

# The Impact of Organizational Policy on Work Place Productivity At Rane Madras Ltd

R.Akash Arvind<sup>1</sup>, Mrs.B. Geetha<sup>2</sup>

<sup>1, 2</sup>Dept of Management Studies

<sup>1, 2</sup> Sri Manakula Vinayagar Engineering College (Autonomous), Puducherry

**Abstract-** *The study aims to explore the organizational policies in enhancing workplace productivity, with a specific focus on RANE MADRAS LTD. Recognized as a global leader in the consumer goods industry, RANE is known for its innovative and employee-centric work culture. This project delves into how RANE core cultural values— such as inclusivity, sustainability, and adaptability—are integrated with progressive policies that prioritize employee well-being, leadership development, and performance management. It examines how these factors create a supportive environment that fosters collaboration, innovation, and high productivity. The study also evaluates how RANE MADRAS policies align with its long-term strategic goals, including sustainability initiatives and talent retention strategies, to maintain a competitive edge. Through qualitative and quantitative research methods, the project investigates the tangible outcomes of this synergy, such as improved employee engagement, higher retention rates, and enhanced organizational performance. By analysing RANE MADRAS approach, this research aims to provide actionable insights for organizations seeking to replicate similar models to optimize workplace productivity. The findings underscore the crucial role of a strong organizational culture, supported by effective policies, in achieving sustainable growth and fostering a thriving workforce.*

**Keywords-** Organizational Culture , Workplace Productivity ,Employee-Centric Policies ,Sustainability Initiatives ,Talent Retention

## I. INTRODUCTION

Human resources (HR) are central to the success of any organization, acting as the bridge between organizational objectives and the people who drive those objectives. HR professionals play an essential role in managing the workforce, ensuring that employees are equipped, motivated, and engaged to contribute to the organization's success. They are responsible for various functions, including recruitment, training, performance management, employee engagement, and compliance with labour laws. A well-structured HR department ensures the optimal use of human capital, which is

crucial for driving growth, innovation, and sustainability within an organization.

One of the primary functions of HR is recruitment and selection. This involves attracting and hiring individuals who possess the necessary skills, experience, and cultural fit for the organization. HR professionals develop recruitment strategies that include job advertising, using recruitment platforms, and leveraging social media to source potential candidates. They conduct interviews, assess qualifications, and ensure that the best talent is brought into the organization. By focusing not only on technical skills but also on soft skills such as communication and teamwork, HR ensures that new hires will fit well within the company policies, ultimately contributing to long-term success.

Once employees are brought into the organization, HR's focus shifts to employee development and training. To maintain a competitive edge in a rapidly evolving business environment, organizations must ensure that their employees' skills remain relevant. HR identifies gaps in knowledge and organizes training programs designed to upskill employees and prepare them for new challenges. Training can take the form of workshops, seminars, e- learning, or mentorship programs.

By investing in employee development, HR ensures that the workforce is adaptable, continuously learning, and prepared for future growth, while also boosting job satisfaction and retention.

## II. STATEMENT OF THE PROBLEM

The performance of a workplace is significantly influenced by the organizational policies, which shape employee behaviour, motivation, and overall engagement. In the context of Rane madras Ltd., a leading multinational corporation, the challenge lies in understanding how its unique organizational policies and policy framework contribute to or hinder productivity. Despite the company's strong market presence, there is a need to explore whether existing cultural practices and policies effectively align with employee needs and market dynamics to foster optimal performance. This

study seeks to identify gaps and propose strategies to enhance workplace productivity by strengthening the alignment of policies within Rane Madras Ltd.

### III. OBJECTIVES OF THE STUDY

- To analyse the effect of organizational policies on productivity
- To study the role of policies on work-life balance and its impact on job satisfaction.
- To analyse the role of policies in promoting organizational change.

### IV. SCOPE OF THE STUDY

- Examining the relationship between policies and employee productivity, efficiency, and overall organizational performance.
- Investigating the impact of policies on work-life balance and its subsequent effect on job satisfaction, employee well-being, and retention.
- Analyse the role of policies in promoting organizational change and innovation.
- Examining the role of policies in facilitating organizational change, innovation, and adaptability.

### V. LIMITATIONS OF THE STUDY

- The study is limited to Rane madras ltd. and may not be generalizable to other organizations with different cultural or policy frameworks.
- The study data relies on the perspectives of employees and managers within the company, which may introduce biases or subjective interpretations.
- The study is constrained by time and resources, limiting the scope of data collection and analysis to certain departments or regions within the organization.
- Limitations of data collection methods, such as surveys.
- The information collected and extracted shall be valid for 6 months only.

### VI. RESEARCH DESIGN

Research methodology is the systematic framework that governs how research is conducted, ensuring that the process is both efficient and scientifically sound. It serves as the foundation for any research project, providing a structured plan to address the research questions or hypotheses effectively. This approach encompasses various components, including the research design, data collection methods, sampling techniques, data analysis procedures, and ethical

considerations. A well-defined methodology enhances the accuracy, reliability, and validity of the findings.

The research design acts as the blueprint of the study, guiding researchers in determining whether to employ qualitative, quantitative, or mixed-method approaches. Qualitative research focuses on exploring phenomena and understanding subjective experiences, often using tools like interviews or observations. Quantitative research, on the other hand, involves numerical data, relying on statistical techniques to identify patterns and relationships. Mixed methods combine these approaches, offering a comprehensive view of the research problem by integrating qualitative and quantitative insights.

Data collection is a crucial step in research methodology, involving the gathering of information relevant to the study objectives. Primary data is collected directly from sources through surveys, experiments, or interviews, while secondary data relies on pre-existing materials like academic articles, reports, or databases. Sampling techniques, such as random, stratified, or purposive sampling, play an essential role in selecting representative participants or data sources, ensuring the findings are generalizable and unbiased.

### TOOLS FOR DATA ANALYSIS:

The collected data were represented as tables and diagrams to facilitate better understanding statistical test like

- Percentage analysis
- ANOVA
- Correlation

### COLLECTION OF DATA:

#### PRIMARY DATA:

Primary data refers to information that is collected directly from original sources for a specific research purpose. It is firsthand data that has not been previously collected or analyzed by other researchers. Primary data is typically gathered through methods such as surveys, interviews, experiments, focus groups, or observations. The advantage of using primary data is that it is highly relevant to the specific research question, as it is collected with the researcher's objectives in mind, allowing for more accurate and customized findings.

However, collecting primary data can be time-consuming, expensive, and labour-intensive, especially when large sample sizes are needed. Additionally, researchers must

ensure that they follow ethical guidelines, such as obtaining informed consent and ensuring confidentiality, to maintain the integrity of the data. Despite these challenges, primary data is considered more reliable and valid since it is tailored to the research problem and provides direct insights from the source.

**SECONDARY DATA**

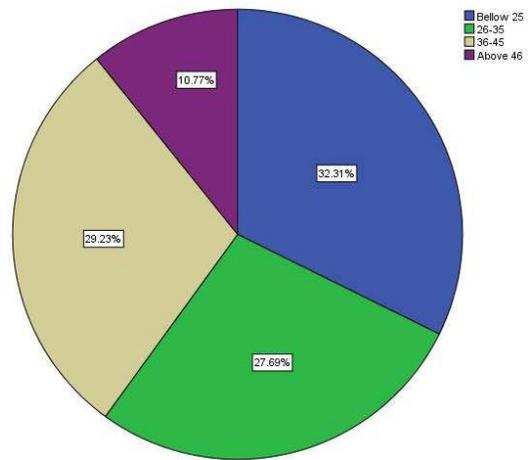
Secondary data, on the other hand, is information that has already been collected, processed, and published by other researchers, organizations, or government agencies for purposes other than the current study. It can be obtained from sources such as academic journals, books, government reports, databases, and previous research studies. Secondary data is often more readily available, cost-effective, and less time-consuming to gather compared to primary data. Researchers can access a wide range of existing data, which allows them to analyse trends, conduct meta-analyses, or supplement their primary data with additional context.

**VII. DATA ANALYSIS AND INTERPRETATION**

**TABLE 4.1  
AGE OF THE RESPONDENTS**

Age of the respondents	Frequency	Percentage (%)
Bellow 25	42	32.3
26-35	36	27.7
36-45	38	29.2
Above 46	14	10.8
Total	130	100.0

**CHART 4.1  
AGE OF THE RESPONDENTS**



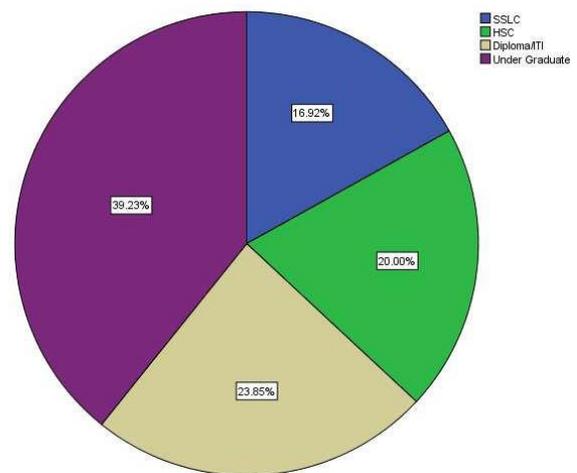
**INTREPERTATION:**

This above chart shows that age of the respondents, it indicates the diverse force.

**TABLE 4.2  
GENDER OF THE RESPONDENTS**

Gender of the respondents	Frequency	Percentage (%)
Female	76	58.5
Male	54	41.5
Total	130	100.0

**CHART 4.2  
GENDER OF THE RESPONDENTS**



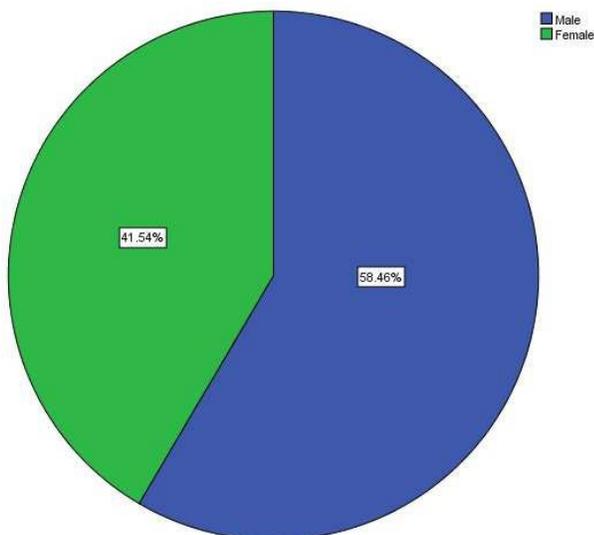
**INTERPRETATION**

From the above table, it is inferred that 58.46% of the respondent are Male and 41.54% are Female.

**TABLE 4.3 EDUCATION QUALIFICATION**

Education qualification	Frequency	Percentage (%)
SSLC	22	16.9
HSC	26	20.0
Diploma/ITI	31	23.8
UG	51	39.2
Total	130	100.0

**CHART 4.3 EDUCATION QUALIFICATION**



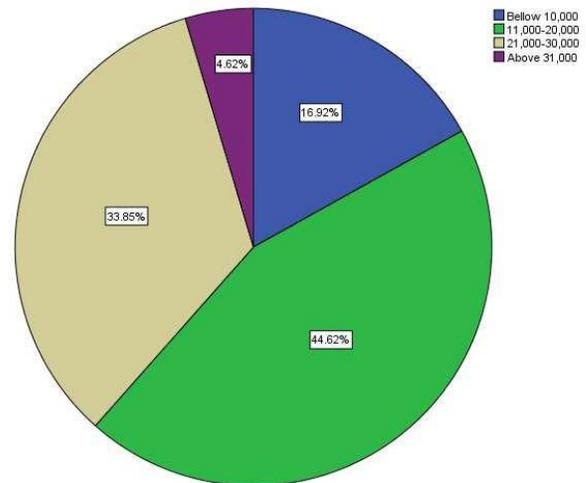
**INTERPRETATION**

From the above table and chart shows that 20.0 of the respondents are HSC, 39.2 are UG, 16.9 of the respondents are SSLC.

**TABLE 4.4 EMPLOYEE INCOME**

Employee income	Frequency	Percentage (%)
Below 10,000	22	16.9
11,000–20,000	58	44.6
21,000–30,000	44	33.8
Above 31,000	6	4.6
Total	130	100.0

**CHART 4.4 EMPLOYEE INCOME**



**INTERPRETATION**

From the above table and chart 44.62 % employee salary was between 11,000-20,000, and 33.8% are between 21,000-30,000 and 4.6% of the employee salaries above 30,000.

**FINDINGS**

- It is inferred that 58.46% of the respondents are Male and 41.54% are Female.
- And 20.0 of the respondents are HSC, 39.2 are UG, 16.9 of the respondents are SSLC.
- And also 22 % employee salary was between 11,000-20,000, and 33.8% are between 21,000-30,000 and 4.6% of the employee salaries above 30,000.
- It found that 54.0% of respondents choose Strongly agree, choose Agree 34.0%, being Neutral 4.0% and choose Disagree 8.0% for cultural initiatives program in the company.
- And also, that that 68.0% of respondents choose agree, 16.0% being Neutral, 16.0% are strongly agree for cultural diversity initiatives are develop a workplace.
- And is inferred that 38.0% of respondents choose agree, 26.0% are neutral, 26.0% are disagree and 10.0% are strongly agree for organization effectively supports employees from diverse background.
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### SUGGESTIONS

- Investigate and address gender disparity to create a more inclusive and balanced workforce, encouraging equal participation in organizational initiatives.
- Examine income disparities within the organization and develop strategies to support lower income employees, fostering equity and satisfaction.
- Explore how varying education levels influence employee perspectives and tailor policies or programs to address the unique needs of diverse educational backgrounds.
- Strengthen existing organizational policies by reinforcing effective practices and introducing improvements to sustain employee satisfaction and alignment.
- Enhance the work environment by maintaining positive aspects and actively addressing any areas of dissatisfaction to improve overall employee morale.
- Provide tools and training to improve time management skills and increase overall workplace efficiency.
- Promote team collaboration through initiatives that enhance group dynamics, focusing on addressing any concerns raised by less satisfied employees.
- Improve the frequency and quality of training programs to ensure they meet employee expectations and foster broader participation.

### IX. CONCLUSION

This study examines the organizational policies and productivity at Rane Madras Ltd, emphasizing their influence on employee behaviour and engagement. The findings demonstrate significant positive correlations between cultural practices with enhanced productivity. Employees who felt valued and supported by inclusivity-focused initiatives reported higher satisfaction and performance levels. However, the research also identifies gaps, such as a misalignment between organizational policies and employee expectations and the shortcomings suggest opportunities for Rane to improve its practices and create a more supportive work environment.

The statistical analyses underscore the need for Rane to prioritize fostering awareness of its policies. Additionally, the study recommends addressing disparities related to gender and income while promoting inclusivity to enhance employee morale and productivity further. If organizational requires any

policies to adapt for employee needs and expectations, it is necessary for long-term success. By implementing these changes, Rane can strengthen employee engagement, boost productivity, and achieve sustainable growth, ensuring alignment between its goals and workforce dynamics.

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