

IMPACT OF HR MANAGEMENT IN BUSINESS MANAGEMENT IN AN ORGANIZATION: STUDY SPECIFIC TO INDIAN CONTEXT

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ABSTRACT

The (HR) management team proposes to the management team how to deliberately oversee individuals as business resources. This incorporates overseeing enlisting and contracting employees, organizing employee advantages and recommending employee preparing and advancement procedures. HR experts additionally recommend procedures for expanding employee sense of duty regarding the association. This starts with utilizing the selecting procedure or coordinating employees with the correct positions as per their capabilities. A HRM team enables a business to build up an upper hand, which includes building the limit of the organization so it can offer a one of a kind arrangement of merchandise or managements to its clients. To assemble the successful HR, privately owned businesses contend with each other in a "war for ability."

Keyword: Coordinating, Association, Advantages, Recommending, and Oversee

INTRODUCTION:

Human Resource Management is an indispensable function for the both the private and public sector organizations. The process deals with several operational objectives such as recruitment, providing proper training to the employee, selection of the employee, assessment of the employee, motivating and maintaining a proper relationship with the employee and maintaining welfare and health for the employees in the organization through laws created by the concerned state and country. The human resource management is a process through which the organization utilizes their limited skilled workforce. The main intension is make effective utilization of the existing human resource for the organization.

Aim and Objectives:- The aim of the present research study is investigate the impact of the higher performance work practices on the organizational performance in perspective. The impact will be investigated in the realm of the Saudi Arabian firms. The specific intentions of the firms will be as follows; RO1: To examine the impact of the feedback on organizational creativity and innovation in Saudi Arabian's organizations? RO2: To investigate the impact of the suggestion systems on customer satisfaction in Saudi Arabian's organizations? RO3: To investigate the impact of the performance appraisal on core employee retention in Saudi Arabian's organizations? RO4: To investigate the impact of affective job descriptions and specifications on organizational productivity in Saudi Arabian's organizations?

Research Question and Hypothesis Research questions:

RQ1:What is the impact of the high performance human resource work practices on organizational performances?

RQ2:Do high performance human resource work practices exist in firms?

Research hypothechs:- H1: There is positive and significant relationship between high performance human resource work practices and its impact on organizational performances

H2: High performance human resource work practices exist in firms

Scope of the Research:- The scope of the research is restricted to the on the investigation of the impact of the higher performance work practices on the organizational performance of the Saudi Arabian firms. The data can be collected in both form the primary and the secondary data. The present study will collect primary data to acquire the perceptions of the respondent's o high performance human resource work practices. The primary data provides more accurate and authentic up to date information about the topic under investigation. The use of the primary data

is thus important and worth considering in order to evaluate the impact of the high performance human resource work practices on the organizational performances.

Research Methodology:- The explanatory research design will be followed in the present research. The explanatory research design assesses the causal relationship between the variables. The impact of the independent variable will be investigated on the dependent variable. The nature of the present research study and its objectives also requires that the explanatory research design is most suitable. The causal relationship between the high performance human resource work practices and its impact will be evaluated on the organizational performance of the firms.

Conclusion:-Conclusions drawn will be deduced from analysis and objectives set for the research. The area for further research was also suggested in this chapter. The study examined the HRM practices of rural banks and its impact on organizational performance of these banks in the Ashanti region. Responses from both managerial and non-managerial staff indicate similar and in some cases divergent views on HRM practices of rural banks. Though research has established concretely that HRM practices have positive impact on employee productivity leading to improved organizational performance, rural banks, from evidence gathered are yet to benefit from the proper management of their human resources.

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