

ABSTRACT

Human resource is considered as the backbone of any economic enterprise. The HRM is a growing concept. It has tremendous relevance to productivity in the industry. The textile mills are one of the largest industries, employing human resources with entire satisfaction of the employees.

The Dindigul district consists of many textile units of Tamil Nadu and it has pioneered the growth of textile industry in the country. The majority of the people there depend on industry for their livelihood. Hence, the present study is an attempt to analyse the human resource management in textile industry in Dindigul district.

Objective of the study is to reveal the profile of the textile units and its employees, exhibit the existence of HRM systems at textile units, examine the rate of implementation of HRM practices at the textile units, measure the various consequences of HRM practices at the textile units, evaluate the impact of existence of HRM systems on various consequences of HRM at the textile units, evaluate the impact of implementation of HRM practice on its consequences at the textile units, and measure the mediator role of job satisfaction in between the implementation of HRM practices and its consequences.

The study concludes asserting that the rate of implementation of HRM practices at the textile mills are higher than in the spinning mills. The various consequences of the implementation of HRM practices are also higher in textile mills than in spinning mills. The level of existence of the HRM system and its components are also higher in textile mills than that in spinning mills. The significantly influencing important HRM system on the various consequences of HRM practices at the textile units are career, work development and HRD system. Similarly, the significantly influencing important HRM practices on the various consequences of HRM practices are human resource planning, supervisor support, employer-employee relationship and human resource development practices. The rate of impact is higher at textile mills than at spinning mills. The result of direct effect of HRM practices on unit performance at the textile units is lesser than its indirect effect especially through job satisfaction. Hence, the textile units are advised to design their HRM practices in order to enrich their job satisfaction among their employees and then their organizational performance.