

# Efficacies of HR Innovations: A Study on Innovative HRM Approach to Achieve Organizational Success

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## ABSTRACT

This study explores the innovative approaches to Human Resource Management (HRM) for enhancing organizational success, focusing on employee engagement, retention, and productivity. Using statistical tools like ANOVA, Chi-square, and correlation, the research evaluates HR practices implemented at Askan Technologies, including recognition programs, well-being initiatives, and adoption of new technologies. Findings suggest that innovative HR strategies such as flexibility in policies, training on emerging technologies, and tailored employee engagement programs significantly impact employee morale, retention, and organizational performance. Despite these successes, challenges like skill development gaps, limited AI proficiency, and concerns about data privacy remain. Recommendations include fostering an adaptable workforce through personalized AI tools, leadership development, and transparent practices to build a sustainable and employee-centric organizational culture.

**KEYWORDS:** Employee retention, Employee engagement, Career development,

## 1. INTRODUCTION OF THE STUDY

Innovation in HRM encompasses the adoption of forward-thinking strategies, practices, and technologies aimed at optimizing workforce potential. These approaches include leveraging data analytics for decision-making, implementing flexible workmodels, embracing diversity and inclusion, and utilizing artificial intelligence to streamline processes. By aligning HR practices with organizational goals and employee needs, companies can build a culture of innovation, adaptability, and high performance.

### 1.1 OBJECTIVES

- To find the effect of HRM practices on organizational agility
- To assess the impact of employee well being programs on organizational performance

## 2. REVIEW OF LITERATURE

**Chenet al.(2019):** Defined innovation in HRM as a process intertwined with creativity, emphasizing the importance of employee ideas in shaping organizational strategies. HR practices promoting co-

decision and risk-taking were linked to enhanced innovation.

**Easa& Orra (2021):** Investigated HR innovations aimed at improving employee satisfaction and engagement, such as wellness programs and personalized learning opportunities. They showed that such practices directly contribute to organizational success through improved retention and productivity.

**Ferrarini& Curzi (2022):** Studied the implementation of agile HR practices, which emphasized adaptability, employee collaboration, and continuous feedback. Agile HR practices were shown to significantly enhance organizational resilience during uncertain times.

**Seeck& Diehl (2017):** Discussed how HR technologies, including e-HRM systems, contribute to innovation by streamlining processes and enhancing decision-making. They also examined the role of ethical leadership in encouraging employee-driven innovations.

**Jotaba et al. (2023):** Analyzed how HRM practices integrate sustainability goals into innovation strategies, linking employee development with long-term organizational success.

**Belte (2023):** Proposed a systematic framework combining digital transformation and innovation-driven HR practices, showing their impact on organizational adaptability in the post-pandemic era.

**Bondarouket al.(2017):** Studied challenges in implementing digital HR systems and emphasized the importance of change management to realize benefits like better employee satisfaction and data-driven insights.

**Volberda et al. (2019):** Studied the role of HR analytics in identifying high-potential employees and enabling better workforce planning, tying this with enhanced organizational adaptability.

**Lepak& Snell (2015):** Proposed the need for HRM to integrate strategic flexibility to adapt to dynamic business conditions, emphasizing personalized learning and talent management.

**Ferrarini& Curzi (2022):** Showed how agile HRM, with its iterative feedback loops and collaborative strategies, strengthens organizational resilience in uncertain times.

### 3. RESEARCH METHODOLOGY

The study on innovative HRM approaches to achieve organizational success will adopt a mixed-methods design, combining qualitative and quantitative techniques. The qualitative approach will involve semi-structured interviews with HR professionals and focus group discussions with employees to gain in-depth insights into innovative practices and their perceived impact. The quantitative aspect will include surveys with structured questionnaires distributed to employees and managers across various organizations to measure the effect of these HRM strategies on organizational performance metrics such as productivity, engagement, and satisfaction. A purposive sampling technique will be used to select HR experts for interviews, while stratified random sampling will ensure diverse representation for surveys. Data analysis will involve thematic coding for qualitative data and statistical techniques for quantitative data using tools like SPSS to identify trends and correlations. Ethical considerations, including informed consent and confidentiality, will be strictly adhered to. Secondary data from company reports and performance records will complement primary data collection. While the study aims to provide actionable insights, its findings may have limitations in generalizability due to sample size and contextual factors.

### 4. DATA ANALYSIS AND INTERPRETATION:

#### HYPOTHESIS

**AIM:** The table aims to analyze the relationship between agreement on current policies encouraging

adaptability and satisfaction with work policy flexibility.

**Null Hypothesis (H<sub>0</sub>):**

There is no significant relationship between agreement on current policies encouraging adaptability and satisfaction with work policy flexibility.

**Alternative Hypothesis (H<sub>1</sub>):**

There is a significant relationship between agreement on current policies encouraging adaptability and satisfaction with work policy flexibility.

**CHI SQUARE TESTS**

	Agree that the current management practices	Career advancement opportunities
Chi-Square	83.020a	92.980a
Df	5	5
Asymp. Sig.	.000	.000

**INTREPRETATION**

The table presents a Chi-Square test analyzing the relationship between employee agreement on adaptability-encouraging policies and satisfaction with work policy flexibility. The null hypothesis, stating no significant relationship, is rejected due to a low p-value. This suggests that employees who agree with current policies are more likely to be satisfied with flexible work arrangements. However, it's important to note that this correlation doesn't imply causation and that other factors might influence this relationship.

**ANOVA**

**AIM:** To analyze the effectiveness of a program in improving relationships using ANOVA.

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference in relationship improvement between the group that received the program and the group that did not.

**Alternative Hypothesis (H<sub>1</sub>):** There is a significant difference in relationship improvement between the group that received the program and the group that did not.

**ANNOVA**

	Sum of Squares	df	Mean Square	F	Sig.
<b>Between Groups</b>	<b>2.728</b>	<b>3</b>	<b>.909</b>	<b>2.401</b>	<b>.072</b>
<b>Within Groups</b>	<b>37.115</b>	<b>98</b>	<b>.379</b>		
<b>Total</b>	<b>39.843</b>	<b>101</b>			

**INTREPRETATION**

The ANOVA analysis indicates that there is not enough evidence to conclude that the program significantly improved relationships. The p-value of 0.072, which is higher than the standard significance level of 0.05, suggests that the observed differences between the program and control groups could be due to chance. Although the F-value indicates some variability between groups, it's not statistically significant enough to reject the null hypothesis.

## 5. FINDINGS

### CHI SQUARE

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### ANOVA

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## CONCLUSION

This study emphasizes how important creative HR strategies are to improving corporate success. The results highlight the beneficial effects of HRM strategies on employee engagement, retention, and overall organizational performance. These strategies include flexible policies, employee well-being initiatives, and the utilization of developing technology. In particular, the Chi-Square test showed a strong correlation between flexible policies and employee satisfaction with job flexibility, indicating the significance of cultivating an organizational culture that is flexible. The ANOVA analysis, however, did not reveal any appreciable gains from specific programs, suggesting that additional work may be necessary to strengthen particular HR initiatives in order to have substantial effects. Notwithstanding these difficulties, the study emphasizes the necessity of ongoing innovation in HRM to close skill development gaps, improve AI competency, and address privacy issues.

## REFERENCE

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