

Impact of Employees' awareness and Perception about HR Practices on Internal Positioning of HR Practices: Evidence from a Leading Rubber and Plastic Manufacturing Company in Sri Lanka

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The most crucial resource of any organization is its Human Resource. Human Resource Departments play a significant role in managing the Human Resource. During the pandemic, they play a vital role by enlarging their scope into employees' health and safety. Even though they have played a major role all the time, employees still make grievances about their human resource department. This becomes a new challenge to HR managers. Therefore, researchers have focused on finding solutions to this matter. This study aims to assess the impact of employees' awareness about HR practices on employees' perception about HR practices and internal positioning of HR practices at ABC Lanka (Pvt) Ltd. This study carried out quantitative descriptive research work.

Further, the sample is selected randomly and use a simple random sampling technique. This is a cross-sectional survey, and standard questionnaires were distributed among 248 Production Associates. Somehow, only 100 responded to the survey. SPSS (Statistical Package for the Social Science) was used to analyze the survey data. Pearson Correlation and regression analysis were used to validate the hypotheses. The current study will provide insights to the HR department to Position themselves within the organization.

Keywords: Awareness about HR, Perception about HR, Positioning of HR

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