ABSTRACT

Human Resource policies and initiatives have two important aspects. First one is procedural and implementation aspect of the HR policies. Second is the behavioural side of the HR policies or HR initiatives. Present study is an attempt to assess the behavioural impact of the new HR policies or initiatives. Basic thrust of the study is to assess whether employees are ready to accept new HR policies implemented by the organizations. Data was collected from a sample of 50 public sector and 50 private sector employees. Questionnaire method was used to collect data from the respondents. T-test and correlation techniques were used to analyse the data. Results showed that private sector employees have more readiness to accept the new HR policies than the public sector employees. Further, dimensions like employee’s attitude (E.A.), employee’s interest (E.I.), employee’s resistance (E.R.), employee training (E.T), employee counseling (E.C.) are found to be significantly correlated with Employee Readiness to New HR Policy Index (NHRPI).

KEYWORDS: Attitude, Behavioural Aspects of HR Initiatives, Co-operations, HR initiatives, Interest, Resistance.