

Attitude of People towards Importance of HRM in Public Sector Organizations and Employee Wellbeing

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ABSTRACT

The study analyses people attitude and their perception towards the role of HRM in the public sector enterprises. This essay delves into how current human resource management practices relate to the transformation efforts in the public sector. It examines the changes among the public sector's long-standing bureaucratic structure and the more aligned towards HRM practices of today. This paper takes a close look at how recent changes in legislation, executive orders, and administrative structures have ushered in a new era of public service management. The purpose of this article is an examination of attitude of people towards importance of HRM in public sector organizations. To achieve this study's objectives, a descriptive methodology was used. Primary data is acquired via interviews and polls, whereas secondary data may be accessed on institutional websites. The results of the research study said that people think that HRM has its important role in employee engagement and employee motivation in public sector organizations, which further leads to employee mental wellbeing.

Keywords: Organizational effectiveness, human resource management, People Attitude, employee wellbeing.

1. INTRODUCTION:

HRM affects public sector productivity, says this report. HRM made this possible. Public HR experts discuss employment and government. Institutional, policy, and organisational changes affecting public sector employment and working conditions were analysed.

Human resource management is more important than ever in today's dynamic and demanding business climate. Therefore, HRM is now focused on the flexibility of businesses (Wright and Snell 1998). Groups should be able to adapt to chaotic situations and provide higher quality output if they are well-run and closely supervised.

Public sector organisations have a lot of work to do to simplify people's access to income, payment systems, and employment opportunities. However, HRM as a planned strategy in fulfilling organisational competitiveness may not operate effectively in the public sector because of the sector's peculiarity. This is because government agencies are more likely to prioritise public good above private gain.

In order to expand our government agencies, we must upgrade our methods of human resource management. This means we need to work on raising individual productivity and effectiveness. For administration to be rehabilitated and become citizen-based, accountable, and provide the highest quality service at the most affordable price, this key asset must be recognised. This research is important because it pinpoints the functions that should be integrated into human resource management to foster progress in the public sector.

1.1 Public sector and human resources management

The HRM is concerned with "managing people in the employer-employee relationship," and maximising a group's workforce (Stone 1995). Stone says HRM focuses on "acquisition, growth, reward, and motivation, maintenance, and exit" Human resource managers face issues in personnel planning and auditing, recruiting, selection, and assessment, induction, continuous performance management, and promotion prospects. Ferris and Wright believe (1996) effective and strategic HRM is a competitive advantage. Kulkarni, A., and A.K., Yadav, (2021) According to proponents of this technique, investing in and effectively managing human resources may help organisations traverse tough conditions and deliver more profitable outcomes. Public organisations may benefit from HRM. Government employees must be hired, trained, and compensated. They require these factors for a well-organized employment policy, payment systems, and working circumstances. The public sector's concentration on the public good may prevent HRM from helping enterprises become more competitive and lucrative.

Government employees use HRM to decentralise agencies, standardise processes, and promote workplace flexibility. Flattening managerial systems and decentralising power have given employees greater control over their peers. Shim, Gardner, and Palmer (2001). The labour market has several transdisciplinary and multiskilled jobs. Performance and production metrics were emphasised. New methods to public sector HRM may integrate HR activities with long-term goals (Gardner and Palmer 1997). This led to less focus on maintaining personnel in favour of attracting and retaining those who could do the task. HRM employed performance management to enhance worker adaptation and production.

The system has been criticised for lowering compensation, perks, and promotion opportunities. Downsizing and outsourcing might reduce service quality. The NPM (New public management) standard has undermined several of the public sector's distinguishing features. Implementing NPM would require cutting employee incentives, lowering manpower, and upending the company's established way of doing things. The improvements transformed the government communication process and forms agreements with NGOs. People have devised unique techniques to provide market-based services via outsourcing and competitive bidding (Klijn 2002). Since the government changed service delivery, the public-private relationship has changed. Kumar, S., D. D. (2021) Competitive bidding or contracts that emphasise human resources have driven municipalities to provide additional services. Because service providers and outsourcers face increasing competition. Nonprofits with public support have more responsibilities. The government workforce requires greater organisation and people skills (Brown and Ryan 2003). HRM affects government operations, particularly when government professions rise. Effective HRM has helped us understand the "new" public sector. New Public Management sets the bar for change. The change from personnel administration to human resources management has led to multitasking, reinvented career advancement strategies, an end to seniority-based promotions, and a greater emphasis on justice (HRM). 2001 (Brown) Public sector HRM improvements will affect business, the economy, and administration. Technology, demographic developments (such an ageing population), and the increased relevance of leadership, leadership development, and knowledge management systems shape public sector HRM. Government HR handles these issues. (1999)

2. Objectives:

The goals of this research is:

- (1) To define HRM's current place within the public sector.
- (2) To investigate the effects of HRM on organizational performance and mental wellbeing of employees

3. Techniques of Study

Primary research uses individual data, not secondary sources. The detailed description and organisation of accessible content makes the research more valuable. Secondary research refers to studies published in journals and conference proceedings. We gathered this data via interviews and databases. This study is descriptive. This

dataset includes secondary sources as well and secondary data is obtained on official websites, whereas primary data is collected via surveys and questionnaires.

3.1 Number of Samples

One hundred persons have been chosen by the researcher to take part in the survey; all of them work in the public sector in some capacity (for an MNC, a bank, a private company, etc.). All of the public sector participants were chosen based on convenient sampling.

3.2 Data-gathering Methods and Equipment

ISO defines data collection and analysis tools as a set of visual aids used in a wide range of fields and contexts for data gathering, analysis, and presentation. The researcher managed and stored information on many people using Word and Excel on a computer.

4. Result and discussion

To what extent do you believe HRM to be a top priority for modern government agencies?

Table 1.

Views	No. of Respondent
Agree	60
Disagree	30
Neutral	10

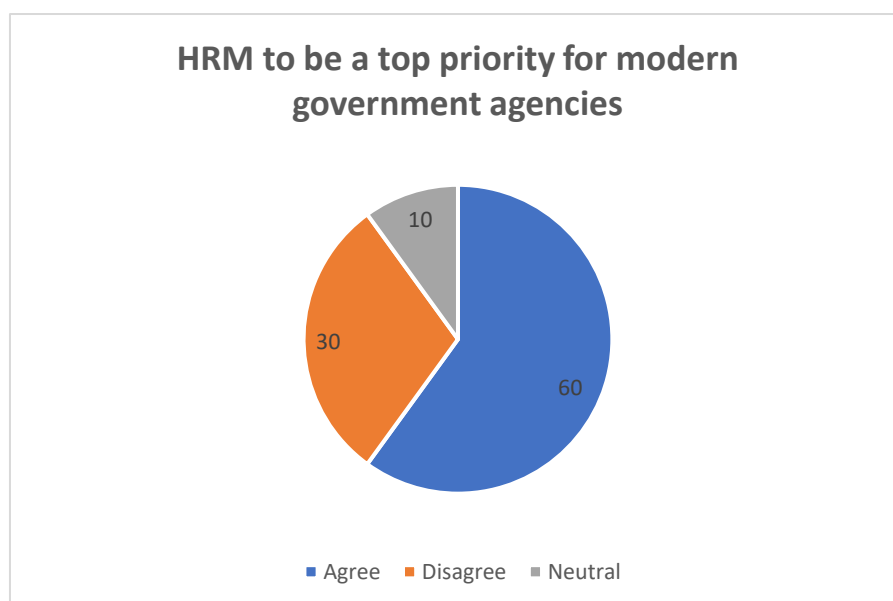


Figure 1

The poll respondents who were asked, "Do you think that HRM is increasingly important in today's public sector organisation?" gave a resounding "yes." Seventy plus percent of study respondents agreed, while twenty percent did not. However, 10% completely missed the point of the question.

To what extent do you agree that human resource management contributes to the growth of a company?

Table 2

Views	No. of Respondent
Agree	80
Disagree	20
Neutral	0

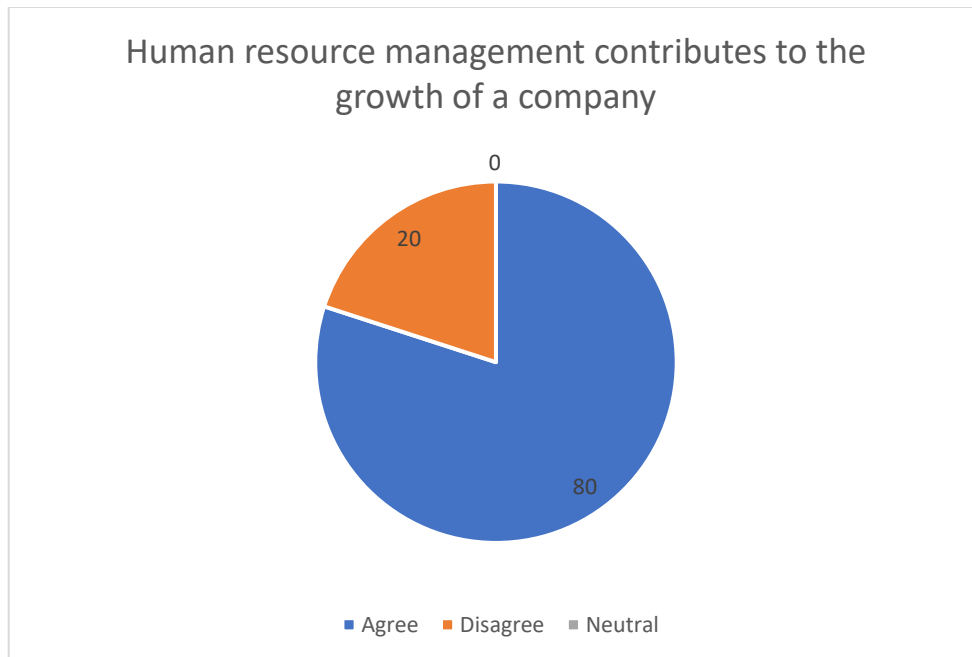


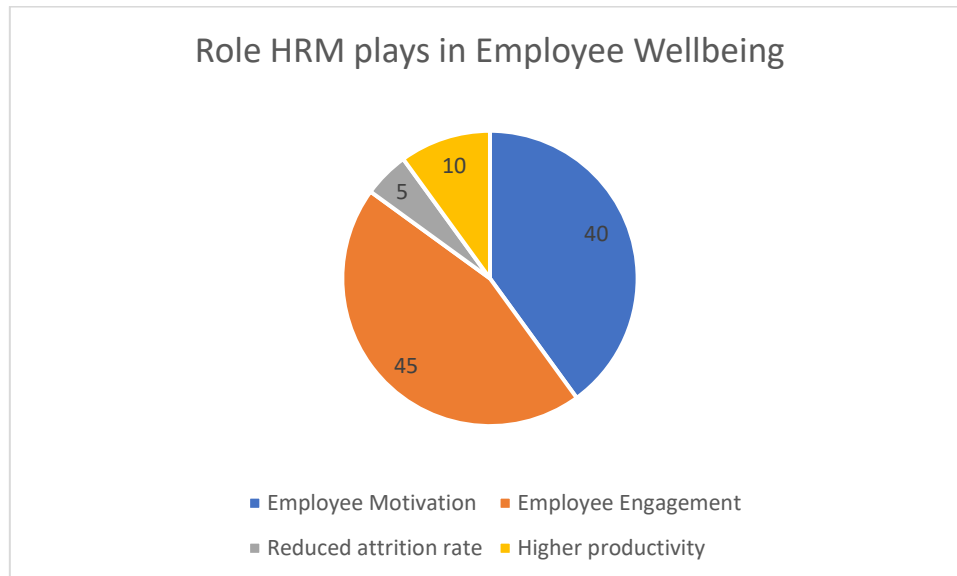
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Q.3.What role do you think HRM plays in public sector organizations?

Table 3

views	No. of Respondent
Employee Motivation	40
Employee Engagement	45
Reduced attrition rate	5
Higher productivity	10



After asking, employees about their perception towards the role of HRM in today's public sector organization. The survey participants indicated that HRM practices helped in increasing employee motivation along with employee engagement. Almost 85 percent of people said that. While 15% said that attrition rate is not affected. The helpful HRM helps in increasing employee motivation and engagement, which further leads to the peace of mind, and distress-free life among employees. The employees feel psychologically healthy when they are engaged and motivated in their jobs.

Human resource management (HRM) helps businesses find and hire top talent, which ultimately benefits the company as a whole and also enhances the psychological well-being of employees. It also plays a crucial role in inspiring workers to think creatively. Human resource management was agreed upon as a means to guarantee the consistent and efficient implementation of public sector policies and procedures. **5.**

Conclusion:

Public sector authorities looked for a new way to manage and organize the public sector because of rising costs, a lack of trust in the government's ability to be responsive to the people, and structural changes. Well, this is what ended up happening: The important question is not whether or if the reform's overarching goal is desirable, which is to impose market conditions on the delivery of public services, but rather what the best reform route is, given the current state of the public sector. We can calculate HRM's worth as a catalyst for change with this data in hand. When it comes to the public sector, there is a wide range of ideas on what it should accomplish and how it should be governed. A workable human resources model may take into consideration both the unique features of the public sector and the shifts prompted by new management practices.

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