ASSESSMENT OF HUMAN RESOURCE DEVELOPMENT CLIMATE IN TEXTILE INDUSTRIES IN TAMILNADU

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ABSTRACT

This research is made an attempt to assess the HRD climate in textile industries in Tamilnadu. The HRD climate questionnaire (Rao and Abraham, 1986) was administered to determine the level of HRD climate. The 38-item questionnaire constitutes three components of HRDC: top management’s commitment to HRD (general climate); existence of OCTAPAC culture; and various HRD sub-systems. The OCTAPAC culture indicates the existence of seven factors, namely, Openness, Confrontation, Trust, Autonomy, Pro-activity, Authenticity, and Collaboration in an organization. HRD mechanism indicates the extent to which the various sub-systems of the HRD mechanism such as training, performance appraisal, potential appraisal, organization development, feedback and performance coaching, career planning, rewards, employee welfare, quality of work life and human resource information systems are implemented seriously (Rao, 1999). The overall Cronbach’s Alpha for the variables is 0.974. A total of 475 respondents were reached over a period of four month period. The quantitative data collected was subjected to various statistical analyses. The over all HRD climate among the industries is good. Based upon this research appropriate suggestion and conclusion have given in this research for the betterment of the textile industries in Tamilnadu.