INFLUENCE OF HRM PRACTICES ON ASSESSING WORKER'S PERFORMANCE IN TEXTILE INDUSTRY OF RAJASTHAN, INDIA

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Abstract:

This study influence and ties between human resource practices and employee performance in Rajasthan's textile sector were thoroughly examined in this report. This is accomplished by building and testing a model based on human resource activities such as work motivation, training and coaching, and performance evaluation as independent variables, with employee performance as the dependent variable. This research further elucidates the importance of human resource strategies in measuring employee efficiency. Questionnaires were sent to various textile companies, along with a cover letter, for the purpose of the report. Human Resource Management strategies have a significant relationship with job success, according to research findings. In today's world, improving employee efficiency is a major challenge for businesses. A self-administered questionnaire from the textile sector in Rajasthan, India, was used to collect data, with a response rate of 76 percent. The findings indicate that all aspects of HRM activities have a positive impact on employee success. Employee success is heavily influenced by motivation and performance appraisal. As a result, companies should value their experienced workers and implement effective retention strategies that include fair pay, experience-based remuneration, and experience-based advancement. This would improve the organization's overall results.

Keywords: Performance Evaluation, Human Resource Management Practices, Textile Industry, Employee Performance, Performance Appraisal.

Introduction:

The Indian textile industry has a long history of over 5000 years. The textile sector employs 45 million people and contributes for 11 percent of the country's entire exports basket, 14 percent of industrial production, and 4 percent of GDP, according to the India Brand Equity Foundation (ibef.in). Cotton is the most commonly used raw material in Indian textiles, accounting for 70% of total use. In 1889, the first textile mill in Rajasthan, Krishna Mills Beawar, was built.
Globalization, new technology, rapidly evolving consumer preferences, a diverse workforce, and other factors have created a demanding, rapidly changing, and competitive climate for these textile

companies. Given the competition of the textile industry, certain policies must be followed in order for workers to be retained and fulfilled. In order to compete in the global market, businesses must be able to recruit and retain talented workers. Employee efficiency is a critical factor in every company's success. Huselid (1995) argued that HRM practices can be used to influence employee attitudes and behavior. There are only a few textile companies that do a comprehensive and thorough job of evaluating their employees' results. An analysis is carried out to determine the benefits of doing adequate performance evaluation in order to gain a thorough knowledge. Organizations are increasingly aware that an employee's capability, expertise, and skills are critical to their overall success (Neluheni, Pretorius, &Ukpere, 2014).

According to HR management theory, giving workers feedback allows them to set realistic high goals and see the connection between what they're doing and the result they should anticipate, which is target achievement (Ford, Latham, & Lennox, 2011). There is substantial evidence that both those who conduct the assessment and those who are evaluated find the process to be stressful (Meyer, 1991).Employees should be evaluated and then coached through a process where their performance is observable, under the employer's control, critical to the organization's strategy implementation, based on factors both the coach and the employee know ahead of time, provided to an employee using objective descriptive behavioral statements, and documented for future reference, according to Latham, Mann, and Moore (2005).

This has been observed that researcher's have not been focused yet on different methods of performance assessment system in the textile industry specifically. Also, there is ambiguity in standards where supervisors may follow different standards for different employees.

Literature Review:

In their study, Jyoti and Farhat Mohsin (2020) discovered that the majority of firms used the performance management system approach to evaluate the performance of their human resources. It was widely accepted that a performance management system provided information on the quality of human resources as well as the quality and quantity of their work output as a process, and that it was useful in motivating employees to focus on their work in order to achieve both organizational and individual goals. Because 42 employees were central to business and its valuable assets for meeting the strategic, technical, societal, economic, and cultural development of nations, the research focused on the challenges that Higher Education institutions were facing in terms of inspiring and motivating employees to contribute fully in order to improve higher education quality. Managers, academicians, and administrators needed a good and thorough understanding of how to achieve organizational objectives while meeting individual expectations and objectives in order to maximize output for the organization and achieve the highest level of satisfaction for the employees it employed. In recent decades, a number of colleges and educational institutions have been established in order to raise society's knowledge level, which might assist the country realize its economic goals. It is necessary to have adequate techniques for analyzing human performance and, after that, informing the progress or development plans required to achieve the intended output and retain human resources. The methods, concerns, and challenges of the performance management system in higher education were investigated using the literature review technique.

Sidharth Raju (2019) conducted research in Mussoorie, Uttarakhand's five-star hotels to assess the performance of low-level employees in the hospitality industry and to investigate the relationship

between empowerment, transformational leadership, teamwork, work environment, and low-level employee performance in five-star hotels. Employee performance evaluations supported a variety of objectives across organizations, according to the study, and management depended on the evaluation to make HR-related decisions such as promotion, transfers, and termination plans. When analyzing employees' development, the business must determine appropriate developmental training for particular employees' needs based on the review. In operation areas such as housekeeping, front office, stores and accounts, food services, kitchen, engineering, and management, the hotel industry required skilled personnel and certifications (Aigbedo and Parameswaran, 2004). The hospitality industry, like any other service industry, relies on a trained talent pool to provide flawless service to its guests. People working in the hospitality business required to be suitably skilled and capable of contributing to the development of a sustainable, productive, and lucrative enterprise.

Previously, several Indian research looked at the effects of performance appraisal in a variety of businesses. According to Ahuja, Priyanka Padhy, and Srivastava (2018), employee satisfaction with performance assessment influences their reactions and behavioural consequences. They looked at 18 private companies, including banks, IT firms, auditing and consulting firms, real estate, automotive, media, hotel, and fast-moving consumer goods. Satisfaction with performance assessment influenced emotional and normative commitment, but not continuation commitment, according to the researchers.

Meira et al. (2018) conducted an exploratory research of hotels in Brazil in order to determine the influence of innovation on the performance of hotel personnel. The study took a quantitative approach, surveying 73 hotel managers from 792 properties using an online structured questionnaire. For data analysis, multiple linear regression using SPSS was used to analyse the relationship between aspects of innovation (communication, procedures, leadership, and strategy) and the performance of workers and hotel companies. Communication, leadership, and strategy elements all had a direct impact on staff performance, but only the leadership component had a direct impact on hotel organisation success, according to the study.

Human resource departments in companies have primary responsibility for activities such as recruiting, training and development, performance assessment, and rewarding, according to Dr. Sundararaj and K. Meeraswaran (2017), which would strengthen the human resource management system in printing industrial units. They used percentage analysis and scaling techniques to analyse the data.

According to K.Vijayasekhar Reddy, Dr.Tamarana Srinivasa Rao, and Dr.N.Roopalatha (2017), substantial growth in HR practice in the small scale sector would result in an increase in the number of employees, necessitating the need for efficient employee management that aids in the achievement of organizational goals.

In order to meet the challenges of HR management in the small scale market, HR activities must be tailored. Cecily G. Wamuuru and Dr. Denis MuchangiJamleck (2016) compare and correlate the relationship between Human Resource Management (HRM) Practices and Organizational Success. They have linked HRM activities such as incentive management, training and growth, recruitment/selection, and a good work environment to organizational success. According to the

findings, there is a strong direct/positive connection between HRM practices and organizational success.

Peidi Zhang (2016) conducted a survey of hotels in the United Kingdom to investigate the practices used by HR managers to motivate staff to stay with the hotel for the long haul. The results of the poll revealed that hotels in the United Kingdom have implemented monthly and yearly award programmed such as announcing "Employee of the Month" to recognize staff who provided exceptional customer service. However, there were differences in perspective between the HR manager and the workforce in terms of what would be appropriate motivators for the employees.

Balaishwarya, Karthiga, and Karthi (2015), Using this study, the researcher was able to determine the organization's hiring modules, different factors considered in the recruitment and selection process, and the level of satisfaction of worker 72 with regard to recruitment. A well-defined recruitment strategy must be framed and successfully carried out. Although the majority of respondents were pleased, it is recommended that the improvements in the recruitment policy be increased further. The recruitment process has a significant effect on the company's operations since fresh blood brings new ideas. The selection process should also be adjusted based on the position requirements and job profile to ensure that the primary goal of selecting the applicant is met.In their research, Upasana A Agarwal and SumiJha (2015) discovered that well-managed human resource activities have a major impact on organizational success. The study's findings show that SMEs in India have an informal approach to employee relations in general and the use of HRM methods in particular (i.e., recruiting, training and development, compensation, assessment, and labor relations).

When it comes to the objectives of performance assessment, Weightman (1996) focuses on the person, claiming that it can be used for a variety of purposes, including incentive, discipline, coaching, counseling, raising morale, assessing achievement of goals and outputs, recognizing 31 growth opportunities, enhancing communication, strengthening organization control, and deciding on candidates for promotion or redundancy. The general aim of performance assessment, according to Harrison and Goulding (1997) and Boice and Kleiner (1997), is to explain how an employee's performance compares to the manager's expectations. One of the fundamental aims of performance assessment schemes, according to Bach (2000), is to evoke corporate compliance. Pettijohn et al (2001) discuss task uncertainty and suggest that performance assessment may help to minimize it. Simmons (2002) cites a number of sources to suggest that a good, performance-enhancing, and fair performance evaluation system that earns professional commitment is a key component in achieving a good return on an organization's "intellectual capital."

One common concern, according to Rees and Porter (2003), is that plans contain too many goals. The most obvious justification for evaluating an employee is to ensure their progress, and it follows that ensuring individual performance improvement would increase overall organization performance. Campbell (1990) also proposed output factor determinants. Declarative

understanding, procedural knowledge and ability, and motivation are the three primary determinants of individual differences in efficiency. Non-judgmental mental measures have resurfaced as a means of determining the organization's overall wellbeing (Ex: absenteeism, employee turnover, grievances, accidents), Nicholson & Brown (1990).

According to Zaffron (2009), using the performance management technique, it could be possible to get all workers to reconcile personal objectives with organizational goals, thus increasing an organization's efficiency and profitability.Line managers, according to Zhu & Dowling (2002), may assist establish a better match between job and applicant by picking the ideal applicant for roles in separate departments. In his paper, Jeyavelu (2003) claimed that in order to compete, businesses must become more effective and creative, reduce costs, and improve the quality of their goods and services. The definition of empowerment, described as an increased sense of self-efficacy, is extended in this paper to organizational interventions, leader behavior, and reattribution training. The study investigates the connection between empowerment and success.

According to Umadevi's (2004) "A report on welfare measures extended by NLC with regard to women employees," although women employees were satisfied with the current welfare measures, they wanted the organization to provide necessary medical facilities with specialists wherever they were required. According to Kelly et al. (2008), over 80% of population want an assessment method, although 45 percent believe it needs to be improved. The assessment method must be fair and transparent, resulting in satisfaction, improved efficiency, motivation, and a positive attitude toward performance bonuses.

According to Armstrong (2001), performance is described as "the way in which an organization's teams and individuals get their work done." Success, according to (Mooney, 2009), is judged not only by the outcomes, but also by the actions and behaviors that employees engage in in order to achieve their objectives. Performance assessment is explained by (Dessler, 2005) as "comparing the employee's current and past performance to his/her performance expectations." Employees have a competitive value to organizations, so they try to adopt strategies that develop their awareness and skills. They must, however, identify the key problems in order to design these policies. Employee assessment can assist in this regard by revealing a group's or team's major flaws (Hennman& Schwab, 1985).

Lalit Mohan Kathuria, Raghbir Singh (2006) The textile and garment sector, second only to agriculture in terms of employment, net foreign profits, and industrial production, is one of the oldest and most significant economic sectors in India. In view of the MFA phase-out, this study examines the various issues faced by Indian garment exporters. The article is based on a survey of selected garment exporters in the Northern region (Delhi and Ludhiana) and offers policymakers and garment exporters suggestions and strategies to help them increase their exports share of the global economy K.K. Jalan (2005) the importance of the textile industry is highlighted in the

report. It briefly discusses the economic impact of the restricted market period on a single exporter, as well as the main characteristics of the current international scenario. In the analysis, an attempt has also been made to suggest some points of action.

Modern Methods of Evaluation:

Multi-rater feedback has gradually grown in popularity as a result of the growth of the Internet and the opportunity to perform assessments online through surveys (Atkins& Wood, 2002).
"Teams have become popular in all Companies," according to a Wall Street Journal headline. Unit processes, according to Coovert et al. (1990), are related to the tasks, tactics, reactions, and behaviors used in task 34 completion within teams. The results of different team processes, on the other hand, are referred to as team outcomes. Within the context of input-process-outcome models, according to Marks et al. (2002), the mediating links that connect the link between team preparation and later team results are teamwork or team processes.
According to Murray (2009), Jack Welch's vitality model is explained as a "20-70-10" framework. The "top 20%" of the staff is the most efficient, while the remaining 70% (the "vital 70") do adequate work. The remaining 10% (the "bottom ten") are non-producers who should be shot. This approach is used by companies such as General Electric, Microsoft, Infosys, Wipro, and others.
According to Fletcher (1993), a growing number of companies are combining competency-based and results-oriented appraisals, which he believes is a positive step forward. Competencies are critical factors in achieving high levels of individual success and, as a result, organizational effectiveness. Employee competencies can be usefully incorporated into assessment schemes, according to Rees and Porter (2003).Armstrong and Baron (2005) were able to conclude that strategies such as team assessment and 360-degree appraisals had become more common, and that more organizations had become more advanced in their approach to performance management and its alignment with other HR practices.

Looking into above mentioned literatures, it could be observed that the modern ways of evaluation are more suitable than traditional methods as it helps the employees to achieve desired individual goals as well as organizations objectives.

Research Gap:

According to the literature review, if performance assessment is well designed and implemented, the organizational benefits may be substantial. In several ways, the textile industry's emphasis on performance assessment seems to be lacking. Top management engagement, coordination of intent, process direction, training and growth, and competency measurement are all significant challenges. Impact of HRM Practices on Evaluating Worker's Performance in Textile Industry of Rajasthan, India is not evident, empirical research in this area also remains limited specifically in the context of workers in textile industries, Rajasthan. From the above literature, it can be inferred

that most of the previous researches limited their investigations to employees of other sectors. The studies previously conducted on HRM practices mainly refer to parameters like business performance, superior subordinate relationship, personal relation, conflict, transparency, intervention, employee skills, orientation and feedback. Researcher has gone through various studies and journals on HRM practices and employees performance appraisals and it has been observed that parameters like Motivation, Training& Coaching and Performance appraisal system have an impact on employees performance and not been studied so far specifically in textile industries of Rajasthan. Only one performance measure characteristic found that is the presence of relevant performance measures. The review reveals a gap in research regarding various untouched dimension of HRM practices and worker's evaluation. The present research is concerned to study the Impact of HRM Practices on Evaluating Worker's Performance in textile industry of Rajasthan.
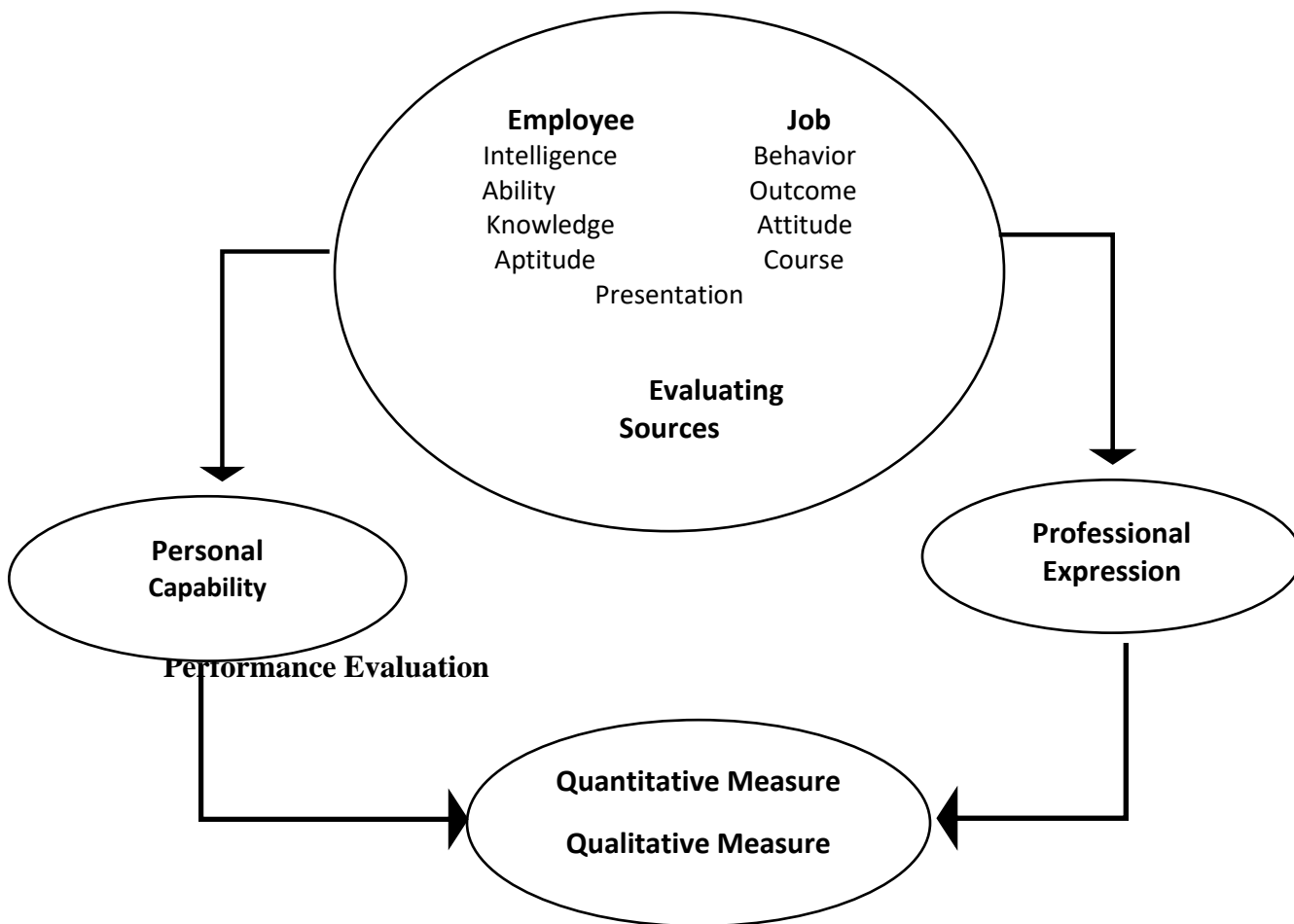

Fig 1. The Evaluating Sources, Criteria and Methods of the Performance Evaluating Strategy. (Source: Hai Ming Chen and Peng Chuan Fu (2008) - A systematic framework for performance appraisal and compensation strategy)

Research Objectives:

- To explore the awareness level of employees about Performance Evaluation in textile companies of Rajasthan.
- To investigate the difference in Performance Evaluation used by the various corporations in India's textile industry.
- To investigate the value of current HRM practices and to influence the mindset of employers by introducing them, as these practices contribute to the firm's and employees' overall performance.

Model Framework:

Practice is critical in the performance of individual promotions because it can improve the performance of individual employees (Guest, 2002). A successful assessment and supervisor must explain to employees how they can enhance their performance and inspire them (Lillian, Mathooko & Sitati, 2012). Regular assessments enable workers to concentrate their focus on what is required of them, deliver input, and inspire them (Casio, 2003). Positive feedback demonstrates what needs to be changed while still informing the employee that his job was done well. Employee training programs have a positive impact on organizations, as they shape employees' attitudes, behaviors, and confidence through a variety of training and success tools (Chang, E., 1999). Human resource managers, like other HR activities, may boost performance assessment. The argumentation of organizational efficiency is escorted by proper preparation and monetary inducement (Brown, M. and J.S. Heywood, 2005). Employees' work activities and productivity are influenced by their job success (Spector, P.E., 1997).Employees are the organization's lifeblood and most valuable assets, and their actions and attitudes in the field of HRM are widely recognized (Guest, D., 2002). Employee job performance can be described as the assessment of work completed in a way that makes workers excited and satisfied (Locke, E.A., 1976).

With the help of above discussions on several HRM practices by different authors, we can state that independent variables (motivation, training & coaching, and performance evaluation) have a positive relationship with the dependent variable (Employee performance). The model below has shown the same.
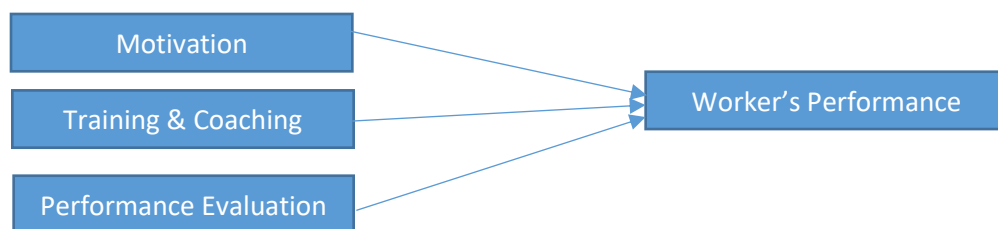
Hypothesis:

By stating a particular hypothesis, the researcher concentrate the data collection effort and plan a data collection method that will test the hypothesis' plausibility as a potential assertion of the

relationship between the terms of the research issue. The following theories have been framed for the current analysis in order to achieve the current objectives.

The Evaluation Program is designed to attract, reward, and retain highly skilled employees. Employees who believe the outcomes of performance appraisals are unjust are more likely to leave the company, lowering morale and participation, according to Boss (2001). And it will alter their wrongdoing actions in order to exact vengeance on the organization. Different research by Rahim et al. (2001) show that distributive and procedural justice have exclusive and reciprocal relationships with organizations in organizational justice. Individuals with similar backgrounds (experience, expertise, potential, and education) will be hired at similar rates for the same or similar work classification. Each year, an annual augment program is created to reinforce the overall theory. The software includes a significant amount of performance assessment. To ensure that the expected goals are fulfilled, the compensation program will be continually reviewed and updated as required. As a result, the company's performance assessment encourages people to enter the organization and contribute significantly to the organization's progress. The following hypothesis is developed and tested as a result of this discussion:

H1: Performance Evaluation has positive relation with Employee's Performance.

Employees are stimulated towards the organization's key goals by emotional attention, and this will become the primary cause of employee coordination in the organization (Lathman, 2003). In a study of 290 semi-skilled and skilled employees, Wood (1974) observes the relationship between worker attitudes, job motivation, and success. The result was that highly active workers were mostly focused on their work and were dissatisfied with the organization's performance assessment. Using them as a sample, (Egwuridi, 1981) examined inspiration among Nigerian workers in high and low occupations. He came to the conclusion that low-wage workers are unconfirmed, whereas high-wage workers place a higher emphasis on simple work issues. (Kunz and Pfaff, 2002; Pullins, 2001) found that salespeople who are inspired by incentives, income, or promotion are more invested in their jobs.

H2: Employee's Performance has positive relation with motivation to workers.

One of the most significant Human Resource functions is training and coaching. Training and coaching are essential components of most businesses' human resource development strategies. There has been an increase in meeting summits on the issue in organizations all around the world since the turn of the century. Taking into mind the reality that technology is quickly deskilling people, several firms have imposed yearly training hours for employees. The on-the-job training modules are conducted in a realistic workplace setting, with learners using the same resources, equipment, documents, and materials that they will use once fully trained.

H3: Introducing Training & Coaching as an HRM practices to Employees has positive relation with Employee's Performance.

Research Methodology:

The descriptive research design was used in this article. In situations where the analyzers believe they have a particular a group of persons who can identify the study's primary parts' major problems, the descriptive research design is used. Our sample's population is the Rajasthan textile industry, and the researcher used a descriptive study approach.

Questionnaire: Different workers in various departments are asked a series of questions. It contains both professional and non-technical employees. Questionnaire is extracted from the study of Al-Ghamdi, 2011; Verhulp, 2006.Age, sex, employment status, and educational level are all general questions are asked in the questionnaire. All questions are graded on a five-point Likert scale, with 1 indicating strong disagreement and 5 indicating strong agreement.

The research was carried out on the textile industry in Rajasthan, India. As most of the textile industry in Rajasthan do not have proper structure for performance rating system for employees, hence, researchers identified those companies who follows constructive and regular performance management system for their employees. Therefore, the information was gathered from 112 full-time workers of six textile companies who were chosen at random considering structured system in the organization. There were 20 questionnaires that could be used, with an answer rate of 76 percent, making them ideal for study. Personal information was entered into the questionnaires.

Data analysis entails identifying key characteristics and relationships among variables in order to generalize and define behavioral outlines and specific outcomes. The inquiry was carried out in a descriptive manner. The data was gathered using a frequency distribution to highlight the variables' significance and number of occasions' effect on frequency. The frequency distribution table was helpful in elaborating on the information provided by the respondents. Researcher evaluated the hypotheses for evaluating the questionnaire's validity, and researcher used correlation analysis and regression analysis to analyze statistical data from the study using IBM SPSS 20.0 software. The questionnaire's face validity has been established based on the responses. Cronbach's coefficient alpha (= 0.823) was used to determine the questionnaire's reliability. This method of measuring the degree of trustworthiness is accepted.

Findings:

Descriptive statistics and correlation methods are used in data processing. The relationship between variables was measured using Pearson correlations of variables such as Training & Coaching, Motivation, Performance Evaluation, and Employee Performance.

Frequency Tables:

Gender

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	66	58.9	58.9	58.9
	Female	46	41.1	41.1	100.0
	Total	112	100.0	100.0	

According to the above table, the gender distribution of the respondents was 58.9% male and 41.1 percent female. A total of 112 people were interviewed for the report, with 66 men and 46 women participating. Males, it is said, continue to dominate the textile industry in terms of skills and opportunity, and are more likely to be breadwinners, so the sample distribution was deemed to be fairly representative.

Designation

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Technical Worker	56	50.0	50.0	50.0
	Non Technical	56	50.0	50.0	100.0
Worker		112	100.0	100.0	
	Total				

In terms of the respondents' designation status, the above graph indicates that 50 percent are technical employees and 50 percent are non-technical workers, based on a survey of 112 respondents. Taking the above into consideration, it became clear that the survey included respondents who worked in both technical and non-technical jobs, such as cutting, finishing, and defense. As a result, the study was appropriate in terms of accurately representing basic types of classification status in the target population.

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	21-25	32	28.6	28.6	28.6
	26-30	35	31.3	31.3	59.8
	31-35	26	23.2	23.2	83.0
	Above	19	17.0	17.0	100.0
35		112	100.0	100.0	
	Total				

The age distribution of those who took part in the study is shown in the table above. Only residents of the target industry who were twenty-one years old or older were included in the study. With the above table, it can be shown that the majority of the respondents are between the ages of 26 and 30 years with 31.3 percent, and 21 to 25 years with 28.6 percent of the total sample population, implying that the majority of textile workers are young. Nonetheless, the respondents' age profile was deemed to be appropriate.

Table 1 – Descriptive Statistics

	PE	MO	TC	EP
N Valid	112	112	112	112
Missing	0	0	0	0
Mean	1.8601	1.9464	1.9799	1.9018
Median	1.8333	1.8000	2.0000	1.8000
Mode	1.67	1.60	1.75	1.60
Std. Deviation	.37137	.48767	.51239	.38344
Range	1.83	2.00	2.25	2.00
Minimum	1.17	1.20	1.00	1.20
Maximum	3.00	3.20	3.25	3.20
Sum	208.33	218.00	221.75	213.00

The mean results of the variables used in the analysis are shown in Table 1. It means that employee performance can improve as a result of training and coaching, motivation, and performance assessment. It has been observed that the questions which has lowest mean/standard deviation and highest mean/standard deviation are "When your performance has not met minimum standards, your manager discusses with you the reasons?" and "Performance is effectively monitored?" respectively.

Table 2 – Correlations

	EP	TC	MO	PE	Hypothesis	Results
Employee Performance	1.000					
Training & Coaching	0.691	1.000			H1	Agree
Motivation	0.618	0.563	1.000		H2	Agree
Performance Evaluation	0.727	0.611	0.708	1.000	H3	Agree

The above table shows that there is a clear positive association between worker's performance and training & coaching(0.73), with a mean of (1.86), showing that the majority of people view performance evaluation as a significant factor that is directly linked to employee performance. The output of workers is positively correlated with all variables (HRM practices). This study examined the hypotheses after seeing these findings. Table 2 shows the effects of the relationship between HRM activities and employee success. Any hypothesis must have a p value of less than 0.05 to be accepted.

Hypotheses 1: Table 2 shows that there is a statistically important positive relationship between performance assessment and employee performance (sig=.000, r=0.73). Between the observed and

expected values (PE) of the dependent variable, R is the multiple correlation coefficients (EP). The r value is meaningful in the range of 0 to 1.

Hypotheses2: The effects of the correlation are discussed. This theory is accepted because the relationship between performance evaluation and employee performance (sig=.000, r= 0.62) predicts both performance evaluation and motivation.

Hypotheses 3: There is a strong positive correlation between Training & Coaching and Employee Performance (sig=.000, r= 0.69).

This study also observed other positive correlations between independent variables such as Motivation with Training & Coaching (r= 0.56), Performance evaluation with Training & Coaching (r= 0.61) and Motivation with performance evaluation (r= 0.71).

Discussion and Conclusion:

The goal of this research is to look into the effect of Human Resource Management activities on employee efficiency. A research model of HRM activities was used to determine the output determinants. Recruitment and selection, motivation, performance evaluation, career path, compensation, and role description are only a few of the HR activities. To determine the effect on employee efficiency, only three practices (motivation, training, and performance appraisal) were used. These factors were chosen because they are important for any textile firm in the industry. This is an intriguing study that demonstrates the value of certain activities that have a significant impact on employee success. This research will shed light on what motivates employees in the textile industry to perform better. Employee performance is found to be strongly linked to all variables (Training & Coaching, Motivation, and performance evaluation) (table-2). As a result, this study may conclude that while training & coaching, motivation, and performance evaluation are essential for worker's performance, there is something else that needs to be addressed. These findings may be due to the lack of other HRM activities, which were not included in this report. To recognize the effect of HRM practices on worker efficiency, all HRM practices should be used. Only three human resource strategies (Training & Coaching, Motivation, and performance evaluation) are included in this study; other methods, on the other hand, should be employed to get a more full view of the critical performance factors. The sample contains solely of textile firm's administrators, though other workers may be included in the report. It is important to have motivated workers who will work to accomplish the organization's goals by fulfilling their duties and obligations, and this will have an effect on employee morale in the future.

The ability of worker to execute at a high level is crucial to the success of the company. Employee and organizational efficiency are influenced by a variety of factors, as previously indicated. The results of the descriptive statistics showed that all of the variables have a positive impact on employee success. When researcher examine the correlation's findings, researcher see that employee and leader motivation, training, and coaching are all strongly associated with success, and that companies must foster a cooperative and employee-oriented culture in order to accomplish advanced levels of performance across these variables. The findings revealed that all variables have an equal impact on the performance levels of different genders, and that as the level of experience rises, employees' and leaders' attitudes, work satisfaction, and job engagement have

stronger effects on performance. As a result, businesses should value their seasoned personnel and develop successful retention strategies that include, among other things, fair wages, experience-based remuneration, and experience-based advancement. There should be properly structured performance management system for the employees working in textile industry of Rajasthan to retain their treasured employees. Organizations should amend in their policies for the benefits of the employees like, flexible working hours, work-life balance, paid leaves, maternity – paternity leaves and other monetary and non monetary perks.

Limitations & Future Research Directions:

Our study has a few limitations. For starters, no prior research has been done on HRM practices in the Rajasthan textile industry. Many studies on employee performance have been performed in different parts of India, but only in Rajasthan. Second, it gives potential researchers the chance to determine the predictive validity of employees' success by looking at their associations with a variety of worker and managerial results in various socio-cultural and nationwide frameworks. Third, establishing a metric for HRM practices' effect on employee efficiency opens up new avenues for potential research in various industries. Last but not the least, these discoveries are just getting started, and as the analyzers learn more, they will adapt and become more aware. The report will continue to analyze the results as the analysis is still ongoing. Our study will last a few months, and researchers collect data using a simple random technique. Other variables that can be used to increase employee performance include empowerment, work satisfaction, absenteeism, leadership styles, job design, and managerial standards. Future researchers should look into the strength of relationships between different variables of job success, equality and value measures, and a variety of worker results to gain more information. In respect to textile industry, researchers have opportunities to look for those organizations or startups where policies and regulations are unstructured for the assessment of employees performance.

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