



A Study on Employee Life Cycle Management towards Cloud space Technologies

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ABSTRACT

This study is focused upon employee lifecycle management. Human resource management has its own sketch of past and has been derived from a number of actions in the past, present and will be consequent in the future. The purpose of this paper is to explore the hidden exposures of employee life cycle. This research has observed various aspects of employee life cycle and its contribution in Human Resource Development. Various HR activities need to be designed and worked out keeping in mind how the life cycle of employees and be generated and maintained in an organization. To retain and maintain talented employees in the organization is an exigent task. Organization which works in designing a proper growth cycle and development plan to an employee is always able to have competitive edge towards employee advancement.

KEYWORDS

Employee life cycle management, employee satisfactory level, recruitment & training.

I. INTRODUCTION

The topic titled "Employee lifecycle" helps to analyze and understand about the existing employee life cycle and employee's satisfaction in their different stages of career. By understanding company's employee life cycle one can easily understand about the employees and their satisfaction level and policies and procedures carried out by the company at the current scenario. It is a very important tool to improve and enhance policy and procedure of the company. By analyzing employee life cycle one can understand about the strength and weaknesses about the company. The study gives the clear vision and future prospects of the company after analyzing existing and past employee life cycle. It is very helpful for making important decision and enhancing the present performance as well as to get a better result in the

future, it helps in retaining training motivating the employees.

Stages OF Employee Life Cycle

The ELC comprises of 5 different stages, starting with Recruitment and selection, on boarding, Development, Retaining & off-boarding. The most usual ELC model divided into five to six stages. In this study 5 component is used as listed above.

STAGE 1: RECRUITMENT & HIRING

This stage starts from having vacancy in an organization and analyzing the job vacancies understanding about job Requirements advertising and generating awareness about the vacancies publishing the articles in most famous and affordable newspapers.

STAGE 2: ON - BOARDING

At the completion of recruitment and hiring selection when all documentation, offer and acceptance of letter process finishes On-boarding stage starts where an employee newly joins in an organization to make the candidate feel comfortable and work effectively the organization takes some steps such as providing all necessary infrastructures both hard and soft to work smoothly and effectively.

STAGE 3: DEVELOPING AFTER THE COMPLETION OF ON BOARDING STAGE

When Employee starts feeling him/her self as a part of company and starts working with expertise and with less error next stage comes is developing of an employee. Developing in terms of career growth, knowledge growth skills growth, personality growth etc.

STAGE 4: RETAINING

Once the developing of the employee finishes if employee feels starting that he has learnt many things and if one have a good understanding of his duties and responsibilities after that the most difficult task is to retain the employees to retain the employee HR should understand the reason for employees turn over if it is related to pay and the same candidate is serving good profits to company than his/her pay



should be revised but in case the employee wants to leave the organization because of the facilitates provide any the company.

STAGE 5: OFF - BOARDING

This is final stage of the ELC where retention technique does not work and Employee wants to leave the organization for different reasons such as new job starting his own venture termination or violating the rules and regulations of the company for termination prior notice should be given from both the ends if employee wants to leave than he should give prior notice of 3 months and if company is terminating the Employee organization should give prior notice of 1 month and organization should clear all the employees dues and all necessary documents should be given 19 such as experience certificate and last salary slip and employee should handover all the documents and the assets of the company to the organization.

IMPORTANCE OF THE EMPLOYEE LIFE CYCLE

Employee life cycle management is considered as very vital part of HR department because it consist of all the departments of HR in one's career such as starting from Recruitment and hiring the recruitment department and payroll department comes into picture and the same department will have so many roles and responsibility to fulfill behind only one employee like this concept covers almost all departments how does it work in different stages of an employee's life.

COMPANY PROFILE

Cloud space technologies is a software development company. Cloud space technologies is a leading solution provider for Internet based applications. Established in 2010, The Company has been promoted by some highly experienced Professionals dedicated to provide total IT solutions under one roof. It possesses not only the latest technology gadgets but also the most knowledgeable and experience hands to offer most user friendly customized solutions. Cloud space technologies provides high quality on site services for software development and the end users on a broad range of hardware & software platforms and latest technologies. Within the first year of its operations, Cloud space Technologies has carved a niche for itself in the IT industry and has increased its business by acquiring some major domestic projects. Cloud space technologies - Technology meets emotions and limits are higher than the sky.' Great stress is laid on proper communication, transparency and human

relations, which forms an integral part of the corporate culture

II. REVIEW OF LITERATURE

Several studies have emphasized the importance of ELM in enhancing employee productivity, job satisfaction, and retention.

A study by Kaur and Garg (2019) found that effective ELM practices positively impact employee performance and job satisfaction. The study also highlighted that employees who receive adequate training and development opportunities are more likely to remain with the organization.

A study by Parry and Tyson (2011) found that effective ELM practices lead to improved employee engagement and satisfaction, which ultimately translates into better organizational performance.

However, despite the benefits of ELM, several challenges exist in its implementation. A study by Huselid et al. (2005) found that many organizations struggle with ELM practices due to a lack of resources, inadequate training and development programs, and ineffective performance management systems.

Another study by Doumergue and Ifeanyi (2013) identified communication, employee involvement, and change management as critical factors that organizations need to consider when implementing ELM practice

OBJECTIVES

OBJECTIVES OF THE STUDY

- To understand the employee life-cycle based on various attributes such as age, gender, experience with the company
- To understand the employee satisfaction towards Employees different stages of their career in a company.

SCOPE OF THE STUDY

Understanding the Employee life cycle is an important device to the proper management of the employees of the company and retains their employees. The study concentrates on the employee life-cycle concept and its management done at the Cloud space technologies.



III. RESEARCH METHODOLOGY RESEARCH DESIGN

The major goal of this study is to determine the employee satisfaction towards the job. This survey included 132 respondents who are working in the cloud space technologies. The information is gathered from both primary and secondary sources. A questionnaire is used to obtain data from primary sources.

SAMPLING DESIGN

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to research purpose with economy in procedure. In this study descriptive type of research design has been used.

SAMPLE POPULATION

Population includes all the employees working in the organization and the total population is 200
Sample size = 132

SAMPLING TECHNIQUE

A sampling technique is a definite plan for obtaining a sample from a given population. Sampling design refers to the technique or the procedure the researcher adopts for selecting items for the sample from the population.

This study adopted the method of sampling adopted is Stratified Random Sampling. Here, the universe to be sample is subdivided into groups, which are mutually exclusive & include all items in the universe. A simple random sample is then chosen independently from each group.

STATISTICAL DESIGN

The data collected from the respondents were converted into readable for processing, classification and arrangements. The tools used for analysis are

- Chi square analysis
- Correlation

- One-way Enova

ANALYSIS AND INTERPRETATION

CHI – SQUARE TEST

Suppose we are given a set of observed frequencies obtained under some experiments and we want to test if the experimental results support a particular hypothesis or theory. Karl Pearson developed a test for testing the significance of discrepancy between experimental values and the theoretical values are obtained under some theory of hypothesis. The test is known as goodness of fit.

$$\chi^2 = \sum (O - E)^2 / E$$

CORRELATION ANALYSIS:

There are several different correlation techniques. The survey systems optional statistics module includes the most common type, called the person or product moment correlation. The module also includes a variation on this type called partial correlation. The latter is useful when you want to look at the relationship between two variables while removing the effect of none or two other variables.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

ONE-WAY ANOVA

A statistical analysis tool that separates the total variability found within a data set into two components:

- Random factor
- Systematic factor

The random factor does not have any statistical influence on the given data set, while the systematic factors do. The ANOVA test is used to determine the impact of independent variables have on the dependent variable in a regression analysis.

CHI-SQUARE ANALYSIS

Association between age and hr. department performance in timeliness recruitment and selection process.

HYPOTHESIS

Null hypothesis (H0): There is no significant difference between age and hr department performance in timeliness recruitment and selction process.

Alternative hypothesis (H1): There is a significant difference between age and Hr department performance timelines recruitment and selction process.

Case Processing Summary							
		Cases					
		Valid		Missing		Total	
N	Percent	N	Percent	N	Percent	N	Percent



Age * HR department performance	132	100.0%	0	0.0%	132	100.0%
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CROSS TABS

Age *HR department performance						
Count		Average	Excellent	Good	Poor	
Age	18-21	4	7	4	0	15
	21-25	13	17	48	0	78
	25-30	10	6	17	0	33
	Above 35	0	4	1	1	6
Total		27	34	70	1	132

Chi-Square Tests			
	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	36.482 ^a	9	.001
Likelihood Ratio	21.682	9	.000
N of Valid Cases	132		

a. 9 cells (56.3%) have expected count less than 5. The minimum expected count is .04.

INTERPRETATION

From the test, the minimum expected count is 0.04. But low cells have expected count less than 5 so, null hypothesis is accepted, rejected the alternative hypothesis. There is no association between age and Hr. department performance in selection and recruitment process in the organization.

CORRELATION ANALYSIS

Relationship between years of working and increment given in the organization

Hypothesis testing

Null hypothesis (h₀)

There is no significant relationship between years of working and increment given in the organization

Alternative hypothesis (h₁)

There is significant relationship between years of working and increment given in the organization

Correlations			
		Since how many years have you been working in this company	How the increment are given in the organization
Since how many years have you been working with cloud space technologies	Pearson Correlation	1	.038
	Sig. (2-tailed)		.662
	N	132	132
How the increment are given in the organization	Pearson Correlation	.038	1
	Sig. (2-tailed)	.662	
	N	132	132

INTERPRETATION

The above table shows that, co efficient of correlation between relationship between years of working and increment given in the organization after obtain is 0.038. It is below 1. So, there is low positive relationship between years of working in the organization and increment given in the organization



ONE WAY ANOVA

NULL HYPOTHESIS

H₀: There is no significant difference between the Training is provided for improving your knowledge, skill, ability and training program beneficial

ALTERNATIVE HYPOTHESIS

H₁: There is significant difference between the Training is provided for improving your knowledge, skill, ability and training program beneficial

ANOVA					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.470	1	.470	.358	.551
Within Groups	174.745	131	1.314		
Total	175.215	132			

INTERPRETATION

From the above ANOVA analysis the P value (0.551) is more than 0.05 so there is no significant difference between the training is provided for improving your knowledge, skill, and ability and training program beneficial. It is interfered that the the training provided for improving knowledge skill, ability does not influence the training program beneficial.

IV. FINDINGS, SUGGESTION AND CONCLUSION

FINDINGS

- Majority of the 60% of the respondents are male.
- Majority of the 45% of the respondents are 21 to 30 years of age.
- Majority of the 48% respondents are UG in educational level.
- Majority of the 32% of the respondents are private employee.
- Majority of the 38% of the respondents below 10000 in monthly income.
- Majority of the 97% of the respondents are Single.

SUGGESTIONS

- In short there should be a proper channel for communicating. The company should perform regular survey to know the important fact regarding the satisfaction levels of the employees and their expectations from the company for managing, developing and making strategies to retain the employees.
- The company should provide flexible benefits to the employees and should provide the options and should give the liberty of choosing amongst them which are more beneficial for them.
- The age gender qualification experience of the employees needs to take into account while making strategies regarding retention.

- A company should accept the changes and take new measures to meet the present demand provide more of on job training for employees for improving their skills and abilities.

CONCLUSION

Findings and suggestions are based on the survey conducted and these points are to be looked into and steps are to be taken in this regard for higher growth.

- Form the analysis I conclude that Thus, in this competitive world of today individual should able to communicate their demonization factor with the job and organizations, which in long run the outcome will be the desire or intention to quit the job.
- It was also discussed that the intention of employee is same as the goal of an employee in case of how long an employee is inclined to stay with the company or the rapidity of job hopping. Particularly in the service industry still faces the problem of high turnover and the same is considered to be a day to day activity and as an integral part of business, but in the same time the corporate do not consider labor life cycle as costs maximization and penalty of labor turnover.
- In other words they don't look into the matter seriously the issues they may have to fight with in the short run after an asset



of the organization leaves and goes out not only physically but also takes away the knowledge that an employee had gained during her tenure in the organization.

- Company with very high employee life cycle can terrorize the sustainability of the organizational operations and also makes it more difficult for the IT industry to make an strategy planning for serving the community and human assets in the competitive world.

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