

(54) Title of the invention : Increase Productivity by Using an Intelligent Human Resource Management System (IHRM)

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| <p>(51) International classification :G06Q0010060000, G06Q0010100000, C12N0001040000, G09B0019180000, C12N0009000000</p> <p>(86) International Application No :PCT// Filing Date :01/01/1900</p> <p>(87) International Publication No : NA</p> <p>(61) Patent of Addition to Application Number :NA Filing Date :NA</p> <p>(62) Divisional to Application Number :NA Filing Date :NA</p> | <p>(71)Name of Applicant :</p> <p>1)Dr. R. Lavanya Kumari Address of Applicant :Associate Professor LOYOLA Academy, Alwal, Secunderabad Pin: 500010 State: Telangana Country: India -----</p> <p>2)Mr. Anil Kumar Yadava</p> <p>3)Mr. Brajesh Kumar Choubey</p> <p>4)Ms. Loveleena Mathur</p> <p>5)Mr. D.Balaji</p> <p>6)Dr.Devendra Narayan Vyas</p> <p>7)Prof (Dr) Vani Ramesh</p> <p>8)Prof Lavkush Mishra</p> <p>9)Dr.M.S.Vasu</p> <p>10)Dr. Nilam Panchal</p> <p>11)Dr. Harikumar Pallathadka</p> <p>12)Dr. K. Sivaperumal</p> <p>Name of Applicant : NA Address of Applicant : NA</p> <p>(72)Name of Inventor :</p> <p>1)Dr. R. Lavanya Kumari Address of Applicant :Associate Professor LOYOLA Academy, Alwal, Secunderabad Pin: 500010 State: Telangana Country: India -----</p> <p>2)Mr. Anil Kumar Yadava Address of Applicant :Assistant Engineer Public Works Department, Uttar Pradesh (UPPW), Lucknow (U.P., India) Pin: 226001 State: Uttar Pradesh Country: India -----</p> <p>3)Mr. Brajesh Kumar Choubey Address of Applicant :Controller of Examinations Asian International University Manipur Pin: 795113 State: Manipur Country: India -----</p> <p>4)Ms. Loveleena Mathur Address of Applicant :Assistant professor IIRM Group, IIRM Campus, Sec-11, Tagore Path, Agarwal Farm, Mansarovar, Jaipur Pin:302020 State: Rajasthan Country: India -----</p> <p>5)Mr. D.Balaji Address of Applicant :Assistant Professor. Aarupadai Veedu Institute of Technology, Vinayaka Missions Research Foundation (Deemed to be university), Paiyanoor Pin: 603104 State: Tamilnadu Country: India -----</p> <p>6)Dr.Devendra Narayan Vyas Address of Applicant :Principal Smt.Radhadevi Goenka College for Women Akola. Murtizapur Road,opp. Nehru Park,Shastri Nagar, Akola Pin:444001 State: Maharashtra Country: India -----</p> <p>7)Prof (Dr) Vani Ramesh Address of Applicant :Head Research and Innovation Centre Soundarya Institute of Management and Science Bangalore Pin:560073 State: Karnataka Country: India -----</p> <p>8)Prof Lavkush Mishra Address of Applicant :Institute of Tourism and Hotel Management Dr Bhimrao Ambedkar University ,Agra (UP) Pin: 282002 State: UP Country: India -----</p> <p>9)Dr.M.S.Vasu Address of Applicant :Professor Sree Rama Engineering College, Department of MBA, Karakambadi Road, Tirupati. Pin: 517507 State: Andhra Pradesh Country: India -----</p> <p>10)Dr. Nilam Panchal Address of Applicant :Head & Department of Public Policy and Governance (DPPG) & Associate Professor B.K. School of Business Management , Gujarat Univerty, Navrangpura Pin: 380009 State: Gujarat Country: India -----</p> <p>11)Dr. Harikumar Pallathadka Address of Applicant :Director and Professor Manipur International University, Ghari, Imphal, Imphal West, Pin: 795140 State: Manipur Country: India -----</p> <p>12)Dr. K. Sivaperumal Address of Applicant :Assistant Professor Vel Tech Ranga Sanku Arts College, Avadi, Chennai- 62. State: Tamil Nadu Country: India -----</p> |
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(57) Abstract :

Increase Productivity by Using an Intelligent Human Resource Management System (IHRM) Abstract: The function of employees inside businesses is highly crucial in the management and survival of any firm; this is because their performance is influenced by a set of human resource management (HRM) practises. Similarly, the process of attracting, developing, and sustaining a competent and dynamic staff to fulfil the corporate aims and objectives is the ultimate aim of HRM. Therefore, the purpose of this study is to evaluate the improvement of construction workers productivity through effective Human Resource Management methods. Hence, this research selected the HRM practises and extensively examined the influence of these practises on productivity and employee performance. The data utilised in this paper was gathered from both primary and secondary sources. Twenty-eight structured questionnaires were delivered to the HR department of a construction company that was employed for the study. A return rate of 100 percent was reached since the respondents were purposively selected. The data obtained were analysed using the Statistical Package for the Social Science (SPSS) (SPSS). The conclusion of the investigation demonstrated specific HRM practises boosts productivity and employee performance in a construction company. Therefore, it is strongly suggested that HRM practises are successfully applied to boost productivity and employee performance. Thus, establishing and preserving competitive advantage. Moreover, the study discovered that happy and pleased employees had higher performance, consequently making it easy for management to motivate them therefore accomplishing the business targets. The study contributes to the body of knowledge on the improvement of construction workers productivity through efficient Human Resource Management methods.

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