

PERCEPTION INFLUENCING HR SENSITIVENESS IN WORK PLACE – CONCEPTUAL STUDY

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ABSTRACT

Human Resource is a vital & potential strength for Organization's growth and development. Managing HR is an analogue to the right technical skill for handling sharp-edged weapons. There are infinite factors some are open, many hidden that induces the behavior of an individual. Organization Behaviour has given the insight that there are 3 levels that promote organizational behavior. Individual level is about an employee with individuality enters into an Organization. He then represents the group level and works as a team promoting organizational level. Individual behavior is influenced by Personality, perception, attitude & values.

Organizations are cumulated with people from diverse backgrounds & inter-personal relations become instrumental for different successful process and outcomes. Some situations and experiences might touch the sensitivity zone of HR that is shown in the work place. When people are working together they are bound to show their sensitiveness in the work place which is due to the nature of personality, level of perception and the values practiced by the individual. The behavior of an employee towards other employees may create HR Sensitivity in the working environment that may lead to positive or negative results from the business perspective. The individual's level of perception towards culture, authority, co-employees behavior, nature and style of work are studied to identify the factors that bring out HR Sensitivity in the Organization.

KEYWORDS: *HR Sensitivity, Work Place, Behavior, Influence, Nature & Perception*

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