

NATURE AND IMPACT OF HUMAN RESOURCES PRACTICES USED BY SELECTED GARMENT FACTORIES IN EASTERN PROVINCE

Silva G.P.R

Human resources management is a widely recognized scenario in overall analysis of industrial success which accounts for a significant portion fuel for the economic growth. It inspires limited production factors that are available for the organizations are utilize in perfection with greater extent of control over it. Supposedly basic Human Resources Practices (HRP) are designed for the purpose of arrive at corporate goals while generating no trepidation to its real providers. As a nation with meticulous in terms of clean and clear application of employee services, one may argue that Human Resources Management is nothing new to Sri Lankan milieu. History is evidential, especially after 1977 employee and employers intentions and orientations have changed hurriedly. Opt to the given circumstances the development of the level of understanding on the subject matter; the extent of relationship between application of HRP and the level of productivity it has rigorous in selected organizations. Further this study's sole purpose is to symbolize the intensity of usage of HRP in selected garment factories of eastern provinces find out the impact of them in relation to their productivity. On the event of completion, it will facilitate in deciding the important of HRP in enhancing the organizational performance. The data were gathered through a sample survey carried out within the period of January to June, 2010 from randomly selected establishments in eastern province. To ensure the quality of reliability of data, both management and employees separately focused. The findings of the research indicates that there is moderate level of awareness of HRP among managers as well as employees of the selected organization and thereby applications of such practices were at pitiable level. On the other hand the mathematical analysis indicated that recruitment & selection, orientation, Compensation has indicated that there is a strong correlation with productivity while training and development, industrial relation indicates weaker relationship and human resources planning indicate moderated correlation.

Key Words: Human Resources Practices, Productivity, Correlation, Industrial estate

Department of Human Resources Management, Faculty of Management and Finance, University of Colombo E-Mail: grpriyankara@gmail.com