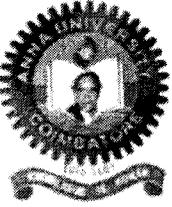


P-3369



**A STUDY ABOUT HUMAN RESOURCES
ON-BOARDING ACTIVITIES AT
Sonic WALL INFOSECURITY PVT.LTD, BANGALORE**



P-3369

A SUMMER PROJECT REPORT (MBA703)

Submitted by

**M.SHYAM SUNDAR
Register No: 0920400050**

Under the Guidance of

R.HEMANALINI

in partial fulfillment for the award of the degree

of

MASTER OF BUSINESS ADMINISTRATION

in

Department of Management Studies

KUMARAGURU COLLEGE OF TECHNOLOGY
(An Autonomous Institution Affiliated to Anna University of Technology, Coimbatore)

COIMBATORE – 641 049

October, 2010



KUMARAGURU COLLEGE OF TECHNOLOGY
COIMBATORE -641 049

Department of Management Studies

A SUMMER PROJECT WORK (MBA703)
OCTOBER 2010

This is to certify that the project entitled

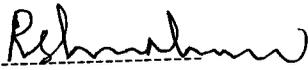
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ACTIVITIES AT Sonic WALL INFOSECURITY PVT.LTD,
BANGALORE

is the bonafide record of project work done by

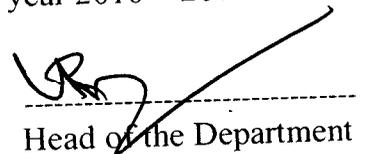
M.SHYAM SUNDAR

Register No: 0920400050

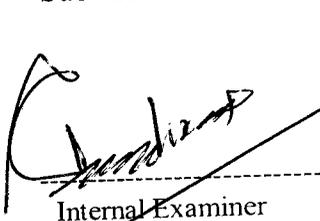
of Master of Business Administration during the year 2010 – 2011

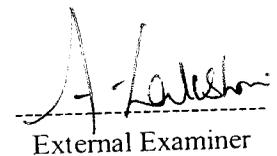


Project Guide


Head of the Department

Submitted for the Summer Project Viva-Voce examination held on 02 Nov 10


Internal Examiner


External Examiner

CERTIFICATE



August 20, 2010

TO WHOMSOEVER IT MAY CONCERN

Mr. Shyam Sundar

Sub: Summer Internship Certificate

This is to certify that **Mr. Shyam Sundar** has undergone his MBA project internship with **SonicWALL Infosecurity Pvt Ltd** between **21-July-10 to 20-Aug-10**.

He is a quick learner and exhibited commitment towards his work achieving the desired results.

We wish him the very best in his future endeavors.

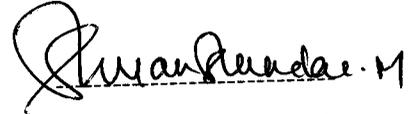
For SonicWALL Infosecurity Pvt. Ltd.,


Mansi Manchale
HR Specialist

DECLARATION

DECLARATION

I affirm that the project work titled “**A STUDY ABOUT HUMAN RESOURCES ON-BOARDING ACTIVITIES AT Sonic WALL INFOSECURITY PVT.LTD**” being submitted in partial fulfillment for the award of Master of Business Administration is the original work carried out by me. It has not formed the part of any other project work submitted for award of any degree or diploma, either in this or any other University.



M.SHYAM SUNDAR

0920400050

I certify that the declaration made above by the candidate is true



**Ms.R.Hemanalini,
Lecturer**

ACKNOWLEDGEMENT

ACKNOWLEDGEMENT

I express my sincere gratitude to our beloved chairman **Arutchelvar Dr. N.Mahalingam and Management** for the prime guiding spirit of Kumaraguru College of Technology.

I wish to express deep sense of obligation to **Ms.R.Hemanalini**, Lecturer KCT Business School, for his intensive guidance throughout my project.

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ABSTRACT

ABSTRACT

Human resources are a term used to describe the individuals who comprise the workforce of an organization, although it is also applied in labor economics to, for example, business sectors or even whole nations. Human resources is also the name of the function within an organization charged with the overall responsibility for implementing strategies and policies relating to the management of individuals (i.e. the human resources). This function title is often abbreviated to the initials 'HR'.

Human resources is a relatively modern management term, coined as early as the 1960s - when humanity took a shift as human rights came to a brighter light during the Vietnam Era.[citation needed] The origins of the function arose in organizations that introduced 'welfare management' practices and also in those that adopted the principles of 'scientific management'. From these terms emerged a largely administrative management activity, coordinating a range of worker related processes and becoming known, in time as the 'personnel function'. Human resources progressively became the more usual name for this function, in the first instance in the United States as well as multinational or international corporations, reflecting the adoption of a more quantitative as well as strategic approach to workforce management, demanded by corporate management to gain a competitive advantage, utilizing limited skilled and highly skilled workers. Effective utilization of Human Resources is one of the most important factors for the efficient and profitable functioning of an organization. It has special significance in the management of public sector enterprises.

Due to globalization and liberalization and advancement in technology, communications, etc. there have been widespread changes in the financial and production management methods, techniques and technologies, etc., which necessitated improvement in every sphere of public sector activities including quality of manpower. Thus, Human Resources Development is considered to be one of the most important inputs for the public sector performance.

CHAPTER – 1
INTRODUCTION

CHAPTER 1

INTRODUCTION

Human Resources On- Boarding is the new term that's being more predominant in today's scenario of competitive world. The concept of "hire & fire" is being the watch words for organizations in this globalization era.

The evolution of India into to a super-power has made the world leaders in various sectors to flock into India for start up of their business ventures. The post 1991 which has made India open for the world has made Indian market flooded with world class products&services

Information Technology sector has been the prime sector which contributes much to country's GDP beyond agriculture. The Indian middle class families has been uplifted by IT sector and the major cities like Bangalore, Chennai, Hyderabad, Pune has become the Hub of the World through the arise of the I.T sector in India.

HR has always being a part of front line assets and expenses in order to improve the organization through reducing cost. It has powerful impact on the organization return on assets than any other business function.

In IT sector it has become a tough task for the organizations to retain its HR resources in the company for a long run. The problem of attrition & retention has become a major headache for IT concerns, where in the concept of HR On-boarding activities has become the necessary and mandatory implementation in order to retain the human resources in the organization.

Onboarding or "on-boarding" is a business management term used for the process of helping new employees become productive members of an organization. An organization should be prepared to handle this specific task. In general, *onboarding* can be defined as the process of acquiring, accommodating, assimilating and accelerating new users into a system, culture or methodology. Proponents have described the process as being more than orientation, and emphasize the importance of making the most of the "honeymoon" stage of a hire, a period which has been described as being 90 day or 100 days or the full first year.

Rather than delegating the job of training the newcomer to a co-worker (called the "Just follow Joe around" method by one commentator) or having the employee watch a video presentation, or letting the employee learn on his or her own by trial and error, proponents of onboarding advocate assigning the process to a person designated as an "onboarding manager", or a similar title reflecting specific responsibility for new hires. It is often valuable to have new employees, particularly those in leadership roles, start some onboarding activities even before their first day.

Various writers have devised their own system of mnemonics when describing what an onboarding manager should remember and the sequence in which the methods should be carried out. The description first referred to above suggests a four step process of "acquiring, accommodating, assimilating and accelerating" new hires (and includes a fifth "a", referring to "aligning" other members of the management to the need for revising new hiring procedures to include an onboarding process). Another refers to a four step "a.i.d.e." process of "acclimation, integration, dialogue and expectation management".

Another system, called the Onboarding Margin, describes the milestones in bringing a new hire onboard as "prepare, orient, integrate and excel", with an emphasis during each phase of the process upon "cultural mastery", "relationship development", "early career support" and "strategy immersion and direction". This system inverts the traditional

model of orientation, where content is presented upon arrival and instead engineers content after context, to promote greater mastery due to greater ability of new hire to absorb. This method has also been credited in ensuring that the new hire has reinforcement throughout the full term of the first year of employment and that excitement builds for career upon new hire anniversary date.

Effective onboarding of new employees can be one of the most important contributions any hiring manager, direct supervisor or human resources professional can make to long-term organizational success, because onboarding done right can improve productivity and employee retention, and build shared corporate culture. Onboarding may be especially valuable for executives transitioning into complex roles, because it may be difficult for individuals to uncover personal, organizational and role risks in complicated situations when they don't have formal onboarding assistance.

The goal of each system, regardless of the terms used or the values emphasized, is to put the orientation period to the most efficient use possible.

Onboarding as employee practice

The term "onboarding" has also been used to refer to the process where an ambitious new employee maximizes his or her first months on the job to learning how to become effective (and thereby to advance within the organization), emphasizing a different set of four "a"s ("awareness, alignment, accountability and authenticity"), and to attracting and keeping clients.

1.1 BACKGROUND OF THE STUDY

Each IT company has its human resources running in hundreds & thousands and located in predominant cities of India like Bangalore, Chennai, Hyderabad, Pune. They are also now moving towards tier-2 cities like Cochin, Coimbatore as the next phases of development for their sector services. This project is being done in an IT & ITES services Provider Company located in Bangalore, the capital of state of Karnataka. This project deals with the identification & implementation of HR On-boarding activities at an IT & ITES company thus reducing their attrition rate and increasing their retention rate in the organization.

Globalization has given greater challenges to HR MANAGER .It becomes a tough task to manage human resources, who are the prime assets during the times of crisis (or)pressure Human resource needs to be relaxed physically & mentally to worn out the stress thrustured upon them & henceforth, HR Onboard activities comes in to scene.HR Onboard activities covers up the position of relieving the stress of strain ,lulls & dulls faced by an employee in the workplace.

Henceforth, the study of Human resources onboarding is being done to ensure that maximum level of employee satisfaction in job, thus enabling to maintain a proper work-life balance amidst the work pressure. The need of such kind of solvent measures for human resources handling has become an important phenomenon in the corporate scenario as there is cluster of opportunities available for an employee after being out of a job due to Globalization.

2 REVIEW OF LITERATURE

Ernest Hoffman, Bellinger-2005-“THE MANAGEMENT EXECUTIVE”

The Employees in this highly informative age seeks lot of amenities and facilities that could be enabling them to present in the company for a considerable period. The availability of plenty of options for their next job also makes them to go for their shift in jobs in a short span of time ,thus causing the rise in attrition rate for the company.

Ben Kingsmen, Dough Jones-2007- “THE HR GUIDE”

The Impact of Globalization has given greater challenges and milestones that are to be covered up ensuring the reduced level of attrition. Henceforth, the employees need to be treated up in such a way that they remain the forever assets to the organization. Thus they help in building their career along with company’s growth.

PaulGibson, Jacques-De-Totre-2009, “THE WEST WAY POINT OF LEADERSHIP”

The new term in the field of HR is the concept of On boarding activities which is the combining activities of employee retention and employee welfare. This new terminology enables the HR manager to make his employee accustomed to the organization’s culture and etiquettes in a short span of time thus making a sense of belonging to the organization by the employees.

Dr.Ashish chokshi-2010, “THE TASK AHEAD IN HR”

The Growing countries rely a lot on the human resources which are the building blocks for the countries development. The manufacturing sector depends a lot on skilled human resources that makes the development feasible & possible for a country.

Rayfield Bernaud, Alexander Timmothy-2010, “HR ON-BOARDING PRACTICES”

HR On-boarding activities combine both the mindsets of the employees to be thinking upward towards the growth of the company. Understanding the ideas behind the need of HR on-boarding activities and need for implementation of it thus makes the employee to be in bind towards the organizational growth.

As the available literature reviews gives an ideology about the on-boarding activities for an organization, it became a mandatory activity for implementing such kind of activities in real time industrial scenario. Thereby the real time implementation of HR onboarding activities at an IT/ITES Company can give in the wholesome idea or conceptualization behind the terminology “Onboarding activities” in the domain of Human resources

1.3 STATEMENT OF THE PROBLEM

- Identification of need for HR Onboard activities at SonicWALL,Bangalore & implementing it
- The company has 3 divisions of operation. Engineering, Administration, & Technical support.
- As the company’s major work force are working in shifts & 24x7 basis it’s really a big challenge to cater the needs of them.
- But, the study has been doné ensuring the highest level of satisfaction with utmost accuracy & precision.

1.4 COMPANY PROFILE

SonicWALL is a Private company headquartered in San Jose, CA. It sells a range of internet appliances primarily directed at content control and network security. These include devices providing services for network firewalls, UTMs (Unified Threat Management), VPNs (Virtual Private Network), backup and recovery, and anti-spam for email. The company also markets information subscription services related to their products.

The company was founded in 1991 under the name "Sonic Systems" by brothers Sreekanth and Sudhakar Ravi to develop Ethernet and Fast Ethernet cards, hubs and bridges. In the late 1990s they released a security product later branded "SonicWALL" which was a dedicated hardware appliance with firewall and VPN software intended for the small-business market. In November 1999 they went public (SNWL). Matthew T. (Matt) Medeiros (formerly of Philips Components) became CEO in March 2003. The company has acquired a number of companies through the years, expanding its product line in the process. On July 23, 2010 SonicWALL announced that it has completed its merger with affiliates of an investor group led by Thoma Bravo, LLC, which includes the Ontario Teachers' Pension Plan through its private investor department, Teachers' Private Capital. After the merger SonicWall was delisted from NASDAQ.

The company is having its operation in 5 Continents Asia, Europe, North & South America, Africa, Australia. In India the company is located at two places, Pune & Bangalore. "Aventail" was acquired by **SonicWALL** for its operations in Bangalore. Bangalore Office has a work force of 180 employees & has its Head quarters for Indian Operations at Pune

5 OBJECTIVES OF THE STUDY

Primary objective:

- ❖ To identify & implement the HR Onboard activities that ensures maximum level of participation & satisfaction for the employees.

Secondary objectives:

- ❖ All the activities that are formulated & implemented must be employee centric & be feasible at all times.
- ❖ The impact of HR Onboard activities on Employee's performance in the Organization
- ❖ The relationship between various activities and the performance appraisal report of employees.
- ❖ To improve the work atmosphere to the highest level of employee satisfaction

1.6 SCOPE OF THE STUDY

Employee welfare deals with the complete view starting from

- Ambience of work place
- Provision of work space
- Food facilities
- Transportation & arrangements
- Cleanliness & neatness
- Security at & outside workplace
- But, the company being an MNC & IT service provider all the above mentioned activities are implemented in fair manner

- Another dimension of welfare activity in the stress-high era for employees in the presence of Relaxation/Recreation facility which could be the gateway to shed the work pressure.

The following activities are in the think tank of the company for employees

- Library
- Gymnasium
- T.V room/AV room
- Indoor games activities
- Counseling session by Psychologists.
- Activities club
- Out borne activities/trips

1.7 LIMITATIONS OF THE STUDY

- ❖ Although the primary objective being implementation of welfare activities the biggest challenge is about the feasibility of those activities. Those feasible activities must take place in such a way that their management must not worry about the financial implications by doing it.
- ❖ Thus the results of the study is to be framed within two fixed constraints as said by the management ,“**Cost effectiveness & Time period of implementation**”

CHAPTER – 2
RESEARCH METHODOLOGY

CHAPTER 2

RESEARCH METHODOLOGY

Research methodology is used to systematically solve the research problem. It is a way that defines the process of overall study. Research is logical and systematic gathering and analysis of information, pertaining an issue or problem for the purpose of arriving at a certain conclusion. Research in commonly refers to the search for knowledge. The Research method refers to the steps taken by the Researcher to solve the Research problems.

2.1 RESEARCH DESIGN:

A Research design is the overall operational gather or framework of the project that stipulate what source and by what procedure the survey will be conducted. It is the specification of procedure for acquiring the needs and procedure for the needed information. For the given study Explorative Research Design was selected.

EXPLORATIVE RESEARCH:

Research design followed in this project is Explorative Research Design. It is the study which is concerned with identifying the need and implementing it up for the employees. This research is concerned with specific predictions with narration of facts and characteristics concerns individual, group or situations of are all example of Explorative study. Interview method is the best-suited approach for gathering Explorative information. An organization that wants to know about employee's knowledge, attitude and preference can find out by asking them directly through the questionnaire.



TYPE OF STUDY:

The study demands an explorative way as to source the needs & also to predict the nature of those needs hence forth, it's been opted to go with explorative way of study with brief description about all features that are explored. Questions are being asked in the format of In-person Interview to the target population amidst the whole available population.

2.2 SAMPLING FRAMEWORK:

SAMPLING PROCEDURE:

Research in the organization cannot be started with the methodology using random sampling as the company is being divided in to 3 divisions. There by going with stratified proportionate random sampling will be the better option as all the members of target population can be easily categorized up as samples of particular cluster. Engineering, Administration & Technical support.

The sampling is being categorized with given equal importance to all the divisions of operation in the organization.

SAMPLING DESIGN:

The entire workforce of the company is divided into 3 divisions (120 in Technical support, 30 in R&D, 30 in HR Admin). The sample size is being taken in proportionate method of giving equal preference to all the 3 different divisions in the Organization thus getting the wholesome views of employees with reference to the implementation of Human resources Onboarding activities and about the existing Employee welfare activities which are present in the organization since its inception of operation. The night shift workers are also taken into sample size for feedback.

- 1/3rd of the total population 60 members out of total 180.
- Sample size is taken up as 60 which is evenly distributed as 20 in each division(Engg,TAC &Admin)
 - 15-Freshers[less than a year in company]
 - 15-Supervisors[2-5 years in company]
 - 15-Analysts[6-10 years in company]
 - 15-Manager[10(or)more years in company]

2.3 COLLECTION OF DATA:

There are two methods of collection of data in conducting the studies

- Primary data collection method
- Secondary data collection method

PRIMARY DATA:

It was done by doing an interview in person with the interview beginning about his views about the Company, his ideas of improvement & then put forth these questions on HR On boarding Activities.

INTERVIEW METHOD:

The questionnaire entitled “A STUDY ABOUT HR ONBOARDING ACTIVITIES AT SONICWALL, INFOSECURITY PVT.LTD”. It is the main instrument used to collect information about the employee’s perception about the organization.

SECONDARY DATA:

The secondary data consist of the files and records of the factory, books and internet sources.

2.4 STATISTICAL TOOLS & TEST USED:

- Percentage analysis
- Correlation

Percentage analysis:

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 - percent) for better understanding of collected data.

Correlation:

The simultaneous change in value of two numerically valued random variables and finding their dependencies

As to minimize the time & complexity of the results and to make it easily understandable, simple average calculation along with percentage was used up. The employees were asked to rank their preference about all the above said welfare activities.

In order to check their impact or relationship criterion the concept of Correlation is being used up here for future clarification and course of study. The direct level relationship between two different constraints are being used up

CHAPTER – 3

DATA ANALYSIS & INTERPRETATION

CHAPTER 3

DATA ANALYSIS AND INTREPRETATION

EMPLOYEE'S TOTAL WORKING YEARS

TABLE 1.1 – EMPLOYEE'S TOTAL WORKING YEARS

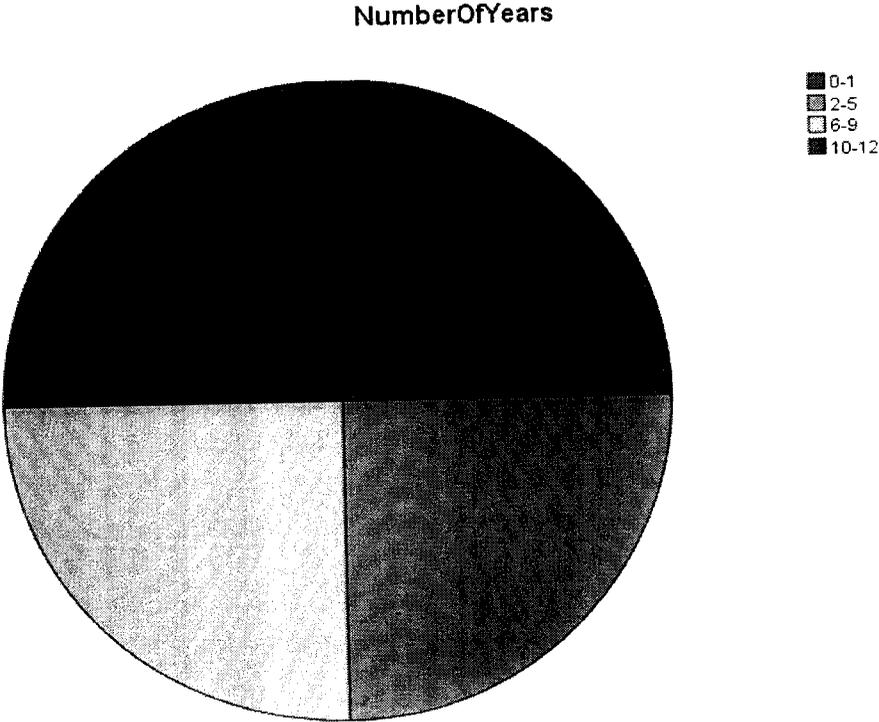
The table below is to categorize the different level of employees who are present in the organization according to the year of service/working years.

Employee's total working years	Frequency	Percentage
0-1	15	25
2-5	15	25
6-9	15	25
10-12	15	25
Total	60	100.0

Inference

The Employees were equally distributed as they were in the frequency band of least experienced to the most experienced, thus making equal presence in all the categories for sampling

CHART 1.1 – EMPLOYEE’S TOTAL WORKING YEARS



The Chart shows the equality of data collection being taken from all the employees in the range taken for sampling.

JOB SATISFACTION LEVEL OF EMPLOYEES

TABLE 2.1 – JOB SATISFACTION LEVEL OF EMPLOYEES

The table below shows in the different level of satisfaction of employees in the organization with respect to the existing employee welfare activities on their work profile.

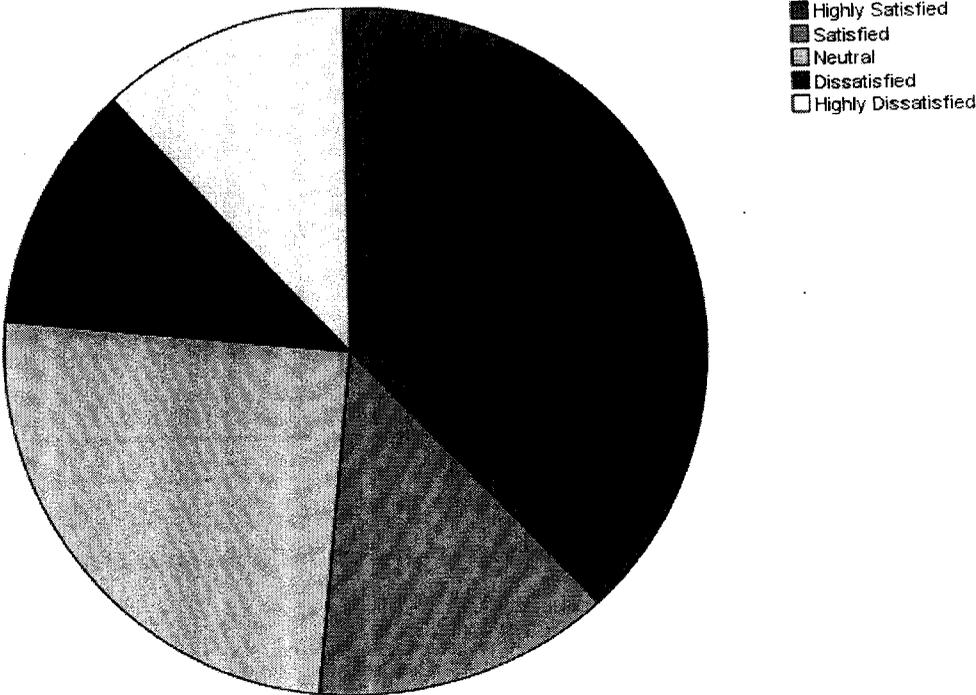
Job Satisfaction level	Frequency	Percentage
Highly Satisfied	23	38
Satisfied	8	13
Neutral	15	25
Dissatisfied	7	12
Highly Dissatisfied	7	11
Total	60	100.0

Inference

Out of 60 Employees 38% satisfied with their job profile, 25% are moderately convinced with their job profile. It shows that major work force is satisfied with job profile.

CHART 2.1 – JOB SATISFACTION LEVEL OF EMPLOYEES

WorkProfile



The Chart clearly depicts that major work force are satisfied with the given welfare activities provided in the organization.

JOB PROFILE OF EMPLOYEES

TABLE 3.1 – JOB PROFILE OF EMPLOYEES

The table below shows in the different level of satisfaction of employees in the organization with respect to the existing employee on their current job profile

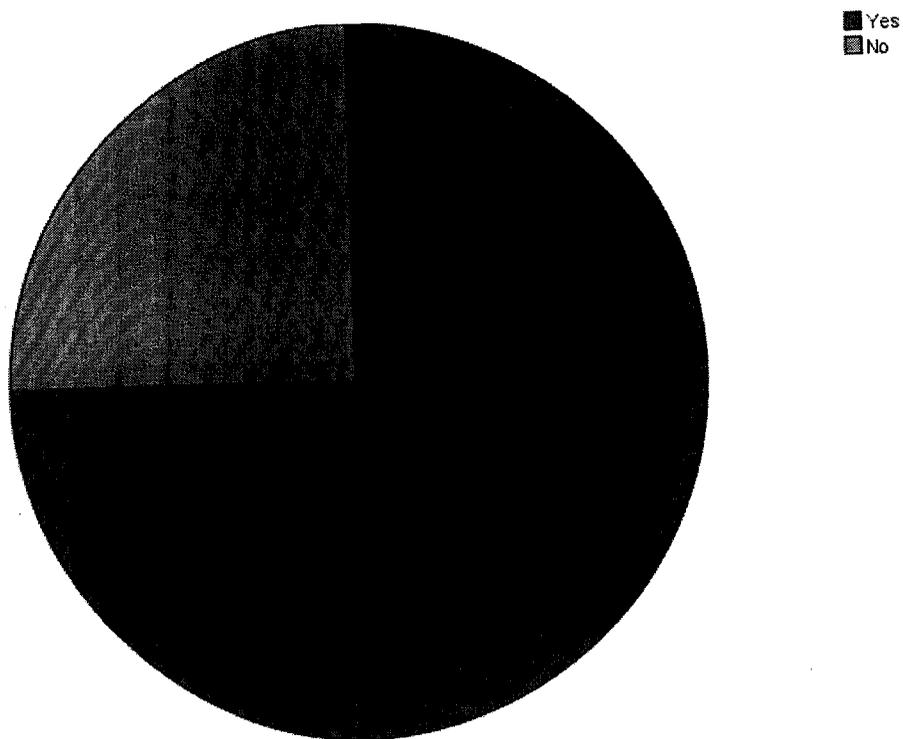
Job profile of employees	Frequency	Percent
Yes	45	75
No	15	25
Total	60	100.0

Inference

From the table we infer that 75% satisfied with their performance in their job profile, 25% are not convinced with their performance in their job profile. It shows that major work force is satisfied with their performance in their job profile.

CHART 3.1 –JOB PROFILE OF EMPLOYEES

JobProfile



The Chart says that major part of the respondents of the study are satisfied with the their current job profiles.

EMPLOYEE WELFARE ACTIVITIES

TABLE 4.1 – EMPLOYEE WELFARE ACTIVITIES

The table below shows in the different level of satisfaction of employees in the organization with respect to the existing employee welfare activities like transport, catering, work place ambience etc

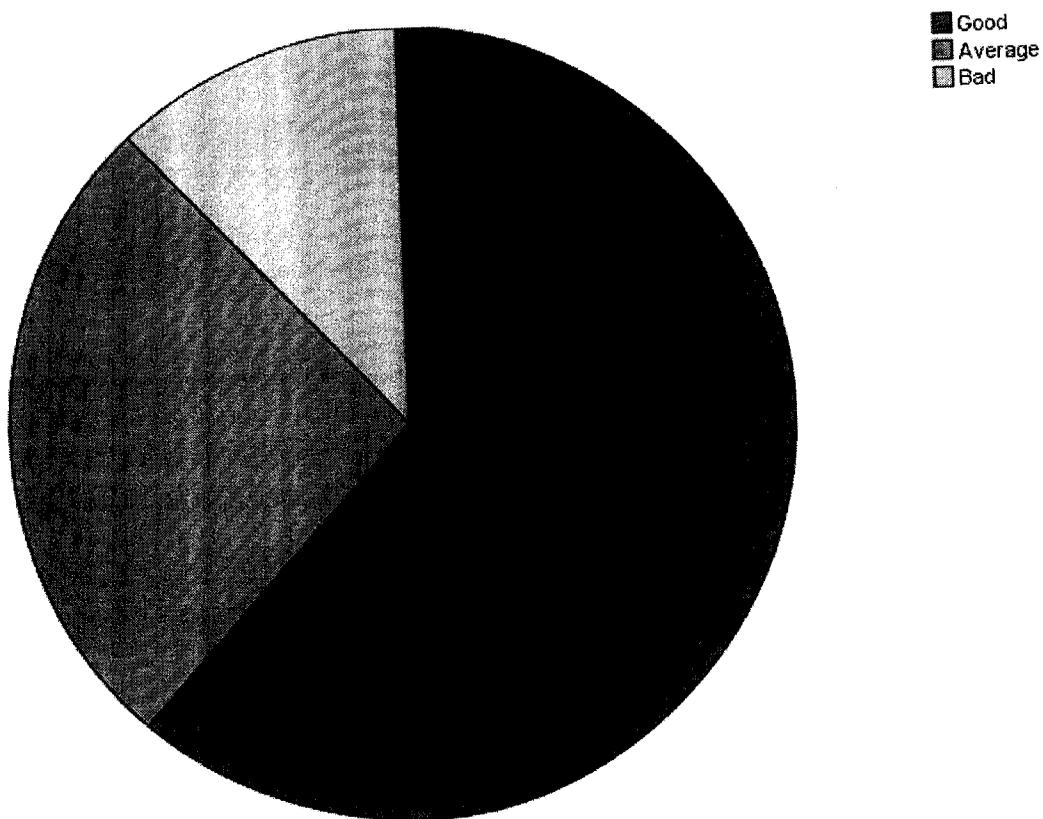
Employee welfare activities	Frequency	Percentage
Good	37	62
Average	16	26
Bad	7	12
Total	60	100.0

Inference

Major of the Employees 62% are satisfied with the employee welfare activities. 26% are moderately happy with the employee welfare activities. This gives in an idea that the existing employee welfare activities are satisfactory for major work force in the organization.

CHART 4.1- EMPLOYEE WELFARE ACTIVITIES

Employee Welfare



The Chart clearly proves that major work force feel that the current welfare activities are good.

LIBRARY BOOKS PREFERENCE

TABLE 5.1 – LIBRARY BOOKS PREFERENCE

The table below shows in the different responses given by the employees when asked about the kind of books which they prefer to have in their library.

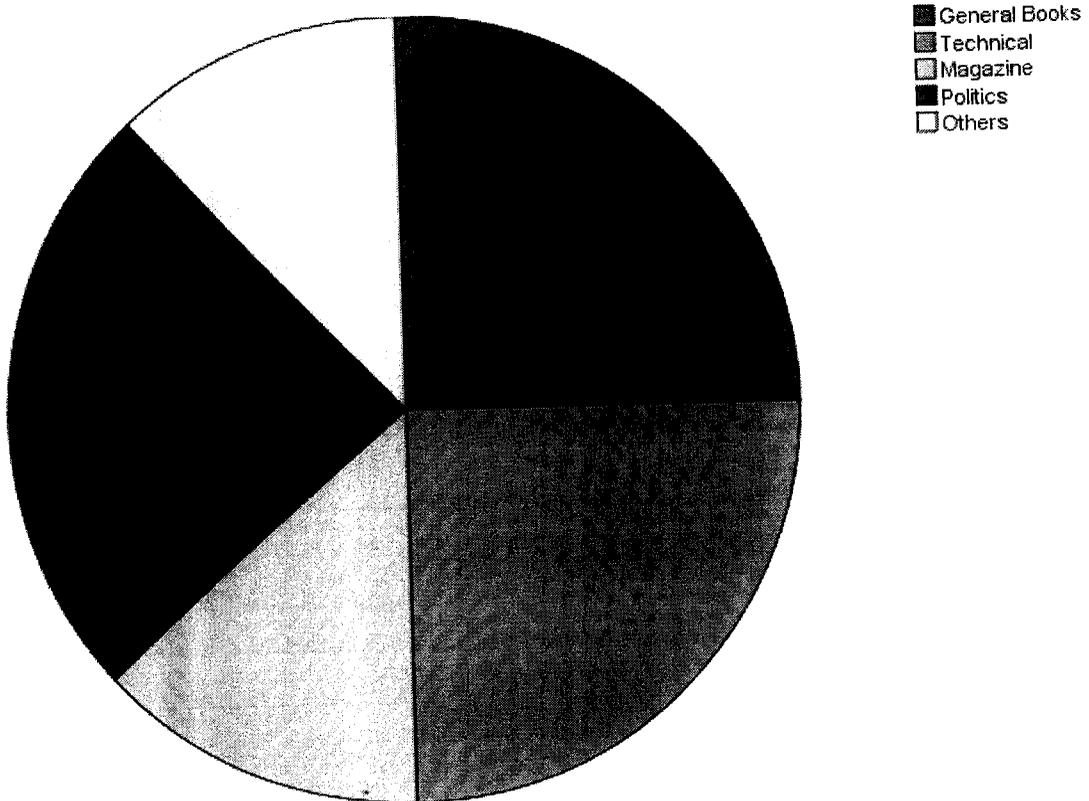
Library Books prefer	Frequency	Percentage
General Books	15	25
Technical	15	25
Magazine	8	13
Politics	15	25
Others	7	12
Total	60	100.0

Inference

From the above data it is observed that the employees in the organization gives equal importance for general, technical & politics books rather than magazines & other kind of books.

CHART 5.1 –LIBRARY BOOKS PREFERENCE

Books



The Chart shows that the employees prefer to have General books & Technical books in large number in the library.

INDOOR SPORTS ACTIVITIES

TABLE 6.1 – INDOOR SPORTS ACTIVITIES

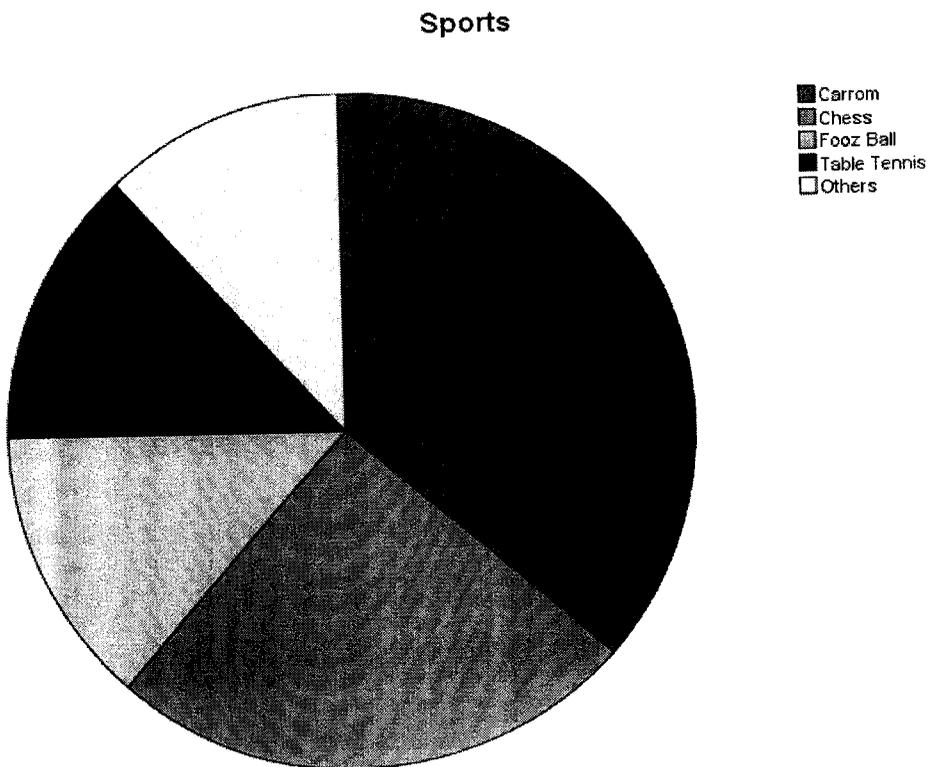
The table below shows in the different responses given by the employees when asked about the indoor sports which they prefer to have in the organization.

Indoor sports activities	Frequency	Percentage
Carrom board	22	37
Chess	15	25
Fooz Ball	8	13
Table Tennis	8	13
Others	7	12
Total	60	100.0

Inference

Out of interviewed employees 37% are willing to opt for Carrom board as indoor sport in the organization, 25% are going for Chess. It shows that employees prefer to opt the indoor game which does not require much physical effort.

CHART 6.1– INDOOR SPORTS ACTIVITIES



The Chart shows that the employees prefer to have the provision of carrom board inside the organization than table tennis, badminton.

PARTICIPATION IN CLUB ACTIVITIES

TABLE 7.1–PARTICIPATION IN CLUB ACTIVITIES

The table below shows in the different responses given by the employees when asked about their participation which they like to be a part of in the organization.

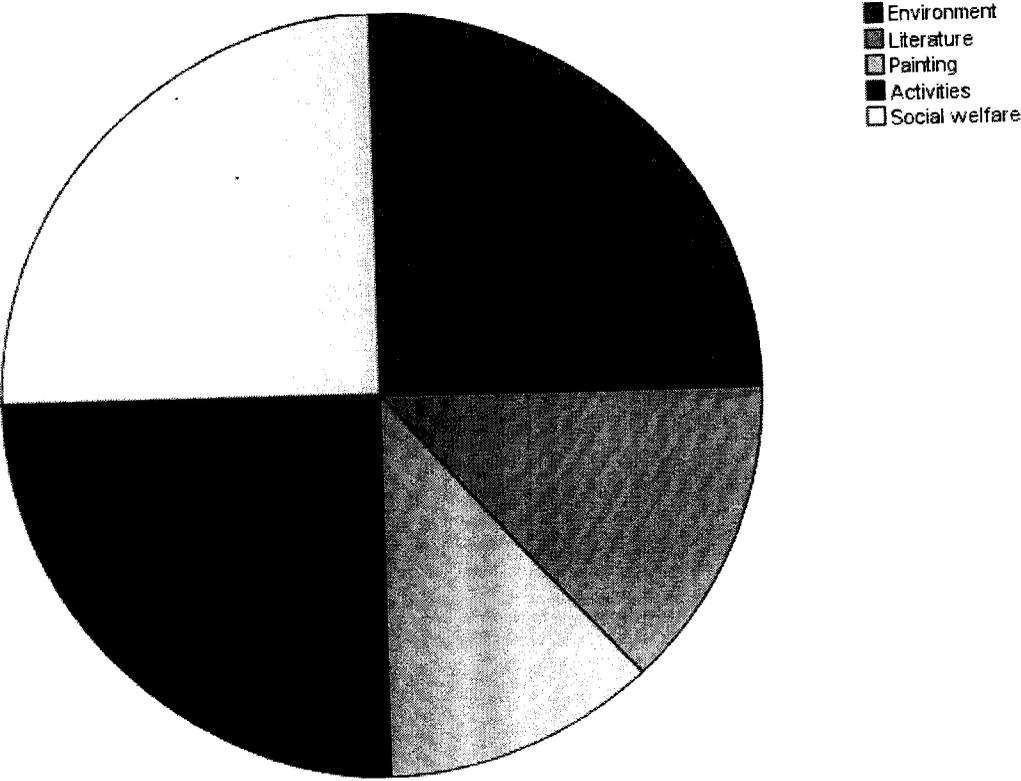
Participation in Club activities	Frequency	Percentage
Environment	15	25
Literature	8	13
Painting	7	12
Activities	15	25
Social welfare	15	25
Total	60	100.0

Inference

Large population nearly 75% Employees are interested to be a part of Environment, Activities, and Social welfare. It shows that the CSR of the Employees and it will help the company to build a good image in the minds of public by initiating this kind of clubs.

CHART 7.1 –PARTICIPATION IN CLUB ACTIVITIES

Club



The Chart shows that the employees prefer to be a part of Environment, Social welfare, & Activities rather than Painting & Literature clubs.

CHANGE IN WORK ATMOSPHERE

TABLE 8.1 – CHANGE IN WORK ATMOSPHERE

The table below shows in the different responses given by the employees when asked about whether On boarding activities will bring a change in work atmosphere.

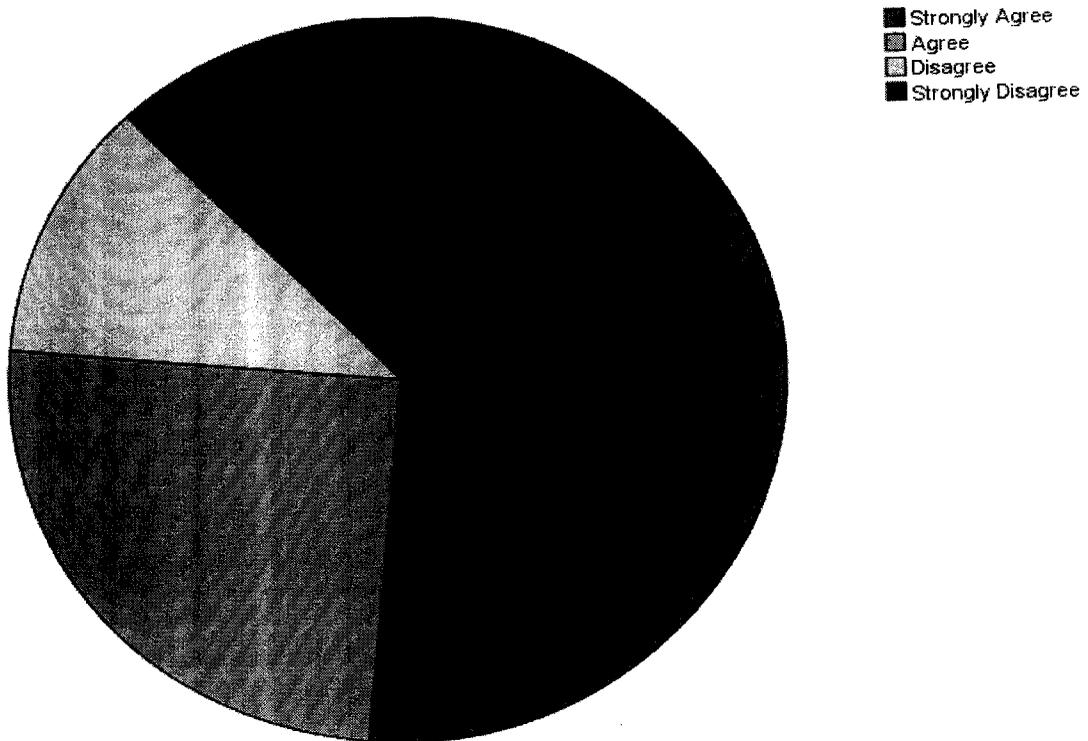
Change in Work atmosphere	Frequency	Percentage
Strongly Agree	31	52
Agree	15	25
Disagree	7	11
Strongly Disagree	7	12
Total	60	100.0

Inference

From the above data it is confirmed that the employees believe that there will be a change in work atmosphere when the HR On boarding activities are implemented. This has given the organization to go for immediate implementation.

CHART 8.1—CHANGE IN WORK ATMOSPHERE

WorkAtmosphere



The Chart shows that the major sections of the respondents feel that on boarding activities will bring about a change in the atmosphere. .

GENDER RATIO

TABLE 9.1 – GENDER RATIO

The table below shows the gender mix of the respondents in the study

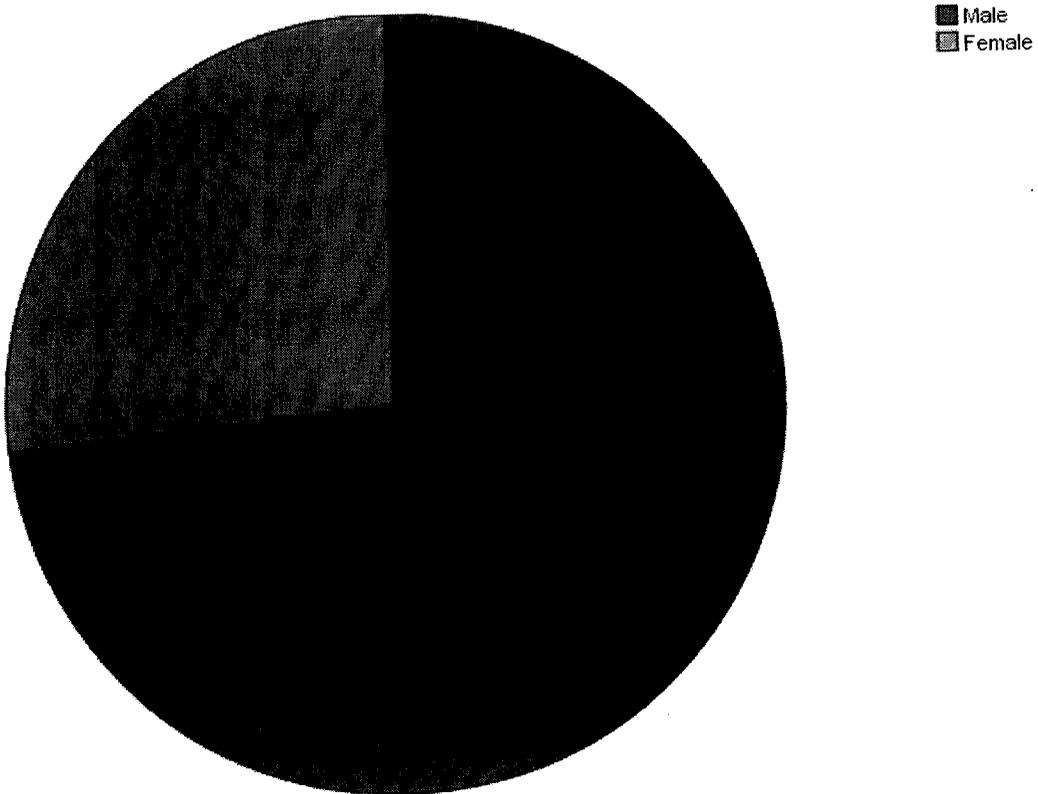
Gender ratio	Frequency	Percentage
Male	44	74
Female	16	26
Total	60	100.0

Inference

Of the participated employees, 74% of the Employees are Male & 26% of the Employees are Female. This shows the interest of the gender or the ones which requires this kind of HR On boarding activities in the Organization.

CHART 9.1 – GENDER RATIO

Gender



The Chart shows that the major sections of the respondents are male employees who are keen about the need of this kind of on boarding activities.

PREFERENCE OF HR ON-BOARDING ACTIVITIES

TABLE 10.1 –PREFERENCE OF HR ON-BOARDING ACTIVITIES

The table below shows in the different responses given by the employees when asked about preference of the On boarding activities they like to have in the organization.

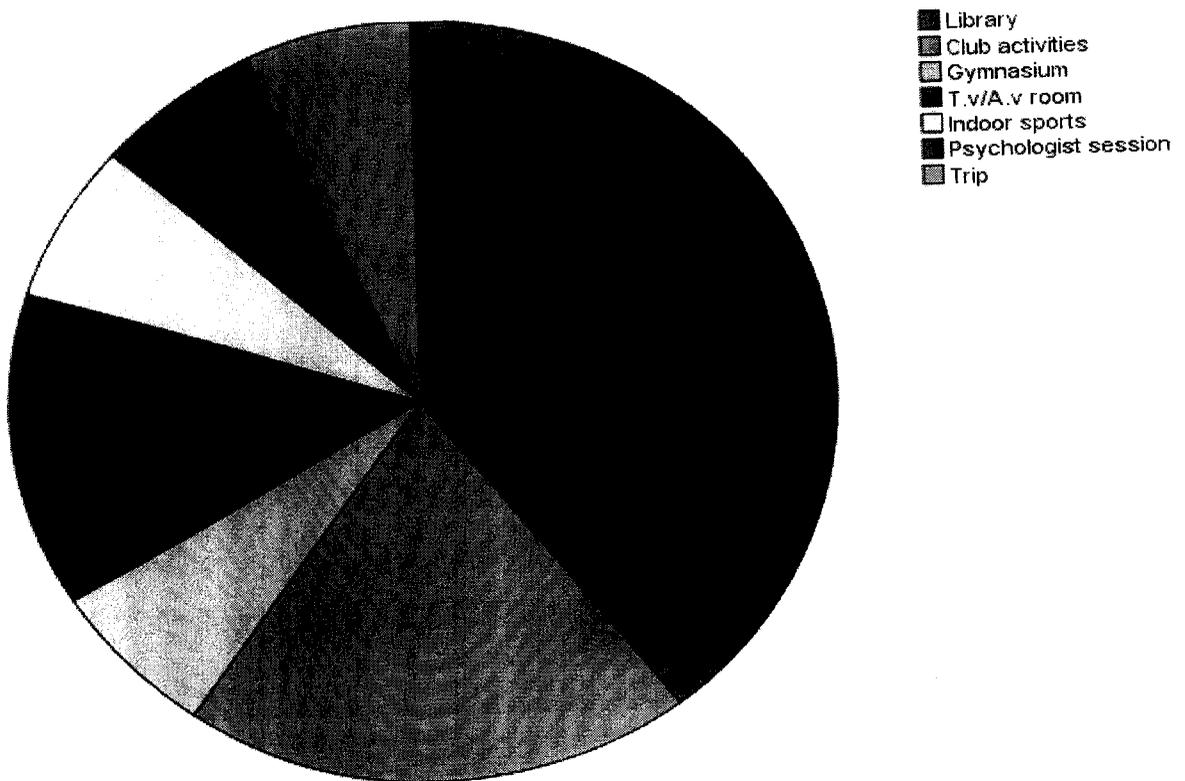
On-boarding Activities preference	Frequency	Percentage
Library	24	40
Club activities	12	20
Gymnasium	4	6
T.v/A.v room	8	13
Indoor sports	4	7
Psychologist session	4	7
Trip	4	7
Total	60	100.0

Inference

From the observed data 40% of the Employees say that they need library. It shows that reading initiative in the mindsets of employees in the organization.

CHART 10.1 – PREFERENCE OF HR ON-BOARDING ACTIVITIES

Onboardingactivities



The Chart shows that the major sections of the respondents are major employees are interested to have library in the organization .

1. RELATIONSHIP BETWEEN WORK ATMOSPHERE & WORK PROFILE

TABLE 11.1 – RELATIONSHIP BETWEEN WORK ATMOSPHERE & WORK PROFILE

The table below is the correlation which is being given up on finding the impact of Onboarding activities on employee's work life.

		Correlation	
		Work Atmosphere	Work Profile
Work Atmosphere	Pearson Correlation	1	.823**
	Sig. (2-tailed)		.000
	N	60	60
Work Profile	Pearson Correlation	.823**	1
	Sig. (2-tailed)	.000	
	N	60	60
**. Correlation is significant at the 0.01 level (2-tailed).			

Inference

Since the calculated value (0.823) which is positively correlated, it shows that there is a relationship between Change in Work atmosphere and Change in Work profile. The Change in Work atmosphere has a positive impact in Work profile

CHAPTER – 4
CONCLUSION

CHAPTER 4

CONCLUSION

4.1 FINDINGS

Objective:

To identify & implement the HR Onboard activities that ensures maximum level of participation & satisfaction for the employees.

- ❖ The Employees were equally distributed as 25 % which were in the frequency band of least experienced to the most experienced, thus making equal presence in all the categories for sampling

Objective:

The impact of HR Onboard activities on Employee's performance in the Organization

- ❖ 38% of the work force is satisfied with job profile.
- ❖ 75% of the work force is satisfied with their performance in their job profile.
- ❖ Existing employee welfare activities are satisfactory for 68% of the work force in the organization

Objective:

The relationship between various activities and the performance appraisal report of employees.

- 50% of the Employees in the organization give equal importance for general, technical & politics books rather than magazines & other kind of books.
- 62% of the Employees prefer to play the Indoor game which does not require much physical effort.
- ❖ 75% of the Employees are interested to be a part of clubs of Environment, Activities, and Social welfare.
- ❖ It shows that the CSR of the Employees and it will help the company to build a good image in the minds of public by initiating this kind of clubs.

Objective:

To improve the work atmosphere to the highest level of employee satisfaction

- ❖ 77% of the Employees believe that there will be a change in work atmosphere when the HR On boarding activities is implemented.
- ❖ 74% of the Employees are Male & 26% of the Employees are Female which shows the interest of the gender or the ones which requires this kind of HR On boarding activities in the Organization
- ❖ There exists a significant relationship between Change in Work atmosphere and Change in Work profile

2.2 SUGGESTIONS

- The Outcome of the Correlation made between Employee welfare & Work atmosphere clearly states the impact of HR On-boarding activities.
 - The Implementation phase of On-boarding activities began soon after the acquisition of details regarding the preference of the activities.
 - Based upon the no of respondents' feedback & their ranking, the following HR Onboard activities were proposed to the management & it was implemented right away.
- ❖ Library
 - ❖ Club activities
 - ❖ T.V. room/AV room
 - ❖ Indoor game activities
 - ❖ Gymnasium
 - ❖ Out borne activities/trip
 - ❖ Session with Psychologists

These kinds of initiatives by the organization can help them to maintain their human assets to be present with them as the chances of attrition are high in the field of I.T.

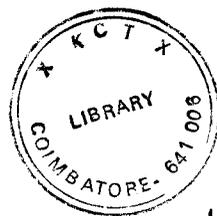
Also if these kinds of initiatives are taken by any organization in the future means it will be able to keep itself ahead than its competitors in the particular domain as Globalization gives plenty of options for employees.

3 CONCLUSION

The Need and Demand of HR On-Boarding Activities by the Employees of onicWALL, Infosecurity pvt. Ltd. was studied up & reported to the management. And the suggestions were taken in positive note by the management which implemented it right away. Thus we can state that in this competitive world there is need for this kind of actions which will uphold the Human resources in the Organization not worried about attrition.

This kind of Initiatives is nowadays been made as a mandatory for the Organization for the Welfare of the Employees. Moreover it will help a company to build a brand image in the minds of the people about the company and it make it up as an option for many in the future. This will also improve the future work force of the companies which shows out their strength.

Keeping human resources in fullest satisfaction level is impossible in real time, but acquiring the utmost level in it ensures the degree of importance given to human resources in a company. In Indian scenario, where human resources are humongous these kinds of initiatives will consequently uplift the quality of life of skilled human resources.



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APPENDIX

**QUESTIONNAIRE FOR HR ONBOARDING ACTIVITIES AT
SONIC WALL INFOSECURITY PVT.LTD, BANGALORE**

1. NAME:

2. AGE (IN YRS):

3. GENDER: M/F

4. EDUCATIONAL QUALIFICATION:

5. DESIGNATION:

6. NO OF YEARS IN THE COMPANY:

A.)0-1 B.)2-5 C.)6-9 D.)10 OR MORE

7. ARE YOU HAPPY WITH THE WORK ATMOSPHERE?

YES / NO

8. ARE YOU CONTENTED WITH THE JOB PROFILE?

YES / NO

**9. WRITE DOWN THE EMPLOYEE WELFARE ACTIVITIES AT
SONIC WALL INFOSECURITY PVT.LTD, BANGALORE**

a.

b.

**10. THE EMPLOYEE WELFARE ACTIVITIES AT SONIC WALL
INFOSECURITY PVT.LTD, BANGALORE. IS
GOOD / AVERAGE /BAD**

11. PICK ANY OF THE SERVICES GIVEN BELOW

- a. LIBRARY**
- b. GYMNASIUM**
- c. CLUB ACTIVITIES**
- d. INDOOR SPORT ACTIVITIES**
- e. T.V/ENTERTAINMENT ROOM**
- f. PSYCHOLOGIST SESSION**
- g. OUT BORNE TRAINING / CAMP**

12. GIVE TWO REASONS FOR PICKING THE SERVICE

- a.**
- b.**

13. WHAT KIND OF BOOKS YOU WANT IN THE LIBRARY?

- a. GENERAL**
- b. MAGAZINES**
- c. TECHNICAL**
- d. POLITICAL**
- e. ANY OTHER**

14. WHICH INDOOR SPORT YOU'LL PREFER THE MOST TO BE IN THE OFFICE?

- a. CARROM**
- b. CHESS**
- c. TABLE TENNIS**
- d. FOOSBALL**
- e. ANY OTHER**

15. WHAT KIND OF CLUB YOU LIKE TO BE A PART OF?

- a. ENVIRONMENT**
- b. LITERATURE**
- c. PAINTING**
- d. ACTIVITY**
- e. SOCIAL WELFARE**

**16. WHAT KIND OF GYMNASIUM YOU'LL PREFER TO USE?
WEIGHT REDUCING/ WEIGHT INCREASING**

**17. WILL YOU ACTIVELY PARTICIPATE IN THE WELFARE
ACTIVITIES IF IMPLEMENTED?**

YES / NO / NOT SURE

**18. THESE ACTIVITIES WILL DEFINITELY CHANGE THE WORK
ATMOSPHERE AT SONICWALL INFOSECURITY PVT.LTD,
BANGALORE.**

**STRONGLY AGREE/ AGREE/ NEITHER AGREE NOR DIS
AGREE/ DISAGREE/ STRONGLY DISAGREE**

**19. YOUR VIEW ABOUT THE CURRENT EMPLOYEE WELFARE
ACTIVITIES AT THE COMPANY**

**EXTREMELY SATISFIED/ SATISFIED/ NEITHER SATISFIED
NOR DIS SATISFIED/ DIS SATISFIED/ EXTREMELY DIS SATISFIED**

**20. GIVE RATING FOR THE SERVICES WHICH ARE PROPOSED TO
BE IMPLEMENTED IN SONICWALL INFOSECURITY PVT.LTD,
BANGALORE.**

1-EXTREMELY REQUIRED

2. REQUIRED

3. NEITHER REQUIRED NOR NOT REQUIRED

4. NOT REQUIRED

5. EXTREMELY NOT REQUIRED

LIBRARY

CLUB ACTIVITIES

T.V/ENTERTAINMENT ROOM

GYMNASIUM

INDOOR SPORT ACTIVITIES

PSYCHOLOGIST'S SESSION

OUT BORNE TRAINING / CAMP

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