

## **Descriptive Evaluation of HRM Practices of the Organisation and Its Relation with Culture of Organisation**

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### **ABSTRACT**

HRM is known for its integrated and interconnected approach for managing the human resources in any organisation so that it can be made possible to make valuation of the most important as well as crucial asset of any organisation which is commonly known as the people working in the organisation. It is a well-known fact that human resource is treated and accepted as the most important and crucial asset for the company because this human asset with all of its efforts jointly helps organisation to achieve its objective which it has set out for its future. This human resource management is not a kind of an ordinary work of the whole management but the scope of it is very large and enhanced. The all theories developed over a period of time for the management of human resource has not taken place and developed in any single day. It has taken a lot of years to come into existence. As far as the traditional approach is concerned human resource is treated as management of all human beings which in its general meaning means management of the people in any organisation. By and large every organisation has two different kinds of assets which we segregate into tangible and intangible. The tangible assets may include various kind of activities which are existing and can be seen such as their plant and machineries, land or building or machineries or other similar assets. The other one is known as intangible asset which cannot be seen by naked eyes such as goodwill or copyright and others. Every kind of this asset has their equal value and keeps a similar place in the balance sheet of the company. However we do not assign any value to our important asset which is human resource which is undoubtedly very disappointing. As far as the concept of human resource management is concerned it makes a disclosure of all those activities which are described or included into it and it also gives us a framework or a criterion for the purpose of making a valuation of management of human resource and the entire human resource mechanism. It gives us various descriptions of different kind of the models we uses for human resource management including its various objectives and features which remains continue with analysis of various kinds of the reservations about management of resources of human nature and undoubtedly also gives us an help in making an establishment of existing relationship in management of human resource as well as original management with complete conclusion on its impact not only on the performance but the organisation culture of the entity. In establishing the culture of corporate and the overall business environment for the purpose of supporting customer satisfaction with the help of increase in globalisation and overall development of organisation within the ambit of Technology making quality maintenance is undoubtedly becomes a primary importance for every kind of the company especially when a larger portion of overall revenue of the company comes in the form of exports and this is the reason why the all professionals belonging to the human resource are nowadays becoming the partners in the strategic management and direction of organisation. They gives an encouragement for the best way to develop the overall quality of overall culture of human resource in any organisation so that the objective of achievement of highest level of customer satisfaction can be achieved which perhaps the real measurement method for any of the organisation as far as their performance is concerned this should be well developed by the company.

**Keywords:** Management, Human, Culture, Organisation, Valuation, Financial, Performance

### **INTRODUCTION**

The management of human resource is an expansion of the larger portion of management as they are the real managers who manages the organisation. It may include various functions as well as the different principles which we use is to conduct various trainings making developments as well as creating and generalising in generation of composition for which we are there to have providing trainings as well as making developments and generating a lot of compensation for different kind of the employees working in the organisation. The Institute of chartered accountants of India as well as the other organisations of International Community in accounting has given a very thoughtful effort. The purpose of making introduction of different kinds of pronouncements as well as standards for the purpose of maintaining and uniformity and consistency level for recognising the human resource in any organisation as well as to make their valuation and disclosure in the financial statements. This will help in finding out the real value of the human resource from the financial position aspect. The proper rational behind making all these standards as well as pronouncements

and efforts is to make a recognition to the management of human resource so that organisations in today's world must give proper importance to these human assets so that they can get the real value not only in terms of recognition but also in terms of money in the financial statements. This will undoubtedly help the organisation in achieving their objectives. No doubt the employees or managers or the worker are the most crucial asset for any of the organisation which does not exist anywhere in the records of the organisation. In the traditional methodology for making the measurement of business the overall importance of success of any business is given to the production as well as sales or marketing department but perhaps the scenario is changing. Another human resource is also feels need for recognising in the financials of the entity. As far as service industry is concerned like hospitality or medical or education the human asset is the major or the only element of their entire process of providing the services. This human resource is a complete set of activities and programmes as well as the functions which are arranged in a manner so that organisation can secure optimum efficiency levels and not the effectiveness found in their working but also their whole organisation. This management of human resource undoubtedly helps us in supporting various strategies which are completely aimed in supporting various factors which are requiring for making improvement in the effectiveness of organisation by making development of various policies in the different areas such as improvement in the knowledge. Management of the talent and creation of level of excellence in the every part of organisation. A very well-known fact we observed is that those employees were highly dissatisfied is perhaps the biggest threat or fear for future existence of any organisation that is why it is expected by employees that proper opportunities for the growth not in terms of their career but in terms of their personal relationships shall be developed through various techniques of promotions and job rotations along with the proper reward such as incrementing their salary and providing them bonus and other monetary benefits such as travel, coupons, leaves and medical facilities. In case there exist a proper appraisal system in any organisation that point to be the basic backbone of any organisation its success and growth of the career but at the same time a proper training system is also a need to develop the human resource so the requirement of organisation as well as the future needs in any organisation can be obtained for above all skills which is requiring in the long term.

#### **OBJECTIVE OF STUDY**

In today's information system world the use of information technologies is very important essential as well as diversified it has come out from the system based back office to the last user of the entire system the entire competitive market position Is becoming an industrial economical part of entire economical system. The practises of human resource in today's corporate world as well as in this current corporate era has undoubtedly gained a lot of importance because companies has started making and giving proper value to their human resource as they are recognising it as the most important factor for their business one of the primary or major objective which are followed by the organisation is to find out the practises which corporates use to follow in their human resources may include recruitment as well as selection and making a development of their career planning along with making an appraisal of performance of training and development needs so that employees can be retained the other secondary objectives may include:

1. To study the practises of human resources of different companies.
2. To conduct an analysis of practises of human resource of different companies which has been selected for purpose of the study.
3. To make Study of different perceptions and attitudes of employees who becomes the part of human resource practises.
4. To make proper investigation of different practises of human resource which could have an impact Overall performance of the organisation.

#### **REVIEW OF LITERATURE**

**Chandra Raj shekhar (2017)** They made or undertaken a survey which was letting to the study of the culture of the organisation and the various positive as well as the possible aspects relating to the motivation of employees various sectors of the manufacturing may have a support the manufacturing area in their study they had made a use of nine factor technique for conducting the study and the results undoubtedly has shown or revealed that in a subcultural factor of production every kind of the worker has no potential as compared to the non-productive workers at the same time the workers Engage in the production work has some kind of motivational aspect of potential make sure decreasing trend as B increases the length of the time. Of their working the organisation the interesting factor which they find in their research is that subculture of any category of the production of the worker shows a very least level of potential motivation as a guest or compared to non-production workers irrespective to the fact whatever the nature or the size of the organisation culture the findings is also given various results which may motivate the subcultural reasons of the production workers has decreased with that decrease in the length of the time they spend in the organisation.

**Khalid and Khalid (2019)** They made a study of the public sector enterprises of Pakistan country and lets find out the reasons for declining in the overall performance with the help of 120 different respondents or managers working in various public organisations of the Lahore he made examination of practises of human resource and existence of their

relationship with the performance of employees. The basic objective for the purpose of conducting this kind of the study is to find out whether practises relating to the human resource leaves an impact or not on the performance of the organisation and the questionnaire which they used or made for operating the data was prepared on the 20 five different criteria using which they have collected the data and is applied correlation method of Pierson's and they also applied regulation test for the purpose of tests in the hypothesis. The findings of the study has undoubtedly given a lot of impact that practises of human resource leaves an impact on the performance of employees as well as of organisation and it is highly correlated for the purpose of getting a strategic objectives of the entity the researcher has also made suggestion that further research can be undertaken or conducted on making the various studies in other cities for the purpose of providing the results in a better way as far as various implications of practical nature is connected the researcher has made suggestion that various public enterprises must ensure Good level of participation of employees in policy and research decisions and an organisation shall also make sure that level of the satisfaction must be very high so that a suitable plan can be developed. Destiny has also been proposed that organisation which are working or operating in the countries which are developing may have or obtained a better level of performance from the employees if they use a started working for making development of human resource out of their own country with the best modern practises of human resource and strategy.

**Ali Hader Mohammad (2016)** The authors noted down that in the entire business world those organisations are doing or performing properly then it is because of they have developed human resource which has been developed in the business over a period of time consciously and that is the reason that it gives always a long term impact the researcher has clearly stated in his report that giving an emphasis on various kind of human resource is a part of overall planning of human resource and it can always act as one of the major source or a weapon in fighting the various tough obstacles arising in the competitive environment however this can be obtained or achieved when the planning for the human resource is consistent with the overall objectives of the organisation as well as their alignment with the internal policies which is fit to the flexibility through the different resources of human being it can be easily developed and can show the various or different kinds of the capabilities to enable the organisation for giving a quick response for changing the overall external environment as required.

**Janes O samwel (2018)** To make an overall examination of the requirement as well as the importance of planning of women resource in any organisation by the way of undertaking a study of various literature available on the planning system of human resource this paper has been prepared to meet analysis of the different kind of the literature which is easily available in relation to the human resource planning and the major focus of the paper was to objectives of different human resources relating to the planning and their importance of such planning on the overall performance of the organisation the results of their study has shown that there exist always a very significant and important relationship between the planning structure of the human resource and also the requirements of human being in any of the organisation as well as the performance of the organisation. They have also made a recommendation that any organisation should always have continued in practising as well as in maintaining the structure of human resource in an effective manner it is basically required for the purpose of development of fundamental rules for making achievement of overall objective of the organisation.

**Kumar kundu Balhan and Deviya (2010)** They've already taken a study for the purpose of making overall comparison of practises of human resources which exist in the 50 different kind of the international and Indian companies of insurance they have taken a sample of 2016 employees for making them respondent for the five different companies engage in insurance business. The beat collection of the data for the purpose of making the assessment of the system of management of human resource which are generally followed in the different kind of insurance companies the result has clearly shown that different kind of the insurance companies in India as such do not have a very different level of the diversity in their workforce also the overall composition level of the employees which they follow is very competitive and is completely based on the overall performance of all the employees this is perhaps not as per the practises of human resource at the international level and this is completely against the practises which are followed in the insurance market of International Nature it is very least interactive also because there are different kind of the issues Such as lacking in the diversity in the overall workforce some contemporary nature issues for example lacking in training and development as well as in lacking a proper process of selection and recruitment and also not making the socialisation of employees which create a barrier in the overall development of human resource in the insurance companies in India.

**Bordia S. Prashant (2018)** He was a graduate from South University and has undertaken a detailed study for the purpose of finding out the various differences the different level of perceptions of various different kind of employees for their management there is a very less category of number of employees who undoubtedly gives a lot of preference to their development of career but in all other cases their major focus is on overall development of the organisation as well as making their own development in person. They've taken a sample of 200 different respondents who are perhaps

working in the different organisation their studies also shown that employees working the different organisations are very attentive and focused for their work and also very loyal for their organisation if the organisation used to take care of their needs in a regular mode and used to treat them their family or part of their family then they can give proper performance they are too very attractive.

### RATIONAL OF STUDY

What are the factors which helps in developing success for any business? Now answer of this question is the people working in the organisation and the other resources such as capital or technology or process are just the supporting factors. Especially when we talk about the service industry the value of the people which are engaged in service industry is very high because as such there is no need of the capital or technology in those businesses. They hire of human being and along with the good valuation or remuneration they keep them motivated and are capable to retain their employees and value their human asset. If you talk about other industries apart from service industries perhaps the human asset is the most crucial and vital asset like any other property of intangible nature which they have in their organisation. Most of the employees including in the service industry helps in creating developing and making a focus on larger customer base and helps in development of short term value for achievement of their long run objectives. Undoubtedly the managers engaged or involved in the middle mind process also plays a very important role in developing or making improvements in the overall productivity of any organisation along with making an increment in productivity of workers working in the organisation. It helps as well as gives benefit not only to the business but also to the management in sorting out various problems or issues. That is why it is very well accepted that employees of any organisation are like DNA and blood which flow in the veins of organisation and gives a life support system to the company and helps in developing a skilled talent in the form of an advanced and competitive resource. Hence there is a need to make a valuation of such human resource for the purpose of success of the organisation and that is why it need to be evaluated with the greatest and deepest analytical techniques.

### HYPOTHESIS FOR THE STUDY

#### Null Hypothesis

<b>H<sub>0</sub>1</b>	There exist no significant impact of the perceptions and attitudes of employees on the practices of Human Resource followed in the organisation.
<b>H<sub>0</sub>2</b>	There exist no significant impact of the different practises of human resource which on Overall performance of the organisation.

#### Alternative Hypothesis

<b>H<sub>0</sub>1</b>	There exist significant impact of the perceptions and attitudes of employees on the practices of Human Resource followed in the organisation.
<b>H<sub>0</sub>2</b>	There exist significant impact of the different practises of human resource which on Overall performance of the organisation.

### RESEARCH METHODOLOGY

The entire research has been undertaken for the purpose of making the measurement of the variables which we have collected with the help of some questionnaire so that we can make an examination of existence of direct relationship between the different variables which we have taken for the purpose of our investigation and after that we have selected a sample randomly from the respondents and we have conducted an interview so that responses can be obtained directly from the respondents.

#### Source of Data

The study is primarily based on primary data this primary data has been collected with the help of various questionnaires from the various employees as well as from the different human resource personal with the help of a schedule of interview and then data has been collected from the employees or respondents in the format of their opinion. We have also collected secondary data through the companies which we have selected for the purpose of our study from their financial statements and other information as well various journals magazines or newspapers as well as other source has also been used for the purpose of collection of the data. As we said earlier that the primary data has been collected with the help of a well-structured questionnaire and the same has been distributed or administered on the respondents selected for the purpose of sample.

#### Sampling Technique

In the present study convenient sampling method has been found to be the most appropriate method for the purpose of conducting the sampling the total sample which we have taken in our study is again subdivided on the basis of job designation of the employees working in selected organisations.

**Sampling Design**

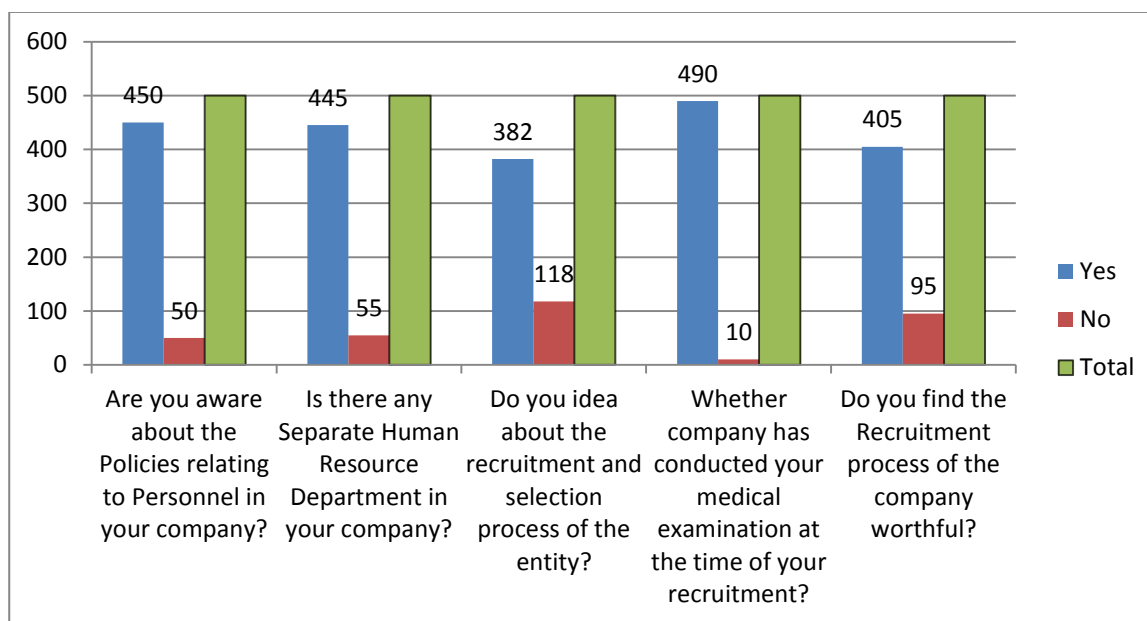
For the purpose of selection in our research a sample of 100 respondents has been selected from the different companies the total company selected are 5. These companies are selected from the different segments including hospitality sector, Automobile Sector, Information Technology sector, Education sector and Telecommunication sector. By this way the total sample size has become 500.

**RESULTS AND ANALYSIS**

The below table one is drafted to make an evaluation and analysis of different parameters which are related with the awareness of the respondents about the work they actually perform in their organisation from the below table we can observe that almost 95% of the respondents are very well aware or well words about the human resource policies which are used in their organisation. It has also been observed by researchers that respondents knows about existence of a different or a separate human resource department in their organisation perhaps they also very well known as far as the policies and practises followed by their organisation relating to the selection process and recruitment process this may enlarge the scope of knowledge level of respondents.

<b>Presentation of Data for Selection, and Recruitment along with Nature of Work</b>							
Sr. No.	Question asked in Questionnaire	Yes		No		Total	
		F	%	F	%	F	%
1	Do you about the policies your organisation follow regarding personnel in your company?	450	90%	50	10%	500	100%
2	Does your company follow any separate department structure for Human Resource?	445	89%	55	11%	500	100%
3	Is it known to you that what is the recruitment and selection process of your company?	382	77%	118	23%	500	100%
4	Does company provides for your medical examination at the time of recruitment and at various times in the year?	490	98%	10	2%	500	100%
5	Does the recruitment process of your company is worthful?	405	81%	95	19%	500	100%

In case of existence of the Medical examination at the time of recruitment and selection, there are only 2% (which is almost negligible) respondents who are not aware about this parameter. At the same time around 81% of the respondents found the Recruitment process worthful for them.



Other Benefits available to employees including Social Security

We have recorded the responses of the employees on various benefits relating to welfare of the employees such as welfare or promotions, in table no. 2. According to table given below we have observed that awareness of the employees regarding various benefits available to them such as remuneration, labour welfare benefits, social Security and other similar benefits, almost all the respondents has recorded the positive attribute towards it. In the same way a similar response has been recorded regarding payment of their benefits of employment as per terms and condition stated to them in their employment agreement. Also regarding the payment of the bonus to the employees, almost all the employees as accorded their approval and has given an affirmative response. However very disappointing results have been observed in other cases.

<b>Data Presentation of other Benefits available to employees including Social Security</b>							
Sr. No.	Question asked in Questionnaire	Yes		No		Total	
		F	%	F	%	F	%
1	Whether you have complete information about the various levels of the Remuneration, Conditions of the Service, Various Labour Benefits, and Social Security benefits given by the company.	500	100%	0	0%	500	100%
2	Whether your payment is in accordance with the terms of appointment?	500	100%	0	0%	500	100%
3	Whether payment is made to you on regular basis?	500	100%	0	0%	500	100%
4	Whether company gives you overtime allowance for any additional working hours?	460	92%	40	8%	500	100%
5	Whether company is making payment of Bonus on yearly basis?	500	100%	0	0%	500	100%
6	Does company gives you the loan facility in case of requirement?	480	96%	20	4%	500	100%
7	Whether any free or concessional education facility is available to your children from your employer?	475	95%	25	5%	500	100%

8	Whether company strictly follows its Promotion policy?	400	80%	100	20%	500	100%
9	Is there any element in work environment which could impact your health?	60	12%	440	88%	500	100%
10	Any Accommodation facility is provided to you by the company?	135	27%	365	73%	500	100%

### Testing of Hypothesis

<b>Testing of first of Hypothesis</b>	As evident from the above results that employees are self-motivated and educated to know their rights and they understand how their value shall be measured. Employees are getting aware that only salary and bonus is not the only sufficient consideration to make their valuation and hence the need to give more importance to Human Resource is becoming the path finder for the companies for their overall efficiency level improvement. Hence alternative hypothesis found to be true that there exist significant impact of the perceptions and attitudes of employees on the practices of Human Resource followed in the organisation.
<b>Testing of second of Hypothesis</b>	As evident from the above results that now a day's corporates making more concentration on the Development of the Human Resource. Companies need to look and give importance to this crucial area which have a greater focus requirement for the overall development. Hence alternative hypothesis found to be true that there exist significant impact of the different practises of human resource which on Overall performance of the organisation.

Analysis made on the basis above presented data indicates that corporates making more concentration on the Development of the Human Resource. It is also observed that employees are self-motivated and educated to know their rights and they understand how their value shall be measured. Employees are getting aware that only salary and bonus is not the only sufficient consideration to make their valuation and hence the need to give more importance to Human Resource is becoming the path finder for the companies for their overall efficiency level improvement.

### CONCLUSION

Whenever there exist any kind of a situation of attrition, companies used to face a continuous problem of attrition of their valuable employees. Here the concept of Management of human resource is of greatest importance. Undoubtedly it is the greater and wide scoped concept of career and human resource development. Undoubtedly the primary motive of this introduction of new shift on the management of human resource is to develop a line of management of human resource so that it can be motivated to hold. They are all important as well as valuable employees for a long. It is also intention of this new phenomenal structure just to make a reinvention of their career growth and career plans so that the employees can identify the objectives of their life along with their career growth. This will definitely help also in increasing the loyalty level of staff and the employees who still do not have the loyalty then such level of loyalty can be developed in them towards their organisation in the entire human resource management. Undoubtedly the human resource practitioners have a very significant rule especially when the matter comes to service industry. This is because in the service industry they actually understand how to manage their manpower in the best way as the manpower is the only resource in service industry. In the today's business world every organisation want to keep their strategies of business targeted towards their objectives by keeping in mind the opportunities as well as the threats which are faced by any organisation. Since the HR professionals are the strategist of human resource management of any organisation, they supposed to have a development and integration of an acceptable approach for making an organisation of all the resources including human power in the business. Also as the most innovative people, the human resource managers also supposed to make production as well as introduction of new resources for human being as well as to find out those procedures and processes which could be helpful in making increase in the overall effectiveness of the organisation. It is also expected from the companies to make motivation of their employees by making the best management of training of human resource and providing proper remuneration and a proper policy for development of such human resource. This will not increase only the level of efficiency of employees for their existing projects but also for their future or upcoming functions in the organisation. This will definitely help the organisations to set as single unit for all the resources of human being in an organisation. With a change in the levels of Technology a higher level of competence is also required among the employees of any organisation and there is also a need for all the employees to undergo in a psychological turbulence and psychological makeover which will help in introducing the new dimensions for finding out the different aspects of their human asset. With the greatest achievements of making goals of career in their coming future, they undoubtedly need a lot of information which will be definitely utilised for making betterment in achievement of objectives of organisation. With the proper idea of making a new learning on the higher segment side of

the entire value chain method of organisation the upgradation of employees to pose more challenges for all HR personals is very much required.

#### **LIMITATION OF THE STUDY**

There is no study in the world which can be conducted without any limitations because it is not possible for any researcher to cover each and every scope or area or aspect of the topic chosen by him for the purpose of study. Because of these limitations future researcher undertakes their study to cover those areas which are not covered in the present study but in a different perspective manner. Hence the limitation of any study helps future research to be undertaken the limitations of our study are as follows

1. Our study is limited up to 500 respondents only,
2. The total study is limited up to five selected companies,
3. Also we have selected the limited industries for the purpose of our study.
4. The analysis part has been undertaken with the help of statistical tools and statistical software's which also have their own limited scope.

#### **SCOPE FOR FURTHER RESEARCH**

- i. The future researchers can undertake Study in other areas also, which are not covered by the researcher in this study.
- ii. Further research can also be taken in any Comparative format for making You better analysis in the manufacturing sector.
- iii. Also the researchers in the future can undertake a comparative study of Indian and other international organisations management of human resource practises.

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