

## **A Study on Employees Perception About Organizational HR Practices and Culture in Meenakshi Hospital at Tanjore**

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### **Abstract:**

This study entitled "A Study on Employees Perceptions about organizational HR practices and culture at Meenakshi Hospital, Tanjore". The research aims to assess how effectively HR policies contribute to employee satisfaction, motivation, and overall workplace environment. Using a structured questionnaire, data was collected from a sample of 120 employees across various departments using a structured questionnaire. The data was analyzed using statistical tests including ANOVA, Correlation, and Chi-Square. The findings indicate that while employee generally view HR practices such as recruitment, training and performance appraisal as satisfactory, there are areas that require improvement, particularly in communication transparency and recognition mechanisms. Additionally, the organizational culture is perceived as moderately supportive, with a need for stronger emphasis on collaboration and employee engagement. The study provides actionable insights for HR managers to enhance organizational effectiveness and employee well-being.

### **Keywords:**

HR Practices, Organizational Culture, Employee Perception, Employee Satisfaction, Employee Engagement.