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## A Study of Essential's of Human Resource Management in Small Organization in Kolhapur District

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**Abstract:** *As per need of human being motivation, appreciation & self actualization. HRM is fully responsible for taking the benefits of the capabilities and abilities of the employees and placing the right employees in the right job positions. HRM Department is essential for every small business which is ensure that employees are happy and comfortable working in an organization. As per HRM skills every small organization can use various activities like training & development, recruitment and selection, performance appraisal system, wage & salary administration etc, The legislation impact all aspects of the employee relationships from hiring, safety, benefit administration and through termination. If HR maintain employee relationship, it minimizes the organization's exposure and unfair employment practices which converted into large organization. In this situation HRM help the small organization to achieve high performance, morale and satisfaction levels throughout the workforce.*

*This paper object is every small organization in Kolhapur district which use the HRM activity is more beneficial for company as well as employees because when employee is satisfied and comfortably working in the organization then company's productivity will be highly increased which is better for Indian Economy.*

**Keywords:** *HRM, Small organization, Employee relationships, Productivity, Indian Economy*

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### 1. INTRODUCTION

Human resources Management is one of the key elements in the co-ordination and management of work in the Organization & it represents the personnel management and industrial relations which is better for every organization. Without human resources, small or large organization can't achieve its goals so all the resources in organization, human resource is the most important because it can bring great success to the organization. HRM applying to the policies and practices one needs to carry out the people and it is a process consisting of which make the human resource satisfied and motivated to their works.

Kolhapur is well known Historical as well as Industrial city in today's world. In Kolhapur District have Maharashtra Industrial Development Corporation located in Kagal, Gokul Shirgaon and Shirol which is more than 500 hundred industries including large and small. According to research topic small industries in Kolhapur district Kagal MIDC – More than 100 approximately, Shirol MIDC – More than 120 & Gokul Shirgaon MIDC – More than 200 approximately. So many small companies in Kolhapur district are not applying HRM activity. HRM Department is essentials for small business because when employee is satisfied and comfortably working in the organization then productivity will be increased. Small companies should apply Provident Fund and Insurance facilities for employee which is ensure that highly maintained relationship between employee and employer.

### 2. OBJECT OF THE STUDY

As per object of the study is every small organization in Kolhapur district which use the HRM activity is more beneficial for company as well as employees because when employee is satisfied and comfortably working in the organization then company's productivity will be highly increased which is better for Indian Economy.

To ensure respect for human beings, identify and satisfy the needs of individuals, to achieve and maintain high morale among employees and to develop and maintain a quality of work life.

### 3. THE SAMPLING METHOD FOR STUDY OF SMALL ORGANIZATION SECTOR

As per study of small organization 20 samples of taken which is not applying HRM activity in small organization / business in Kolhapur District. The details are as follows:

Sr. No.	Name of the Company	Location	HRM Activity
1	Shree Enterprises	Gokul Shirgaon, Kop.	Not available
2	Maresh Engineering Services	Kolhapur	Not available
3	Jai Industries	Shiroli, Kolhapur	Not available
4	Ravi Industries	Shiroli, Kolhapur	Not available
5	Shakti Industries	Shiroli, Kolhapur	Not available
6	Sameer Casting	Gokul Shirgaon, Kop.	Not available
7	Hitech power system	Shiroli, Kolhapur	Not available
8	Shree Bharat Cement Pipe Co.	Shiroli, Kolhapur	Not available
9	Varsha Industries	Shiroli, Kolhapur	Not available
10	Maruti Products	Gokul Shirgaon, Kop	Not available
11	VRL Logistics Ltd.,	Kagal, Kolhapur	Not available
12	V. K. Engineering	Kagal, Kolhapur	Not available
13	Mirasha Shapers Pvt. Ltd.	Kagal, Kolhapur	Not available
14	Sheetal Enterprises	Gokul Shirgaon, Kop	Not available
15	Sudeep Engineers	Gokul Shirgaon, Kop	Not available
16	Balaji Industries	Gokul Shirgaon, Kop	Not available
17	Swastic Industries	Shiroli, Kolhapur	Not available
18	Universal Industries	Shiroli, Kolhapur	Not available
19	Caspro Metal	Shiroli, Kolhapur	Not available
20	Trio Enterprises	Shiroli, Kolhapur	Not available

As per study Human Resource Management bridges communication gaps between company management and employees and offers employees the opportunity to release their frustrations with the company. If small organization does not implement human resources, then it must develop a program to effectively communicate and listen to employee things. If employees become frustrated or dissatisfied with the company then production can be decreased. In addition, poor employee relations due to a lack of human resources can cause prospective employees to leave the job. **If Money spent on human resources, such as employee programs and services, then productivity result should be improved.**

### 4. PROBLEM FACED BY INDUSTRIES DUE TO LACK OF HRM

- **Lack of Recruitment Process** – Recruitment is major problem faced by small industries in Kolhapur District. Proper recruitment is necessary for small organization because with the help of recruitment right person can choose right job. Recruitment through every employee clears his job profile & specification.
- **Lack of motivation** – Due to small organization many industries does not consider employees work so that employee will not be motivated in their work. lack of motivation leads to an increase in staff turnover and affect of productivity. Small organization can losing customers because the service is poor & this can affect for beginning of death of the organization.
- **Low Productivity** – Due to lack of HRM Productivity will be definitely decreased because it does not maintain properly specification of the management. When employee is satisfy working in the small organization then productivity will be definitely increased.

- **Affect to maintain Industrial relation** – It is another major problem to affect maintain industrial relation due to lack of HRM. Every small organization maintain his Industrial relation through Human Resource Management Department. As owner of organization a need for employees who make to provide a service consumers. The relationships you maintain with your employees will impact your ability to maintain an essential ingredient for economic stability.
- **Shortage of Skilled employees** – Due to lack of Human Resource Management small organization can always shortage of skilled of employees. Due to lack of skilled employees small organization cannot maintain his productivity and market status.
- **Lack of Product Quality & Services** – If employee is not satisfy and comfortably working in the organization then it can affect to the product quality. Product quality and services is a backbone of every small organization. Product quality and services to the customers maintained and depend upon to Human resource management.

## 5. NECESSITIES OF HRM IN SMALL BUSINESS

As per study of HRM is necessary for small organization because without HRM cannot develop Employees performance and organizational productivity, hence employees are a part of delivery of the product and service of any business. here strong human resource not only can a understanding be a unique source of sustained competitive advantage, but motivation, well recruitment & selection, policy implementation, performance management and training & development can add beneficial to the small organization.



- **To follow the rules & regulation :**  
HRM can help to follow the rules and regulation and maintained discipline in the organization and to help improve the employee & employer relationship. As per study HR planning help to maintain employee relation.
- **Benefits for Administration:**  
Human resource management can help to improve organizational performance. After applying of all necessary HRM activities organization can improves productivity as well as employee relationship and this can help to better for administration.
- **Employee Training & Development:** Training and development is important aspect in any organization, but small organization may be surprised to find that it can be more critical for them. HR management can benefit a small business not only by providing training for employees but by being aware of the many no-cost/low options that may be available and this can help to improve the productivity.
- **Performance appraisal and reward for employees :**  
when employee is satisfied and comfortably working in the organization then he can spend more time to improve the productivity, small organization must have to appraise their performance and reward for their better performance. HRM can help to motivate employees through the performance appraisal and reward system.

- **Utilization and maintenance:** HRM can help to use utilization of all manpower in the small organization for improve the productivity and also help to maintain all specifications in the employees performance relationship between employee and employer.
- **Employee relation:** Employee relations refer to the relationship between an employee with his manager and other colleagues. As per study Small organization recognize the need to maintain healthy employee relationships as it directly affects the performance and motivation of employees. It is the responsibility of the Human resource department to prevent any tensions among employees.

## 6. PRODUCTIVITY STATUS AFTER APPLYING HRM

After applying HRM activity Small organization has been maintained performance appraisal system, recruitment and selection programs, training and development procedure, employee relationship, motivation to the employees, smart rewards for better achievements etc. these are helps to development of the small organization and increase the productivity status. After applying HRM company can help to determine way for growing the productivity.

## 7. RESULT & CONCLUSION

As per study HRM specification and Employee skills and knowledge must be continuously updated to maintain productivity and effective communications and feedback reduce errors and frustration in the organization. HRM can help Providing the right information improves decision-making, to maintain employee relationship, less absenteeism and labor turnover and help to increase the productivity which is **beneficial for Indian Economy**. As per study Every Small organization can apply the HRM activity because when employee is satisfied and comfortably working in the organization then productivity will be definitely increased. It can also help to Support for innovation can dramatically increase the productivity.

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