



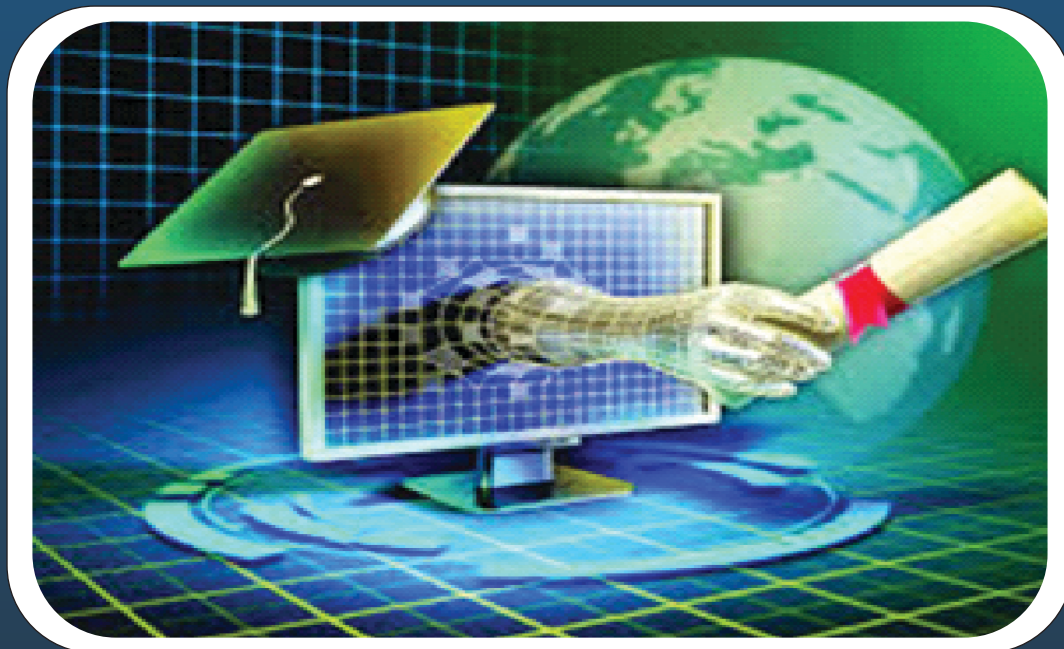
**Anekant Institute of Management Studies (AIMS), Baramati**

**Edited Book**

On

**Digital Era: Emerging Opportunities**

**ISBN : 978-81-947958-1-0**



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# A Study of Human Resources Policies and Implementation of Kaizen Policy

**Dr. Ashish Krishna Vyas**

Asst. Prof., Zeal ZIBACAR, Pune  
vyas.ashishk@gmail.com

**Abstract:** *The HR policies help every single person to raise his/her capabilities and performance in all possible areas in an organization by helping him to be secured & satisfied about his present & future. Thus researcher want to focus on the policies of human resource management and kaizen. HR policies mainly deals with the rules and regulations of organizations, implementation of kaizen policy and several benefits which are provided to an employee in the organization. Thus the researcher decided to research on the topic "A study of human resources policies and its implementation."*

**Keywords:** *Capabilities, Management, Regulation & Implementation*

## Introduction:

Human Resource Policies & Practices that produce the employee competencies & behaviors the company needs to achieve its strategic aims. HR Policies constitute guides to action. Today's highly competitive and challenging business world. And the competitive advantage that any firm would enjoy, is directly proportional to its efficiency of utilizing its resources. Human resources have unarguably emerged as the most vital and having the profit potential of all. Those, in order to increase its productivity as well as its competitive, it is important for the organization to have the right kind of people, to perform the right kind of job at the right time. And to acquire the best from among a grope of highly competitive professional, the effective implementation of the human resource policies play a vital role. Human Resource Policies refers to principle & rules of conduct which formulating a number of action that govern the relationship with employee in the attainment of the organization objective.

"A policies is a pre-determined selected course established as a guide to word accepted goals & objective." policy of meaning is a plan of action

## Objectives of the Study

1. To study awareness about HR Policies of SAMRUDDHI DEVELOPERS.

2. To understand is HR policies maintain sound relation among employees & employer.
3. To find out the personnel satisfaction with the implementation of kaizen policy in the company.

## Research Scope

- HR policies are important for the workforce in the Organization.
- It helps to maintain motivation and willing work forces.
- It is an interesting and significant area for conducting research.

## Research Methodology

### Introduction

Research methodology is a way to solve the problem systematically. It is a science of studying how research is done scientifically. Researcher learn the various steps that all generally embraced by a researcher in studying research problem.

### Research

Research is defined as "A systematic & scientific search for relevant information on a precise topic". Research is an art of systematic investigation based on time. Research is an exact effort to achieve new knowledge.

### Design of Research



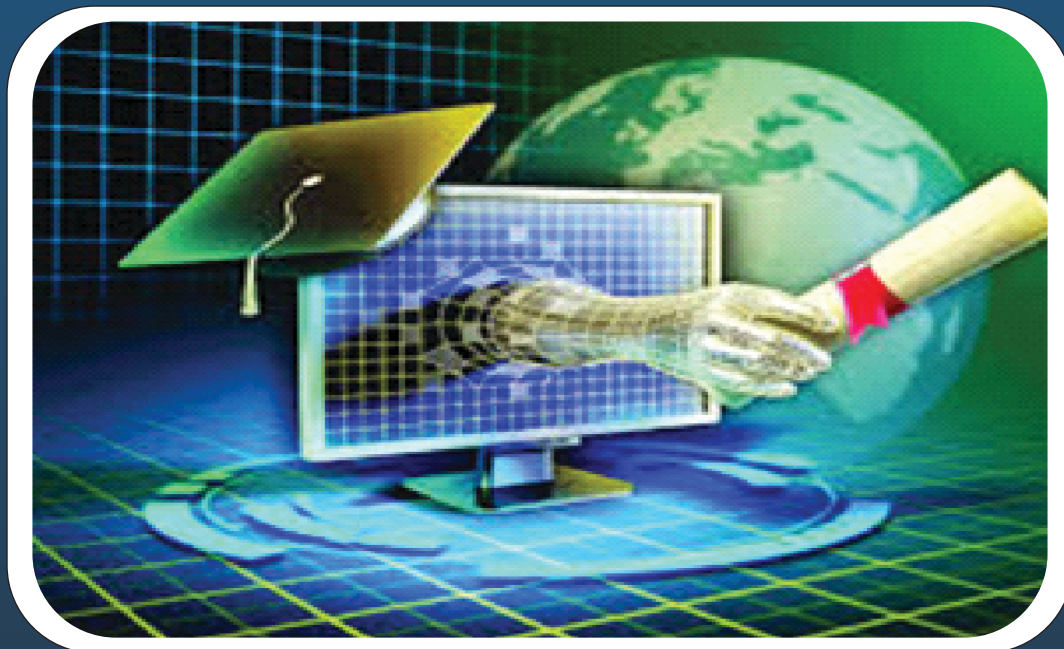
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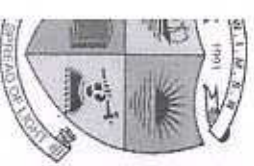
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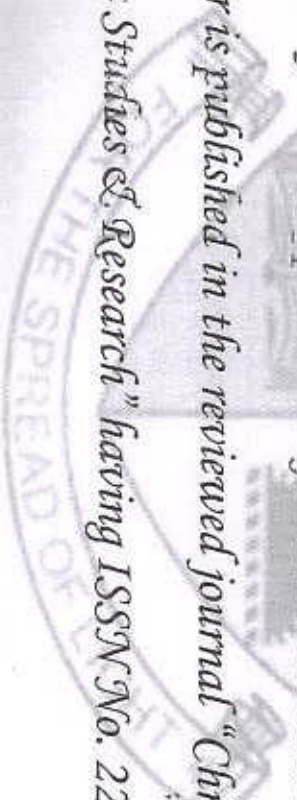
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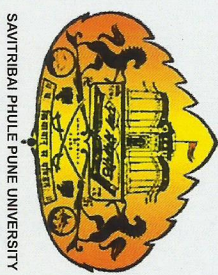
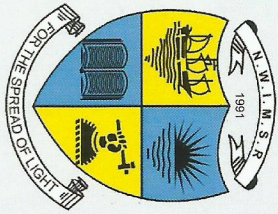
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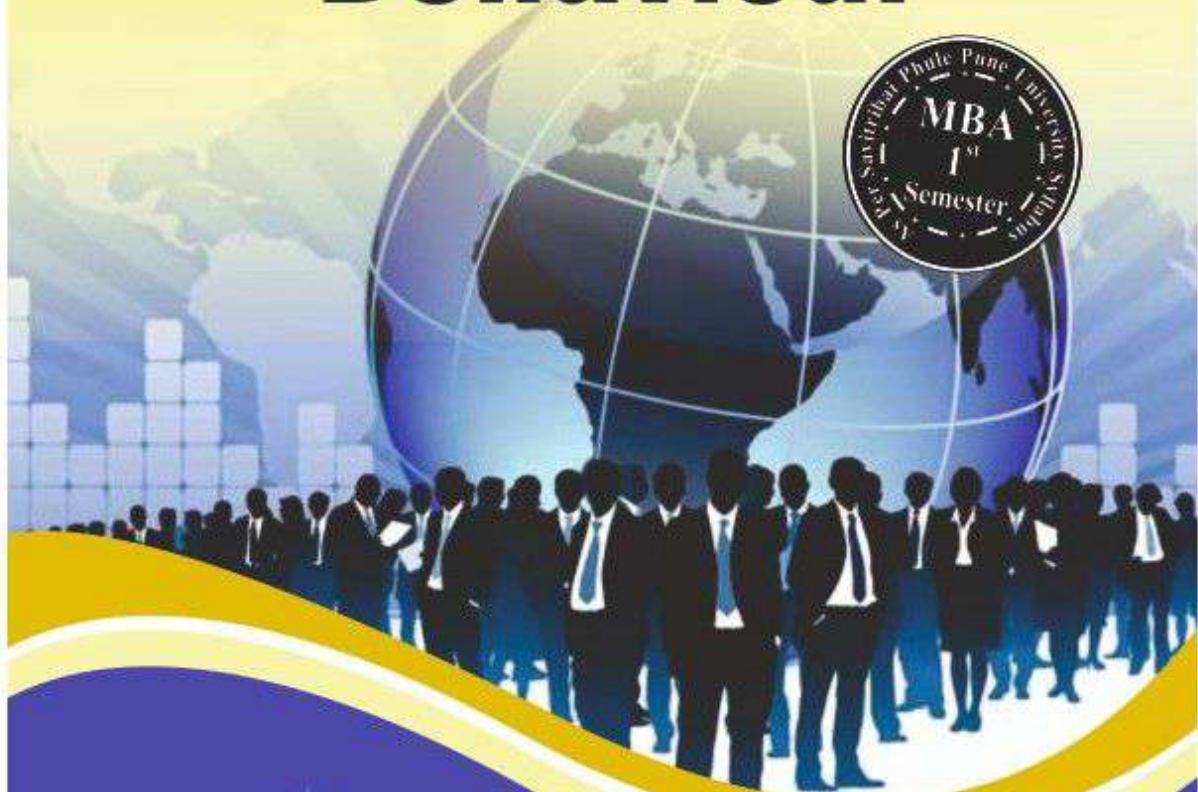
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# Organisational Behaviour



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Dr. Anand B. Dadas  
Prof. Ashish Krishna Vyas  
Prof. Lambodar Saha

### About the Book

This book of **"Organisational Behaviour"** provides a sound understanding of relevant concepts of the subject. In this book, every effort has been made to make the text easy to understand keeping the material according to the syllabus. Examples, figures, and tables have been used in the book to make students understand the text easily and effectively. Exercises and previous year solved papers are also provided in this book which will help students to prepare for the examination.

### About the Authors



**Dr. Anand B. Dadas** is **Director and Professor** at Neville Wadia Institute of Management Studies & Research. He is associated with this institute since 2000. He has been working as a **Chairman**, Board of Studies of Human Resource Management, Savitribai Phule Pune University. He has total **24 years** of experience in academic, research, and extension activities for M.B.A and Research programmes in Savitribai Phule Pune University. He has been guided four students for Ph.D and several for PG Level Programmes.

He holds very prominent positions on various administrative committees as Head, Post Graduate Research Centre (PGRC) at Neville Wadia Institute of Management Studies & Research. He has rendered his services as Director for GDPI centre, CAP Director for MBA, PGDBM & MBS Programme of Savitribai Phule Pune University. He is a Member, Faculty Council, various Institutions (Since 2012), Nodal officer, Indian Society for Training and Development, Delhi, Student Welfare Officer for 4 years.

His area of interest is teaching subjects like organisational Behaviour, Human Resource Management, Labour Welfare, Training & Development, Research Methodology and Related Management Subjects. He is also doing Consultancy and rendering his expertise as corporate trainer to corporate houses and international companies. His versatile expertise has an extraordinary exposure in his field. He has over 45 Publications and 11 Books.



**Prof. Ashish Krishna Vyas** is **Assistant Professor** at ZES Zeal Institute of Business Administration, Computer Application and Research, Pune. He has completed Ph.D, BE(IE), PDBM(HR), MBS / MMS(HR & FIN). His Total teaching experience in Education is more than **25 years** (including visiting) in School, Graduation and Post-Graduation level. **10 years** in the University of Pune as full time faculty. He is Member of **NAAC Committee** on Institute level. He Awarded of **Pune Municipal Corporation** for best work done in Educational & Social areas by the hands of Hon. Mayor, Pune on 15th August 2016, NIPM awarded for significant contribution to HR education and rotary club midtown pune awarded for his research work as researcher. He was Awarded **Third prize** for Research Paper in the National seminar at DICER, Pune.



**Prof. Lambodar Saha** is B.Sc, BE(Mech), MBA(HR), MBA(Marketing), MBA(Finance), M.Phil(Management), PGDIM, PGDHRM, PGDMM, MA(Public Administration), DITA, PDIE and submitted Ph.D(Human Resource Management) thesis. He has **24 years** working experience in various establishments of Indian Air Force since 1987 in a journey of greater challenges that are connected with Aviation, Administration (HR / Office / General) / Marketing of Industrial Equipment / Project Management / Industrial Production / Procurement of Raw Material, Safety and Security and 14 years of Teaching experience in Management field.

He has presented & published 8 Research Papers in International level, 14 Research Papers in National Level, 4 FDPs, 2 Workshops and 2 Articles in journal of Alicon Group of Companies. He has been granted fund for research work on "A Study of Transformational Leadership and Organisational Effectiveness in Corporate Sector in Pune Region" by Savitribai Phule Pune University. He is awarded LSM & Good Conduct Medal, SSM Murasihal, SSM Bengal & Assam by Air Head Quarter, **Indian Air Force**, New Delhi and is also awarded excellence in Maintenance Management during his tenure. He is appointed as an Examiner and Paper Setter for Organisation Management, Legal & Economics Environment and also External Examiner for Project Viva and Theory Exam of Savitribai Phule Pune University.

### Savitribai Phule Pune University, MBA-1<sup>st</sup> Semester

Subjects	Authors
Managerial Accounting	Dr. Mandakini R. Bhosale, Dr. Surinder Sethi
Organisational Behaviour	Dr. Anand B. Dadas, Prof. Ashish Krishna Vyas, Prof. Lambodar Saha
Economic Analysis for Business Decisions	Dr. Padmalochana Bisoyi, Dr. Rijwan Ahmed Mushtak Ahmed Shaikh
Business Research Methods	Dr. Aditi Anant Kale, Dr. Rakesh Kumar Bhati, Dr. Anjum Sayyad
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"Role of Technology in Business Sustainability and Market Transformation"

This is to certify that Dr. Mr. Ms. *Ashish Vyas*

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Dr. J. K. Sharma  
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