. However, it is currently much too betimes to allow any appraisal about the future potential of this binder with respect to durability, production cost or even the technical potential for appropriate of current cements. [20]

Novacem has reported cement founded on magnesium oxide and hydrated magnesium carbonates.[21] According to author Novacem, the raw material is founded on magnesium silicates which are digested and subsequently carbonated at elevated temperature and pressure.[22] A while magnesia-based cements have been known for a long time, it is an open question whether in the end Novacem will provide adequate stability to substitute relevant amounts of today’s cement.[23] Novacem indicates that notable research has to be done, but has made important progress of date.[25]
8. Challenges

The majority of raw materials handled at a cement plant are inclined to poor flow during reclaim from stockpiles, storage silos, or hoppers. This problem can conduct to process upsets, down time and require frequent operator interference.[26] Materials handled are often dusty, make abrasive bear of apparatus, and stick in chutes and conveyors, all contributing to reduce cement output. Erratic feed and wide mote size variability will lead to poor mill performance, increased energy expenditure, & atomic vibrations in vertical roller mills. Cement may be prone to both caking and flooding (flushing) behavior.[27]

Cement manufacturers operate in one of the world’s toughest industries. A huge number of recent challenges is emerging, pushing plant & human resources to the limits.[28] Mill operators are faced conflicting tasks of lowering the cement clinker factor, increasing production capacity, increasing performance & cutting carbon dioxide emissions – a while complying with ever-changing regulatory requirements.[24]

9. Findings

Routine jobs with strict guidelines for completing work and heavy workloads preclude regular participation in learning activities at work. Training is mainly tied to proficiency on-the-job. Staffs do not perceive continuous learning as essential to their work or tenure.

Staffs are encouraged to develop themselves for promotional opportunities. Those who do, seek learning activities and opportunities in line with more senior positions. Those who don’t only take training as required with program change. Learning is generally in relation to changing processes or new technology.

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Ability to learn and flexibility are competencies evident in all new recruits. Staff and management work in partnership to identify learning needs and seek ways to satisfy them. Management works with HR to provide maximum learning opportunities in ways to suit all learners. Recognition of personal growth and development is evident.[30]

10. Conclusion:

Hence it is observed that the organization wants to increase existing HRM practices that improve employee engagement and commitment. Employee job satisfaction increases organizational effectiveness thus reduces employee turnover. Trained managers may be appointed by the management for the effective recruitment and selection process. The performance appraisal to be carried out in the organisation for betterment of employee performance in the job. Organization need to implement integrated approach to talent management offers adequate opportunities for professional growth and development, good motivating pay package, exciting rewards and Social security measures. In today’s environment the human resources is also important as the financial assets, technologies, etc. So organizations have to regard the human resource because these are very important for betterment of the organization.

Reference

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