

Human Resource Management Methods and Organizational Dedication among the IT Professionals

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Abstract:

The Indian IT/ITeS industry is an important sector of the economy, having made a substantial contribution to placing India as a favoured investment destination among global investors and providing a large number of jobs in India. Management of human resources (HRM) define activities and processes taken by a business in relation to the recruitment, development, and management of IT personnel. Organizational Commitment referred to it as "the psychological attachment that an individual has for an organisation." It assesses how well employees have assimilated the aims, values, and characteristics of the company as a whole. Among Chennai's IT professionals, The purpose of this study is to investigate the link between HRM and the organization's practices and organisational commitment. As an independent variable, HRM practices include training, development, career planning and compensation; as a sub- variable, performance appraisal. The dependent variable is Organizational Commitment, which has three sub variables: Affective, Continuance, and Normative. Data will be gathered using a questionnaire by 150 IT experts in Chennai for this descriptive investigation. This study will employ the structural equation modeling (SEM) approach with Smart PLS for analysis. We concluded from the outcomes of this study that there is a positive link and a substantial in the management of human resources Methods and Organizational Dedication of IT personnel in Chennai City.

Key Words: HRM Practices, Organizational Commitment, Organizational Dedication, IT professionals

Introduction:

The HR management is characterised as "a systematic and unified approach to the management of an organization's most precious assets-the people who work there and contribute individually and collectively to the fulfilment of its goals" by the authors. An HRM function is one that aids in the recruitment, selection, training, and development of employees within an organisation, as stated by Ashwatappa (2008). People who work for an organisation in return for a salary and other advantages are referred to as human resources (Denisi and Griffin, 2001).

In the words of Jaskyte and Lee (2009), employee commitment may be defined emotionally attachment to the goals of a company of an individual, values and mission. According to many research, commitment is defined an employee's level of dedication to their employer's interests (Agho et al., 1992; Northcraft and Neale, 1996). Porter et al. (1974) Dr.C.Kathiravan Dr.M.Manivannan, (2019) "the strength of an individual's identification and participation in a given organisation" was defined as "organisational commitment."

Commitment, In O'Reilly and Chatman (1986), Chandramouli & Kathiravan, (2019) psychological factors are included. bond that exists between a worker and their employer. "Employee commitment" may be defined an employee's sense of belonging to their employer, which in turn fosters a positive work environment (Wang, 2007). Proper HRM practises have a positive impact on employee outcomes such a job satisfaction and organisational engagement; conversely bad HRM practises raise workers' desire to leave the company (Davidson and Griffin, 2006).

Review of Literature;

Researchers from the Libyan oil and gas sector surveyed 331 employees to examine the relationship between HRM procedures and employee commitment. **Al Adresi and Darun (2017)** the data was analysed using SEM and the findings revealed that providing employees with adequate training and fair compensation might help them feel more engaged at work. Workplace stability and a good work environment have also been shown to increase employee commitment.

Nassar (2017) sought to conduct a research among Egyptian hotel staff. PLS-SEM was used to analyse the data gathered from 257 respondents. According to the findings, training and development methods were the most important contributors to emotional commitment, followed by performance assessment systems, recruiting policies, and remuneration practises. Communication methods were the most important aspect in maintaining commitment, followed by recruiting procedures. According to the overall findings, HRM procedures in the Egyptian hotel business have a greater influence on affective commitment than on continuation commitment.

Kloutsiniotis and Mihail (2017) studied the association amid very effective workplace setups and affective commitment in 296 doctors and nurses. The findings revealed a substantial association amid very effective workplace setups and employee emotional commitment.

In Malaysia, **Bashir (2015)** looked at a link between five training qualities and academic staff commitment. No correlation was found between any training-related elements and the other two types of commitment (continuation commitment or affective/normative), according to the study's findings. Affective commitment was shown to be most strongly influenced by support from co-workers, followed by the availability of training, but normative commitment was found to be most strongly influenced by the availability of training.

3. HRM and OC

3.1 Design of Research:

Study adopts a research designed that is influenced by the investigation's objectives and the emphasis of the conclusion. The inquiry is carried out by the researcher utilising a descriptive research design. A descriptive research study tries to characterise an individual's or group's qualities and characteristics. The research design illustrates the existing situation.

The study looks at IT professionals' HRM practises and organisational commitment, with a focus on one IT business in

Hyderabad, Chennai. The research looks at the present state of HRM practises and organisational commitment among IT professionals.

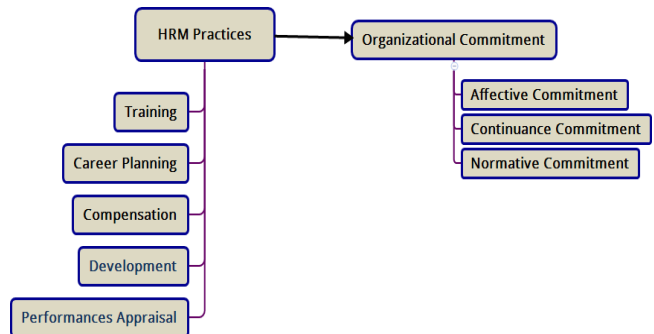


Figure 1: Framework of the research

Objectives of the Study:

- To investigate the financial planning of IT professionals in Chennai.
- To learn about the differences in attitudes regarding Human Resource Management Methods and Organizational Dedication among IT Professionals in Chennai.
- To create a model that captures Human Resource Management Methods and Organizational Dedication among Chennai IT professionals.

Hypotheses of the Study:

- With regard to demographic profile, there is no substantial variation in HRM Practices of IT Professionals personnel in Chennai.
- With regard to demographic profile, there is no substantial variation in organizational commitment among IT Professionals personnel in Chennai.
- Human Resource Management Methods and Organizational Dedication have little effect.

Data Collection:

The researcher used a well-structured questionnaire to obtain primary data from IT professionals' workers. The questionnaire is broken into three pieces, the first of which provides the personnel's demographic profile. The second portion examines

Human Resource Management Practices, while the third section discusses Organizational Commitment.

Reliability Analysis:

Furthermore, reliability analysis was done to establish the dependability of the aforementioned elements. The dependability range of 0.81 to 0.86, which fulfils Cronbach's alpha, should be at least 0.70 to be considered adequate.

S.No.	Variable	Item	Cronbach's Alpha
I	HRM Practices	20	0.81
II	Organizational Commitment	37	0.86

3.3 Sampling Technique:

The sample process probability model was used in the investigation. A simple random sample was used to select the recipient of the questionnaire. This data gathering approach is simple and inexpensive. The method used equal opportunity to identify qualified IT women experts through introduction. This inspection technique was created expressly for this study to ensure the presence of IT personnel.

3.4 Sample Size:

170 questionnaires were distributed in total. There were 158 questionnaires returned. Twelve surveys were not returned. 150 of the 158 questionnaires submitted were eligible, with the remaining 8 having faults. As a result, the sample strength was 150.

4. Data Analysis:

Path analysis is used to identify the independent factors that influence the dependent variable. In this method, HRM Practices is handled as an independent variable. Organizational Commitment is a variable that is affected by other factors.

5. RESEARCH METHODOLOGY OF PLS

There were two methods used to collect data: a questionnaire and a random sampling. A total of 150 out of 170 IT workers in Chennai replied to the poll. Smart PLS was utilised to analyse the data gathered from the survey respondents using structural equation modelling (SEM).

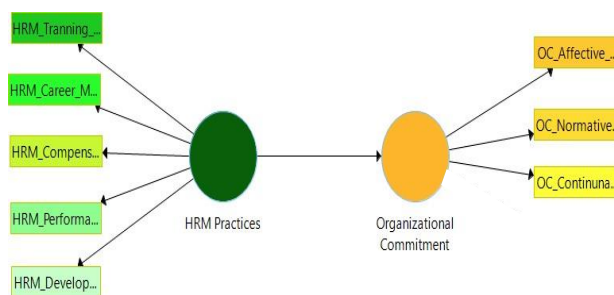
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SPSS software was used to conduct Cronbach's Alpha reliability analysis and factor analysis.. The convergence and discriminatory validity of the measurement model and structural models were checked and confirmed in real time using the Smart PLS technique (Ringle et al., 2015). Cronbach's Alpha was used to examine the questionnaire's subfactors for reliability. The questionnaire was determined to be trustworthy with a reliability coefficient of 0.89. Company for Hair Styling (2010).

Measurement and structural models were tested using the Smart PLS software. Organizational Commitment based on IT Professionals is taken into account in the current study, which also considers HRM Methods and Organizational Dedication.

The independent variables are HRM Practices, and the sub variables are as follows: Training, development, career planning, compensation, and performance evaluation are all part of the job. Organizational Commitment is the dependent variable, and its sub variables are Affective, Continuance, and Normative.

PLS's foundation of principal component analysis, which is used to explain changes in the model's constructs (Chin, 1998). PLS, according to Chin, Marcolin, and Newsted (2003), is an effective analytical approach for reducing error. The PLS model investigation was divided into two sections. Initially, a measurement model was examined, and then a structural model was reviewed. Figure 1 depicts the structural model. Path coefficients between components are estimated and analysed to evaluate the structural model. Suppressed construct relationships are defined by the structural model. The model's predictive power is measured by its path coefficients.



Model of Structural

6. HRM AND OC OF RESULTS AND DISCUSSIONS

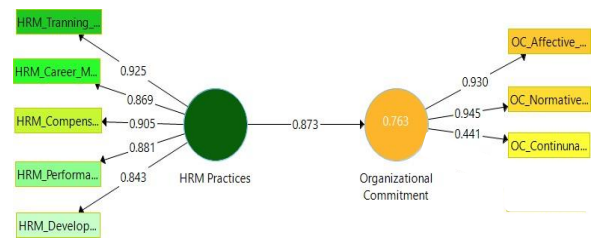
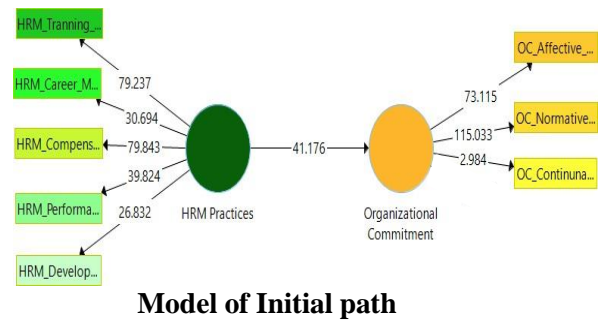
6.1 Measurement Model

Smart PLS 2.0.M3 was used by the researchers to put the model to the test. In 2005, Tenenhaus et al. (2005) suggested three measures to characterise the model's overall quality: Structural regression equations are used in the structural model on three levels: first, measurement, and second, structural model. It is possible to evaluate the sub-factor reliability and convergent and discriminate validity of construction measurements by following the progression of the scale.

Smart PLS analyses and assesses the validity and reliability of the measurement module at the first level. Smart PLS software was used to examine the reliability of individual sub- factors based on the identical factor loadings. The lowest factor loading for sub-factors was set at 0.45, as recommended by Comrey (1973). Hulland (1999) advocated subfactor loading measures of larger than 0.50 as acceptable in this study. Removed dimension sub-factors that accounted for the least funding of the latent components improved fit. The final route model, which will be used for future research, represents the results after dropouts.

6.2 Reliability:

The internal consistency of the measurement model was evaluated using Cronbach's alpha and composite reliability. Construct dependability and inner consistency were evaluated by using composite reliability. Composite reliability, rather simply Cronbach's Alfa, was more appropriate in PLS-SEM since it didn't presume that all indications were equally consistent, as stated by Hair et al. (2011). According to Gefen, Straub, and Boudreau (2000), a composite reliability cut-off value of 0.7 is required, and the lowest score for Cronbach's Alfa should be more than 0.6. (Hair et al., 2010). Cronbach's alpha, factor loadings, and composite reliability are shown in Table 1. In accordance with Table 1, Cronbach's alpha is higher than 0.702, and the overall dependability score is higher than 0.768. As a result, the model's dependability and trustworthiness may be praised.



The Factor loading for a indicators of latent constructs

S.No	Factors	Cronbach's alpha	Composite reliability	AVE
1	HRM Practices	0.891	0.918	0.764
2	Organizational Commitment	0.815	0.855	0.643

6.3 Discriminant:

A construct's discriminant validity, according to Hulland (1999), is the degree to which it varies from the model's other constructs. There should be no overlap between the sub-factors that make up any model build. There are a number of relationships that may be drawn between these numbers in Table 2. By showing that their requirements for diagonal lines are larger than their columns and another rows, when claim that discriminant validity may be demonstrated.

Discriminant Validity Results

Factors	HRM Practices	Organizational Commitment
HRM Practices	0.855	
Organizational Commitment	0.843	0.811

6.4 Analysis of Structural Model

The structural model created throughout the experiment was examined using Smart PLS software. There are route coefficients for R-square, independent variable, and dependent variable to assess correlation strength. A bootstrap resampling approach (Efron and Tibshirani, 1993) was used to examine structural model pathways using 50 samples. As far as statistical significance goes, the p 0.05 threshold is adopted. Since both constructions have equal factor estimates, this is reflected in the t-value. Table 3 summarises the structural model's results.

Path Coefficients along with their bootstrap values and 'T' Values

Factors	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics	Supported	Significance values
HRM Practices -> Organizational Commitment	0.863	0.856	0.020	41.686	Yes	p<0.01 0.000*

i. The association between Human Resource Management Methods and Organizational Dedication was supported and significant with the original sample (β) = 0.863, statistics (t) = 41.686, and significant value (p) 0.01 indicating that Organizational Commitment has a direct and positive impact on HRM Practices.

HRM Practices for OHS result in 41.686 increases in Organizational Commitment, the highest impact Human Resource Management Methods and Organizational Dedication was supported and significant, according to the findings. An increase in OHS Organizational Commitment leads to an

increase in HRM Practices of 0.863, the highest impact Human Resource Management Methods and Organizational Dedication was supported and significant.

7. SUGGESTIONS:

- Human resource management (HRM) is a specific functional area of a business that develops policies and procedures to improve employee job satisfaction. HR procedures are critical in boosting staff efficiency in order to meet business goals.
- Employees continue to be members of the organization in order to retain favorable working conditions, monetary and other rewards, and the benefits provided by the existing organization. Employees with a greater level of long-term commitment will remain with a business until they discover a better suitable opportunity elsewhere..

8. CONCLUSION:

The findings of this study represent a novel attempt to investigate an evident yet overlooked link: there is a positive association between HR Management Methods and Organizational Dedication among Chennai IT Professionals. According to Stone (1998), the IT of country's economic development is dependent on the success of the country's industry, and HRM is defined as the effective use of personnel in attaining organisational goals and meeting employee requirements. Employee outcomes such as work satisfaction and organisational engagement are favourably influenced by proper HRM practise implementation, whereas poor HRM practises increase employees' desire to quit.

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