

IMPACT OF HUMAN RESOURCE MANAGEMENT ON ORGANIZATIONAL PERFORMANCE AND EMPLOYEES' DEVELOPMENT

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ABSTRACT

The practice of Human Resource Management is created with the sole purpose of creating a strong bond between the organization and the employee. A company can easily use these techniques to help employees develop their skills. These skills are then used for the intellectual development of the company. In this paper we can understand the impact of human resource management on organizational performance and employees' development. Leadership Styles are providing many innovative techniques for employees' development as well as organisational performance. This is a secondary study based on previous studies like research papers, books, articles and some online sources. HRM technology is good source to measure the employees' development and growth.

Keywords: Human Resource Management, Organisation Performance, Employees' Development, Leadership Techniques.

INTRODUCTION

Human resource management (HRM) has become increasingly popular in recent years and is now the practice of most large companies and many smaller ones. One reason for this stability is that human resource management can be a strategic asset that can have a profound impact on an organization's performance and effectiveness. This study provides a deeper understanding of the relationship between human resource management and performance. Human resource management (HRM) is a new field that is developing rapidly. Since her start in recruitment, hiring and pay, she has worked her way up the ranks and includes negotiation/job avoidance, employee retention and execution as key goals and skills. There is currently a movement to cut costs and upgrade the HR function (**K.V. Sridhar, D.D. Aggarwal**).

Human resource management is the practice of managing and managing an organization's employees to help improve the effectiveness and performance of an organization. The right and appropriate tools help to create a better plan and find the right way to improve the business. The main aim or objective of this study is to discuss the impact of human resource management on efficiency and productivity during global business expansion. In this sense, the company provides clarity of facts and priorities. This company plans

and buys capital based on the needs and specifications of the project.

OBJECTIVES OF STUDY

- To know functions of Human Resource Management.
- To measure the main aspects of Human Resource Management, Organizational Performance and Employees' Development.
- To understand the relationship of Human Resource Management and Organizational Performance.

LITERATURE REVIEW

Schuler, R., & Jackson, S. E. (2014) Study shows that the relationship between HRM and OE compared to the previous and current job, the relationship between HRM and OE is very different. The main reason for this is that the current OE work uses a multi-stakeholder model that involves more stakeholders than previous work. Human Resource Management is an internal process, an organization focused on recruitment, management of employees and providing directions/leadership. The people who work in the organization are strategic and versatile managing people, culture and work environment. Effective Human Resource Management enables employees to contribute effectively and efficiently for general direction of the company and the implementation of organizational goals and objectives (Susan 2012).

There is a positive relationship between business performance and employee development. Performance management programs focus on this relationship. Performance Management Programs include motivational programs, feedback. This study shows the low-level poor performance management and employee development programs attract business work (McDonald & Smith, 1995). The growth of employees depends on these two things important activities, education and promotion. There is an important link between investments in employee development and business performance; employee related factors development includes selection, hiring, performance evaluation and strategic planning. There is an inextricable relationship between the development of the employee and the organization labor relations are related to HR practices (Koch and McGrath, 1996). (Simon 1976 and Jahangir 2006) Remuneration of managers is considered important. The relationship with the company's work, i.e. the work of the employees, is increasing productivity, customer satisfaction and employee turnover for them. The purpose of the company's work is financial or financial. Rewards in the form of bonuses or incentives are critical to success. Employed are employees who are paid for their efforts to create new products for the company (Dewhurst et al., 2010).

Functions of Human Resource Management

Planning: One of the most common steps is determining how many and what types of employees are needed to meet the needs of the company. This research is the basis of HRM planning, which helps managers in gathering, analyzing and identifying the current and future needs of the organization.

Organizing: The service order is another important feature. Work is assigned to each member according to their ability and their role is linked to an objective.

Directing: It consists in engaging employees at various levels, while helping them achieve the goals of the organization. The best way is to increase the capacity of employees through constant motivation and control.

Controlling: During the planning, organizing and management process, employee performance is monitored, verified, and compared to objectives. If the actual work deviates from the plan, control measures will be taken.

MEASURING HUMAN RESOURCE MANAGEMENT AND ORGANIZATIONAL PERFORMANCE

Performance management is defined as a systematic mechanism for improving organizational performance through individual and team efficiency (Armstrong, 2006). According to him, one way of achieving the highest performance of organizations, departments and individuals is by recognizing and monitoring their success on a specific system of targeted goals based on core competency criteria. Previous reports have also shown the importance of human resource management to organizations. Human resource management is important to meet the needs of an organization. Use the skills, abilities and knowledge of employees to ensure high performance. In particular, other literature consistently suggests that human resource planning has an impact on organizational success.

RELATIONSHIP BETWEEN HRM AND ORGANIZATIONAL PERFORMANCE

O'Donnell & Garvan (1997) it suggests a direct link between human resource management and organizational effectiveness therefore; an organization must have clear HRM practices in place. It is widely used to improve the performance of teams. Sheehan (2014) Michie and Sheehan (2008) argue that for customer relationships Satisfaction is at the heart of HRP, the organization must continuously develop its ability to deliver value to customers. Therefore, this study confirms it. Organizations should invest more in HRP; Michie and Sheehan (2008) found that increased investment in HRP is accompanied by increased productivity.

CONCLUSION

The purpose of this study is to identify the impact of citizenship behavior on financial management, performance improvement and company performance. The goal is to evaluate the impact of rewards on the success of the organization from the perspective of company culture, human development, and performance. The results of this study show that creating a higher value of the reward system, employee development, and employee citizenship leads to success in organization. The objective was to evaluate the company's leadership practices, workforce development and rewards in relation to the organization's success from a workforce

perspective. The results of this study show that the development of higher-stakes compensation methods, employee development, and measures of corporate citizenship lead to higher levels of organizational success. Consequently, they suggest a positive relationship between human resource management and organizational performance.

Employees' development depends upon the organisational work culture and Organisational Citizenship Behaviour. Whenever employees give their best services with full enthusiasm. Leadership Qualities also support the organisation performance as well as employees' growth.

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