

SYNOPSIS

Title: ROLE OF HUMAN RESOURCE ROLE DURING THE RECESSION AMONG EMPLOYEE MANAGEMENT

ABSTRACT

The objectives of our research are to determine the management of Human resources in the recession period at the corporate level, to identify factors which affect Human resources in one way or other, to determine ways to cope with it and managing it in the superior manner, to make a safe workplace from the point of view of the job-security during recession. The population for the subject study is the employees working in the Corporate.

INTRODUCTION

Recessions are not sprints; they are endurance events. To find out how nonprofits are faring during the toughest recession in more than 30 years, in the surveying 100 nonprofit executives across the United States at six-month intervals since late 2008. As of October 2009, some 80 percent of our respondents had experienced funding cuts, and a full 93 percent said that they were feeling the effects of the downturn. Stuart Flagg, *Money* August 2008 said, So far this year, the word "recession" has been bandied about with alarming regularity. In fact it's running a close second to "inflation" for the most overused and least understood financial term of 2008. So what is a recession? Technically, an economy is in recession if it experiences two consecutive quarters of negative growth. By negative growth, I mean shrinkage. That's the technical term, but the word itself has a wider meaning — it generally refers to a downturn across a broad range of economic indicators like spending, business investment, a fall in demand and so on. However, a prolonged period of economic stagnation generally stops being referred to as a recession and becomes a depression. There is no official definition of recession, but there is general recognition that the term refers to a period of decline in economic activity. Very short periods of decline are not considered recessions. Most commentators and analysts use, as a practical definition of recession, two consecutive quarters of decline in a country's real (inflation adjusted) gross domestic product (GDP)—the value of all goods and services a country produces.

Most of us have an intuitive idea of what a recession entails - job losses, plant closures and tough times for families. But what exactly is a recession? There are a few similar, but not identical definitions. To learn what economists mean by a recession,

OBJECTIVE OF STUDY

The objective of research is to determine ways by which “Human Resources” can be managed in the recession period, to know about the effects of recession, to determine the most sensitive HR functions with respect to recession. A careful review of these questions areas led to the development of the following specific research objectives:

- To determine the perception and views of the employees.
- To determine how HRM can play an important role in coping with recession.
- To identify effects recession has left on the employees.

LIMITATIONS OF THE STUDY

Every coin has two sides in the same way while during our project analysis we also come across such things that created a problem for us. These are listed below:-

1. Sample Size:

Sometimes sample size taken for the study is not enough to carry out the analysis as the result may not be generalized for the whole population.

2. Time Factor:

To carry out the project more time is required so as to gather and compare data from every possible source because of less time the study has a limited scope

3. Geographical area covered in the survey can be limited.

4. Biasness on part of the respondents can be there. Most often respondents show biasness; in this case biasness can be shown on the part that their company HR policies are best in the phase of slowdown.

5. Many respondents wanted an additional aid to fill in response. So the information gathered may include some errors.

6. Most of the IT companies don't like to give their internal data like of salary cut downs, hiring processes etc as this will affect their reputation as their competition in IT.

SIGNIFICANCE OF THE STUDY

IT is a very dynamic industry and even after 20 years in India we do not have and standards for salary. The industry is not yet matured. Recruitment is totally depend on the need and if companies want resource then that time they are ready to pay anything just to attract the resource. During recession people with more pay are in problem. Increasing the living standard is easy but coming back is bit tough.

IT is the cornerstone of each sphere. Fluctuations are always a part of IT, so the cycle of ups and downs keep on moving. This time IT is in recession mode (due to rupee appreciation) and how it affects the various policies of HR in different sectors (IT sector) is the main significance of my study. As retention is always a challenge for HR managers. This study also lay emphasis on the attrition rate and other factors like salary cut down, hiring and firing etc.

FOCUS OF PROBLEM

The main focus of the problem is to know how HR deals with the IT slowdown i.e. during the recession mode is their any change in the HR policies of a company like in recruitment, attrition rate, salary packages, or is this slowdown affecting the motivation level of employees and hence effecting productivity.

RESEARCH METHODOLOGY

RESEARCH DESIGN

As the study is based on IT so the Analytical method will be best suited for this study. And the impact on HR is to found so for going into the detail of HR Descriptive should be followed.

Descriptive and Analytical survey method

UNIVERSE

The set of objects which has to be clarified before carrying out a study is known as Universe. It may be finite or infinite. In my research universe is finite & it will be in **IT INDUSTRY in India**

SAMPLE

This refers to the number of items to be selected from the universe to constitute the sample.

Sample:-TCS, HCL, INFOSYS

SAMPLING TECHNIQUE

Random Sampling

These sampling techniques will be applied to know about the views of different employees simultaneous; it will make the study easier the study is based on different sectors.

SAMPLING SIZE- 50 Respondents

SAMPLING UNIT- Single unit

COLLECTION OF DATA-

The data can be collected by two ways:-

PRIMARY SOURCE

SECONDARY SOURCE

PRIMARY DATA

The data collected for the first time by the researcher himself is called primary data. There are several methods of collecting primary data like questionnaire, Personal interviews etc.

The method adopted for the study will be:

- **Questionnaire**
- **Personal interviews**
- **e-mails**

SECONDARY DATA

The data already available is called secondary data. This data may be present in the form of journals, publishing's etc. under this report the information will be collected from different sources like:

- Internet
- Magazines
- Newspapers
- Company bulletins
- Journals
- Fact sheet
- books etc

CHAPTERISATION

Detailed/final Project Report will include the following chapters

CHAPTER –I

- Introduction
- Significance of the study
- Need of the study
- Objective and scope of study
- Methodology
- Limitations
- Scope

(Details of methodology used in studying and collecting the data and issue will be described)

CHAPTER –II

- Literature review
- Theoretical study

CHAPTER –III

- Industry & company profile

CHAPTER –IV

Analysis of the topic & Interpretation

(Descriptive work on the topic, this chapter will include analysis and interpretation of data tabulation and categorization)

CHAPTER –V

- Recommendation
- Bibliography
- Appendix

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ANNE WIL HARZING,

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