

# **A Study of impact on Human Resource Management in Small Business Organizations in Batticaloa District.**

PERMANENT REFERENCE

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## Abstract

People who are involved in Small Business Organizations successful, depend on various factors, such as finance, technology and human resource. These are important to Small Business Organization. From these factors Human Resource are considered most important for success. It includes the impact on Small Business Organization. This Organizations include the amount of employees from 5 to 100. From this research Human Resource are considered as most important for success. Aim of research is to find out impact of Human Resource Management in Small Business Organization. This study also includes eight important Human Resource Management factors, as follows Job design, Man power planning, Recruitment and selection, Wages and salary, Performance appraisal, Training and Development and Labour relation. Based on this factors 100 questionnaires were issued to respondents and 72 were can be collected. There are 227 Small Business Organizations run in current in Batticaloa. Researcher has come to the conclusion that the Small Business Organization's consideration about Human Resource is very less, and they did only consider salary and wages, but other factors in conceptualization which is most important to run it successfully in future. From the findings of the research, these eight variables are recommended to implement in their Organization, and respondents should give more important to implement in their Organizations. If they consider more that variables, it leads to successful in future expansion of successful Business.

Acknowledgement	iv
Abstract	v
List of table	vi
List of figure	vii
List of contents	viii

**CHAPTER 1** **1-7**

1.0 Introduction	1
1.1 problem statement	2
1.2 Objectives of study	2
1.3 Conceptualition	3
1.4 Methodology	4
1.5 Assumption and limitation	6

**CHAPTER 2** **8-26**

2.0 Introduction	8
2.1 Rational for promotion of Small Business in Batticaloa Distret	11
2.2 Trent of Small Business in Batticaloa district	13
2.4 Human Resource Management and its important for Small Business Organization	15
2.4 The benefits and opportunities of Small Business Ownership	24

## **CHAPTER 3**

**27-41**

3.0 Introduction	27
3.1 Lifetime of organization	28
3.2 Job Design	29
3.3 Man power planning	30
3.4 Recruitment and selection	32
3.5 Wages and salary	33
3.6 Performance Appraisal	34
3.7 Training and Development	36
3.8 Rewarding	37
3.9 Labour Relations	38
3.10 Overall analysis	39

## **CHAPTER 4**

**41-51**

4.0 Introduction	41
4.1 Lifetime of Organization	41
4.2 Job Design	42
4.3 Man power planning	43
4.4 Recruitment and selection	44
4.5 Wages and Salary	45
4.6 Performance Appraisal	46
4.7 Training and Development	47
4.8 Rewarding	48
4.9 Labour Relations	49
4.10 Overall discussion	50

## **CHAPTER 5**

**51-52**

5.1 Conclusion	51
5.2 Recommendation	52

Appendix -Questionnair -English	53
-Tamil	57
-Reference	61