



EMPLOYEE PERCEPTION ON HRD AT VISAKHAPATNAM PORT TRUST WITH REFERENCE TO OFFICERS AND SUPERVISORS

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Introduction

India has a long maritime tradition. It is the 20th largest maritime country in the world. The single largest contribution factor to this glorious tradition is the presence of a strong, efficient and reliable reservoir of officers and ratings of Merchant Navy. Port of Visakhapatnam, a natural harbor, was opened to commercial shipping on 7th October, 1933. Visakhapatnam Port is the only Indian Port possessing three International accreditations viz., ISO 14001; 2004(EMS)/OHSAS 18001 and ISO 9001: (QMS). It handled 65.501 million tons in 2009-10. It occupied 2nd place in all India major Port trust, after first place occupied by Kandla Port Trust, with highest cargo throughput of 79.521 million tons in 2009-10.

VPT is oldest organization in Visakhapatnam, and separate training department i.e.: Human Resource Development Centre (HRDC) with one Director and two Assistant directors is available. HRDC aims only on the training programmes based on the annual action plan prepared by them with an objective to achieve the organizational goals. HRDC investing huge amount on knowledge sharing through training programmes. The investigator observed the list of training programmes conducted for the period of five years and the number of participants attended. When the investigator attended some of the training programmes, he observed negative opinions to some extent during interview with some of the participants. Hence, to know the perceptions of various categories of participants at VPT on HRD climate is highly significant.

Significance of the Study

HRD is an important and recently developed concept. It is responsible in an organization to develop the competency among the personnel using various strategies and practices. Training and development is one of the major concerns of HRD section. Training is major activity contributing to the development of individual as well as organization. In general, there is a wrong notion among the people that most of the training programmes are only to make money by the higher officials and not for the development of individual and organization. Without the proper positive perception from the personnel towards the training programmes, they cannot fully concentrate on their learning. In this connection this study is more significant.

Objective

To compare the perceptions of Employees at different levels (Officers, Supervisors) on HRD climate



Hypothesis

H₀ “There will be no significant mean difference in the perceptions of officer and supervisor categories of respondents on HRD Climate at VPT”.

Variables

The variables used for this study under HRD Climate questionnaire are Age, Gender, Qualification, Experience and Level of training programmes attended.

Materials and Methods of the study

Based on the objective of the study, descriptive study was undertaken in order to ascertain and be able to describe the characteristics of the variable of interest in a situation. Since Descriptive Survey method is very useful and relevant to the present study, the investigator followed the same.

Research Tools

The investigator used questionnaire namely HRD Climate Questionnaire prepared and standardized by T.V. Rao, The HRD Climate questionnaire contains of 38 items.

Scoring strategy

The questionnaire on HRD Climate consist of five options 1, 2, 3, 4, and 5 which indicates the meaning 1= Almost always true; 2=Mostly true; 3= Sometimes true; 4=Rarely true and 5= Not at all true. The procedure for allotting score is: the score is 4 if opted 1, the score is 3 if opted 2, the score will be 2 if 3 is opted, the score is 1 if opted 4, the score will be 0 if 5 is opted. The maximum score and be obtained is 152, whereas the possible minimum score is zero.

Statistical techniques used

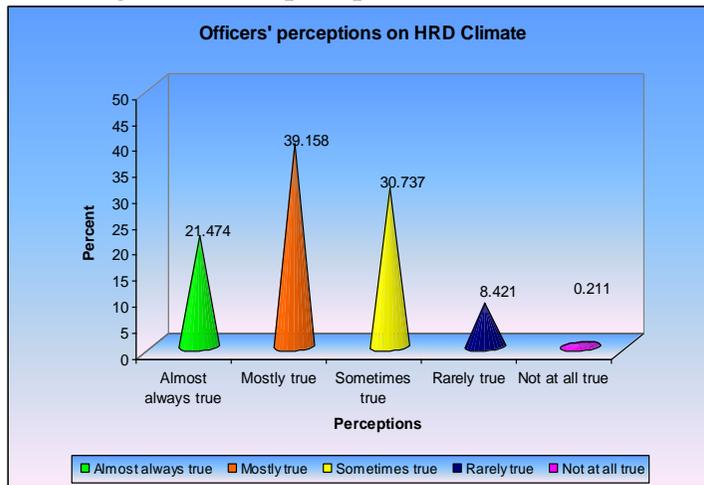
The investigator used the percentage, mean, standard deviation, t-value and f-values using Statistical Package for Social Sciences (SPSS) to analyze the data collected from the respondents.

Table 1: Distribution of sample

S.No.	Questionnaire	Category	Frequency	Total
1	HRD Climate	Officers	25 (29.41%)	85 (100%)
		Supervisors	60 (70.59%)	

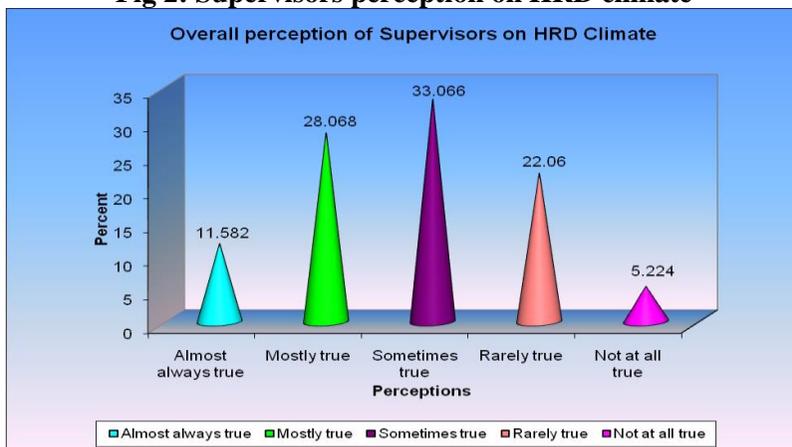


Fig 1: Officers’ perception on HRD Climate



The overall view of Officers perception on HRD Climate is understood that a majority of 39.16 per cent of the respondents have stated that the statements of HRD Climate dimension are mostly true whereas 21.47 per cent have felt them to be almost always true. On the other hand, 30.74 per cent of the respondents stated that the statements in the dimension of HRD Climate are sometimes true while a handful of the respondents (8.42 per cent) have opined that the statements are rarely true as a meager 0.21 per cent denied them to be true at all. It may be inferred that majority (60.63 per cent) of the respondents have positively responded to the dimension of HRD Climate.

Fig 2: Supervisors perception on HRD climate



Based on statistical analysis of Supervisors at VPT on HRD Climate is understood that 28.068 per cent of the respondents have stated that the statements of HRD Climate dimension are mostly true whereas 11.582 per cent have felt them to be almost always true. On the other hand, a majority 33.066 per cent of the



respondents stated that the statements in the dimension of HRD Climate are sometimes true, while 22.06 per cent have opined that the statements are rarely true and a handful of the respondents to the tune of 5.224 per cent denied them to be true at all. It may be inferred that less than half of the total sample of respondents (39.66 percent) have positively responded to the dimension of HRD Climate.

Table 2: Two-sample T-test for Perception of Categories on HRD climate at Visakhapatnam Port Trust

Perception score Vs	Category	N	Mean	Standard Deviation	T-value	P-value
Category	Officers	25	2.733	0.272	8.90**	0.000
	Supervisors	60	2.198	0.198		

** Sig. at 0.01

Above table makes it clear that the Mean of 25 respondents under officer category is 2.733 and Standard Deviation is 0.272, whereas the Mean of 60 respondents under supervisor category stands at 2.198 and the Standard Deviation is 0.198. The value of P is 0.000 is significant at 0.01 level indicating that there is a significant mean difference in the perceptions between the two categories. Hence, the hypothesis H_0 'There will be no significant mean difference in the perceptions of officer and supervisor categories of respondents on HRD Climate at VPT' is rejected.

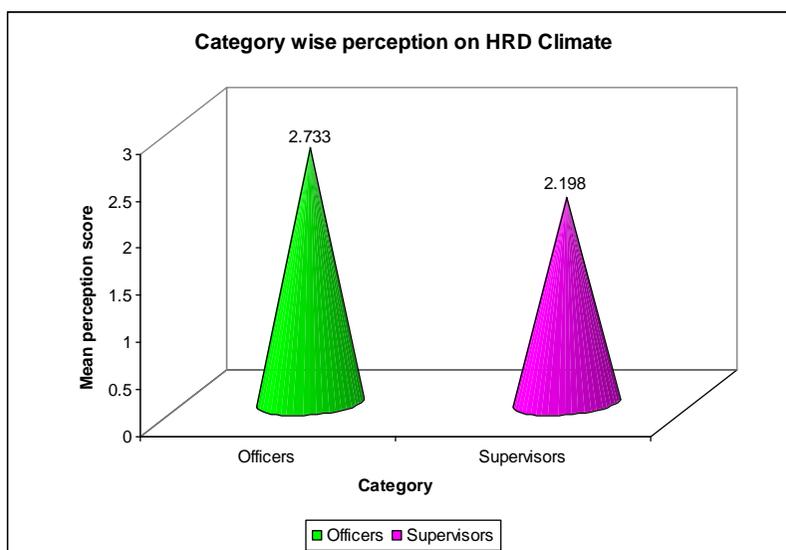


Fig 3: Two-sample T-test for Perception of Categories on HRD climate at Visakhapatnam Port Trust

Findings

'There is a significant mean difference in the perceptions of officer and supervisor categories of respondents on HRD Climate at VPT'.



It was identified that perception of officers on HRD climate was high when compared with supervisors. It may be due to the variation in their commitment to the work and organization. The data showed that supervisors are identified as with lower satisfaction on HRD climate. In order to develop higher positive perception among them some measures like Improving of work culture, developing their leadership skills, improving group co ordination skills and developing interpersonal skills are to be taken.

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