

A Comprehensive Study of ‘People Productivity’ in Human Resource Management

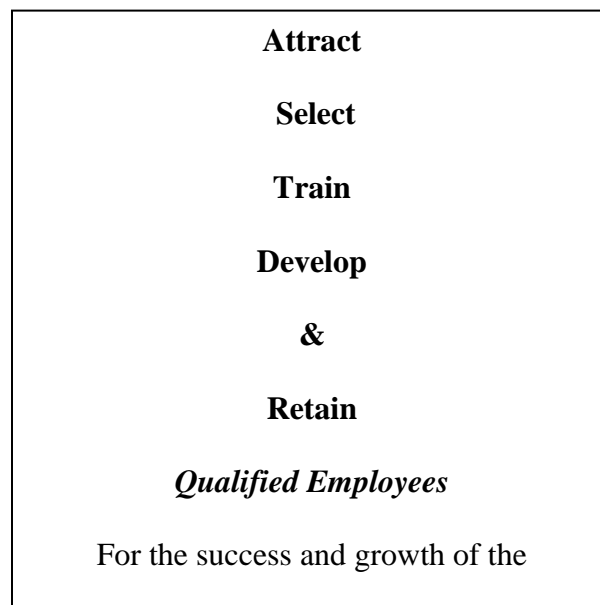
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INTRODUCTION

Management starts with ‘Man’, the most important factor in an organization and the reason of very existence of all the things on earth. Man, who is the creator, implementer and destroyer of the things, situations and the environment. From the perspective of human resource management, man is that who does all the activities of the organization and Human Resource Management is considered as the central subsystem of an organization, which runs all the other departments by supplying them manpower.

Organizations have a common point of view about human beings who are being employees of them. There is a simple process of HRM, which starts from recruitment to retention of the human resources in an organization. But who should be recruited and retained. Following process will give an idea about this.



The above process stresses on the very importance of qualified employees, this is the very first requirement for the productivity. These are the real assets of organization, breaking the older approach of personnel management employees are treated as assets of the organization rather than a tool of production.

CONCEPT OF PRODUCTIVITY

According to *oxford dictionary* **Productivity** is the rate at which a worker, a company or a country produces goods, and the amount produced, compared with how much time, work and money is needed to produce them.

Productivity has two major components, *technological change* and *manpower utilization*. As technological change requires huge capital investment, organizations look for better manpower utilization to achieve increased productivity. With better human relations productivity can be increased. And there is no simple formula of getting the things done other than good human relations. Sometimes this can be stated that better relations can make an environment of productivity and that productivity if fairly and promptly rewarded, it makes very good human relations, which can work for a long time in the growth and success of the organization.

Today, this is the time when there are two things, which are very common in businesses, first is rapid growth and expansion and second is stiff competition both require efficient and highly productive human resources. To expand the business one must have all the things concerned with human beings that vision, zeal to learn and do, result oriented approach and habit of continuous improvement. There is no line where we can say that the best of our productivity has come. The best is always still to come and employees and their management always work for the same.

FACTORS TO INCREASE PRODUCTIVITY

FACTORS	AFFECTS ON HR PRODUCTIVITY
Resources and Environment	More the resources more the Productivity
Growth	Chances of Growth open the ways to be more productive
Rewards	Rewards motivate HR to be productive.

Table-1.2

Resources are those like earlier discussed as technical resources, however in broad term whatever tangible is required to work efficiently is counted in the resources and these are very important for the productivity in the organization. Adequate resources always take comfortability in the mind of employee and the productivity can be increased. Resources should always be there whenever they are required. In the case of resources organizations can consider physical resources like new technology in the organization for production; good infrastructure facilities well furnished offices and other facilities as per the choice of employees. When organizations spend a lot of money on these resources they also want a great response from their employees. These also put a pressure on the employees for productivity. In such a case good employees can be recognized who will do their best to cope with the willingness of their organization.

Improvement in the environment is also a factor, which is concerned with the Relations with Human resources in an organization. An environment should be created to get the best from employees. In this the behavior of all concerned human beings matter a lot. How the superiors behave, what is the commitment of subordinates and all type of workers in the organization? How the top management is appreciating increased productivity of the employees. Sometimes resources can not do that can be done by a good environment, so an environment should be developed in the organization in order to get the continuous improvement in the productivity of people.

Building Environment with the help of Values:

We have some values in the organization if these are developed well then an environment can be created for productivity. A list of such values is given below in order to provide a

comprehensive look on them. These values not only create good atmosphere for employees but as well as a feeling of honor and belongingness to the organization. Some of these values are as under:

Commitment	Truthfulness	Loyalty
Discipline	Challenge	Love
Priority to Common Interest	Competition	Integration
Honesty	Result Orientation	Innovation
Fairness	Continuous Improvement	Positive Attitude

However the list is very big, but the above are those essential values, which must always must be there in order to get better productivity.

Growth is another aspect, which is also of vital importance for productivity. When chances of growth will be there than more and more opportunities will be there with the employees to improve their designation and they will be having a new playground to show their potential due to this they work with a great zeal. Business growth is not a one day game it is a long-term phenomenon but this is very useful for loyal and the regular employees. The growth and expansion of the organization must be communicated to them. Connecting HR with growth of the business whether through expansion of units or in any other form is very effective tool of enhancing productivity of them. The growth may provide following rewards to the employees, which are really the forces of better performance and productivity:

1. *Promotion in another unit.*
2. *Promotion in the same Unit, due to the transfer of seniors.*
3. *Increase in the compensation or other rewards.*
4. *Increase in the social status due to being connected with growing organization.*
5. *New opportunities to apply skills and experience.*

Where growth is less, opportunities are limited there and the productivity of the workers can be increased but it has quite narrow scope of increment. Growth does not mean

increase in the workload but it is that power which put a fire in the qualified and dedicated workers and a wonderful improvement in the productivity can be enjoyed.

At last but the most important point comes for productivity improvement that is rewards. Compensation is one of the most important topics of discussion in human resource management. Here in the case of productivity pay for performance will firstly work, which means more the work of more the productivity more the rewards or pay will be given to the employees. Second aspect is the compensation package being given to the employees that is the combination of various benefits.

According to Richard I Henderson the rewards can be divided in two parts first is Compensatory, which are having some monetary or non-monetary benefits. Second is on compensatory benefits. These do not provide any tangible benefits neither monetary or nor monetary but these are the good environment to work, adequate resources to complete the project or assignment in time, chances of growth and learning, good relations and environment made with strong values.

The above analysis is for the purpose to improve the productivity of the employees and in this case there are mainly three implications with the rewards for better productivity of an employee:

1. *The reward should have some value for the employee.*
2. *Productivity should be judged fairly.*
3. *Prompt decision and payment or delivery of the reward.*

Rewards are of many types so that the values of different rewards are different for different type of people. The reward must be given whatever is liked by the person who is receiving it; this will result in better productivity in future. The judgment and appraisal of productivity should be fair and the workers should be rewarded promptly without any delay for great motivation.

CONCLUSION

The biggest room in the world is the room for improvement. Productivity is one's output from the given resources. Productivity is mainly considered for the front line employees

or workers. If the above guidelines of all three major points are followed effectively in the organization one can claim for better productivity of people in the organization.

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