

**Industrial HR Employee Problems: Social Work Perspectives****Dr. S J Mahesha S/o Javaraiah**Seeagur villege  
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Maheshasj2016@gmail.com**Introduction:**

**W**hen we talk about human resources in a business situation it means the workforce, i.e., the employees of a company and what skills and energy they bring. This includes any ideas, creativity, knowledge, and talents that employees bring with them and use to help the organization be successful. In other words, the resources a person has or the knowledge and experience developed over the years.

HRM focuses on bringing in (recruiting) new employees with new talents for the company and managing employees. Another function is to guide and help said employees by providing direction when necessary. In a large organization, with a lot of people, it is important to have a department that specifically focuses on staff issues. These issues are things like hiring, performance management, organizational development, training, occupational health and safety, motivation incentives, communication, workplace culture, and environment.

**What is human resources?**

Human resources is a department in a workplace that focuses on a company's most important asset—its employees—to ensure they're satisfied, engaged and have all the resources they need to perform as expected.

HR is the department responsible for maintaining a company's personnel, employee relations and workplace culture. This team manages recruiting, hiring, firing, training, skills development, policy implementation, benefits, payroll, government regulation, legal compliance and safety and often moderates and helps resolve conflicts and concerns between employees.

HR professionals help give a company structure and order and foster productivity and

organizational success. HR partners with management to address personnel concerns as well as provide support and resources where needed so that managers can focus on running their department operation.

**Scope of the study: -**

The scope of the study is limited to and selected department employee, it is not related to any other company employee. All the information, which given by researcher.

**Hypothesis: -**

Hypothesis is predictive statement capable of being satisfied by scientific methods that relates an independent variable to some dependent variable. This is usually considered as principal instrument in research. His prediction was that all employees of the company are satisfied towards job because the working environment and administration of the company is favorable to the employees.

**This research article based on Secondary data:**

Secondary sources include reference of text books, magazines, journals and articles in newspapers, administration reports, college library and various websites

**Review of literature**

1973-74- J. Which (1980) wrote and published the monograph titled, "The Employee, Assistance program for the Hazelton Foundation, Center City, Minnesota". This called the broad brush approach, advocated a volunteer self-referral component and service to wider range of employee assistance service as titles.

1975- The first national program on employee alcoholism in higher education was held at the university of Missouri. Four subsequent yearly programs have been held to discuss Adaptation of employee assistance programs to college and university environments.

**1976-** The employee assistance programs model became the dominant model in business, industry, and government.

**1977-**An estimated 2,500 employee assistance programs are found to exist in existence.

### **Problems in counseling;**

A manager has to deal with various types of problems in dealing with his subordinates, employees and particularly problem employees. Basically no employee is a problem employee, except hereditary and inborn perversions, criminal tendencies, addictions, and nervous and psychological breakdowns. Once an employee turns to be problem employee, the employer has mainly two options via, repair and recover, or replace. For the purpose of repairing and recovering and rehabilitating, employee counseling has an important role to play. Problems are generally associated with the causes like;

1. Inferiority and low self – Esteem Inferiority feeling of an employee may play great havoc in individual life and work. Though a mild form of inferiority in certain persons may help them to work hard and overcome the inferiority. But very often, inferiority complex may lead a person to utter disappointment and depression leading to withdrawal perversion, absenteeism and even psychosomatic and psychotic problems. Inferiority is a feeling of inadequacy in comparison with others, or a feeling overwhelming and persisting, it may develop into a state which Adler called “inferiority complex”. Recently thinkers started believing that inferiority can be overcome with the help of self-esteem and effective counseling helps in gaining self-esteem is closely linked with self-image, self-worth and self-concept. Self- concept and self-image are the terms which represent the picture which we have of ourselves. Self-image and self-concept may include a list of character traits, physical features, attitudes, feelings, strengths, weaknesses etc. Self-esteem refers to evaluation which an individual makes of his worth, competence, value and signification. Which grows into an inferiority complex? Such people do not feel worth of themselves. Hence, the basic task of a counselor is to improve self-esteem in such counselees.
2. Injustice or Ill-treatment Very often injustice or ill-treatment makes considerable impact in minds resulting in behavioral problems, inferiority and low self-esteem. Depriving an employee of

adequate wages, leave, or any perks, giving him an arrogant treatment, depriving a legitimate promotion, promoting somebody overlooking the legitimate candidate; may such incidents take place in organizations very often which may result in inferiority or feeling of low self-esteem and low morale affecting the efficiency of the aggrieved employee. As far as possible such incidents must be avoided. Once such a situation arises and an employee is aggrieved, it is better to rectify it. However, if the aggrieved employee is counseled and rectification is promised at a later date, he or she can be brought back to the proper track.

3. Premarital Anxieties and sexual perversions premarital anxieties are common in many young employees. Once the marriage is arranged and the person is engaged, his anxiety increases. Two people of different family backgrounds, different cultures, different environments, etc. are bound to have anxieties before they come together. If one happens to wait unmarried after a particular age too, one’s anxiety is bound to increase. Similarly, there are possibilities for sexual perversions in not only young employees but even in married employees. There are people with broken relationship who are tempted to be subject to sexual perversions and resulting guilty conscious. In all such cases the concerned employee needs counseling before a total breakdown and collapse of personality. Such people can be spiritually motivated, educated, kept under the close contact of an influence group, and so on.
4. Alcoholism: Alcoholism is perhaps, the largest threat to the human elements of organization. In fact, alcoholism is a serious social, Moral and health problem. It ruins careers, disrupts families, effects productivity and efficiency, destroys bodies and leads to untold human misery. Many traffic accidents are caused by alcohol abuse.

There are many causes which lead to alcoholism. Prominent them are:

- i. Hereditary drinking;
- ii. Executive culture;
- iii. Executive stresses;
- iv. Physiological reasons;
- v. Broken family set up;
- vi. Environmental influence;
- vii. Low job satisfaction and morale;
- viii. Tasks involving strenuous physical exertion;
- ix. Perpetuating influences;
- x. Feelings of depression and stagnation;
- xi. Feeling of isolation and loneliness;

A counselor's job is not easy as far as an alcoholic is concerned. One or a few counseling sessions may not yield any considerable effect. However, a sincere effort on the part of an executive counselor may help an alcoholic employee, at least in the long-run. Some medical intervention may also be helpful along with counseling.

5. The problem of addictions another important employee problem which deserves counseling is addictions. Addiction is a very dangerous problem which torments the social and work environment of today. Drug addiction has gone beyond proportions among youngsters nowadays. Not only drug addiction, many people are addicted to alcohol, pornographic materials, television, sexual immorality, smoking, and compulsive spending, overrating, and gambling, and so on. There are some people who are addicted to earning money and amassing wealth by hook or by crook. There are workaholics who have addiction to work, due to which there are many broken families in the urban society. Addiction is any habit, practice, behavior or even thinking which is habitually or compulsively attached to a person, which exerts more and more control and power over him.

There can be many causes for addiction; some of which are;

- i. Inadequate parental care;
- ii. Broken family atmosphere;
- iii. Bad company; iv. Peer or other social influence;
- iv. Feeling of emptiness in life; depression or stresses;
- v. Low self-esteem and deception; and
- vi. Psychological problems

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