

CHALLENGES TAKEN FOR ORGANIZATIONAL PERFORMANCE INDICATORS IN AUTOMOBILE INDUSTRY: ROLE OF HIGH-PERFORMANCE WORK SYSTEM

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ABSTRACT

A high-performance work system could be increased customer satisfaction, reduced employee turnover, and excellent product quality. High productivity and efficiency are typically the results of a high-performance work system, and these results help to increase profit. These individuals' professional development and training programmes guarantee that they can carry out their present and future duties for the company. HRM also helps the compensation system contribute to great performance by motivating employees to pursue goals that advance the overarching mission of the company. This study aims to identify the High-Performance Work System and HR practices that are expressed and publically endorsed through organisational performance, taking into account the resources-based view. The study's research issue concerns whether the chosen organisations use HPWS components to their overall organisational success. The analysis programme is used to support the summative content analysis, the results of which are covered in the following.

Key words: *High Performance Work System, Organizational Performance and Automobile Industry.*

INTRODUCTION

The elements of an information system, incentive system, task design, personnel, and organisational structure all function together in a high-performance work system. The management of human resources is essential in supplying individuals who possess the necessary skills and equipment for their employment. These individuals' careers and training guarantee that they can carry out their present and future roles within the company. In order to motivate individuals and inspire them to work towards a goal that enhances the performance of the organisation, human resource management, or HRM, facilitates incentive systems for exceptional performances.

Additional benefits of a high-performance work environment could include reduced employee turnover, increased customer happiness, and high-quality products. High productivity and efficiency are typically the results of a high-performance work system, and these results help to generate significant profit.

Each worker's and team's results add to the system's overall excellent performance. The four components of the HPWS aid in the creation of novel goods and services. They are as,

- ❖ Opportunities
- ❖ Training and development
- ❖ Employee incentives
- ❖ Technology

STATEMENT OF THE PROBLEM

High performance work system has been one of the theoretical lenses through which critical strategy human resource management (SHRM) scholars have attempted to challenge taken-for-granted concepts effort to consolidate its significance the present paper identified three key themes in previous HPWS ability, motivation and opportunity informed organisational performance based on this review, the paper discusses what critical High performance work system and performance of organization from this collective understanding of automobile industry. The primary argument put forth links work transformations to organisational success, addresses improved workplace relations and employee interactions, and challenges the too optimistic view of high-performance work systems.

RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY

- To analysis high performance work system facilitate to improve productivity and efficiency in Automobile industry
- To identify the relationship between high performance work system and organizational performance in Automobile industry.

HYPOTHESIS OF THE STUDY

There is no significant relationship between respondents High Performance Work System and Organisational Performance.

SAMPLING TECHNIQUE AND SAMPLE SIZE

Respondents are chosen using the sampling approach under this strategy, which modified basic random sample methods. A total of 600 sample respondents are asked to take part in the research. 550 of the 600 sample respondents' responses are suitable for additional examination. For this reason, a sample size of 550 is taken into account. Chennai's automotive industry was one of the sample regions.

PROCEDURE

Primary data were gathered from Chennai's auto industry. The respondents were working as employees of the company on a contract basis in the automobile sector. Employees that fit the sample were handed the questionnaires, and they were also provided explicit oral instructions. After being returned from their work location, the completed surveys were analysed further.

TOOLS FOR DATA ANALYSIS

The statistical tools Correlation are used for analyzing data.

LIMITATIONS OF THE STUDY

There are several restrictions on the study. One of the major drawbacks is that while Tamil Nadu has a thriving automotive industry, this study is limited to Chennai. Another drawback is that the researcher only looked at a small portion of Chennai's automobile industry. Therefore, the conclusions and outcomes are limited to the Chennai automobile industry.

Table-1: Correlation analysis shows Relationship between High Performance Work System and Organisational Performance

Variables	Organisational Performance		
	N	R	P
Ability / Skills	550	0.460	0.001
Respondents Motivation/ Incentive	550	0.427	0.001
Opportunities to Participate	550	0.376	0.001

Source: primary data

The Pearson correlation test was run on a sample of 550 employees to know the relationship between dimensions of High-Performance Work System and Organisational Performance of Automobile industry in Chennai. High Performance Work System factor shows moderate level positive correlation with Organizational performance. The analysis found p value is 0.000 and significant at 1% percent level of significance. Correlation coefficient is 0.460, 0.427 and 0.376 Hence, it can be concluded that there is relationship between High Performance Work System and organisational performance among employee of automobile industry in Chennai. High Performance Work System is positive its direction towards the organisational performance. The table indicates that the High-Performance Work System factors correlated with the organisational performance towards Challenges taken of automobile industry in Chennai.

CONCLUSION

The purpose of this paper is to investigate the challenges faced by organisational performance indicators in the context of high-performance work systems in the automotive industry. This study's goal is accomplished through appropriate methods. A basic random sampling technique was used in Chennai's automobile industry to get a sample size of 550. The high-performance work system and organisational performance were evident. According to the study, employees in the automotive industry have a modest level of perspective of their high-performance work system. This study ultimately came to the conclusion that the HPWS implementation in the organisation has improved employee ability, skill, and motivation to learn new things and come up with new ideas. It also fosters resilience and commitment, all of which help the organisation achieve its goals within the automobile industry, which involves a moderate level of performance in the face of challenges faced by Chennai's automobile sector.

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