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“Human Resource Management Practices As Drivers Of Organizational Effectiveness: An Empirical Study Of Core HRM Functions”

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Abstract

The most important element of a successful business is its workforce, which is led by human resource managers. To do this, people must be viewed as human resources rather than as costs to the company. Similar to other resources, talented personnel can be deliberately employed to raise an organization's worth. When it comes to managing the most valuable assets in your company—your employees—a well-run human resources department can give us the framework and capacity to handle business challenges. Human resource experts can carry out more than one of the six fundamental tasks, despite the fact that there are several specialties that are associated with human resources. The reappropriation of human resource functions or participation in a professional organization can help managers in autonomous societies without a dedicated human resources department attain a comparable level of effectiveness and workforce.

Keywords: Human Resource Management (HRM), Organization Effectiveness (OE), HRM Functions.

INTRODUCTION

An organization's human resources department oversees a number of core operations. Compliance with labour laws, documentation, hiring and training, pay, relationship support, and assistance in handling specific performance issues are all crucial. These tasks are crucial since without them, the company wouldn't be able to provide for the fundamental requirements of its employees and management. In today's competitive corporate world, human resource management, or HRM, is vital to an organization's performance and long-term viability. It is now a strategic partner that directly contributes to organizational development rather than being restricted to administrative tasks like payroll and hiring. (Ulrich, 1997).

Improved human resource management practices and, secondly, the statement that a company's choices among the different available HRM practices should represent the specific behaviours required by the

association's competitive procedure were the previous methods of handling this important area of human resources management. In other words, human resource management methods ought to be chosen to promote the use of processes rather than only on the basis of specialized merits. The basis of efficient human capital management is thought to be the core HRM operations, which include hiring and selection, training and development, performance management, remuneration, and employee relations. These activities guarantee that businesses can draw attract, develop, and keep talent. (Armstrong & Taylor, 2020). We have argued that certain competitive strategies, such as the foundation of innovation in competition, the reliance on costs in the competition, or the competition to provide the best basic specific behaviours for the quality demand of employees, are fundamental to human resources management. Accordingly,

choosing HRM practices that enhance and reinforce these fundamental behaviours is a fundamental approach to HRM management. Additionally, HRM operations have a direct impact on organizational engagement, employee retention, and satisfaction—all of which are essential for sustainable development (Kaufman, 2015). Contextual studies have so validated the suggested relationships. By coordinating human resources with organizational objectives, encouraging employee involvement, and advancing a continuous improvement culture, effective HRM operations serve as the cornerstone for OD. For example, performance management guarantees accountability and progress, training and development improves employee competencies, and recruitment and selection guarantee the correct skills are introduced into the company. Boxall & Purcell, 2016). In context of these different perspectives, this study aims to evaluate empirically the ways in which organizational development is aided by the efficiency of basic HRM operations.



Figure No.1: Human Resource Management (HRM)

RESEARCH METHODOLOGY

Secondary data has been used for this Study. The information was thoroughly gathered from a range of published sources, including reputable publications, research papers, reports, and scientific magazines.

CORE FUNCTIONS OF HRM

1. Human Resource Planning (HRP)

HRP ensures that the company has the appropriate number of workers at the appropriate moment, both in terms of quantity and quality.

It entails estimating supply, assessing labor demand, and filling any gaps through hiring or training.

Sustainable development depends on workforce capabilities and organizational strategies being in sync, which is achieved through effective planning.

2. Recruitment and Selection

While selection is assessing and picking the best prospects, recruitment is the process of drawing in competent applicants.

Long-term growth, corporate culture, and productivity are all directly impacted by these procedures.

Poor hiring practices frequently result in higher training expenses and turnover.

3. Training and Development (T&D)

T&D improves workers' attitudes, abilities, and knowledge to perform better on the job.

It enhances organizational development by fostering creativity, flexibility, and leadership development.

4. Performance Management

Setting performance goals, keeping track of advancement, giving feedback, and associating performance with incentives are all part of this role.

It guarantees that worker goals and company objectives are in line.

5. Compensation and Rewards

Strategic and equitable pay increases employee commitment, lowers attrition, and boosts motivation.

It encompasses both non-monetary advantages (flexibility, recognition) and monetary rewards (compensation, incentives).

6. Employee Relations and Engagement

Good employee relations increase organizational culture, decrease conflict, and cultivate trust.

Higher commitment and productivity are the results of engagement, which makes sure workers feel appreciated and in line with the goals of the company.

7. Health, Safety, and Well-being

Programs for stress management, wellness initiatives, and safe working environments must all be provided by organizations.

This lowers absenteeism, boosts morale, and guarantees adherence to labor regulations.

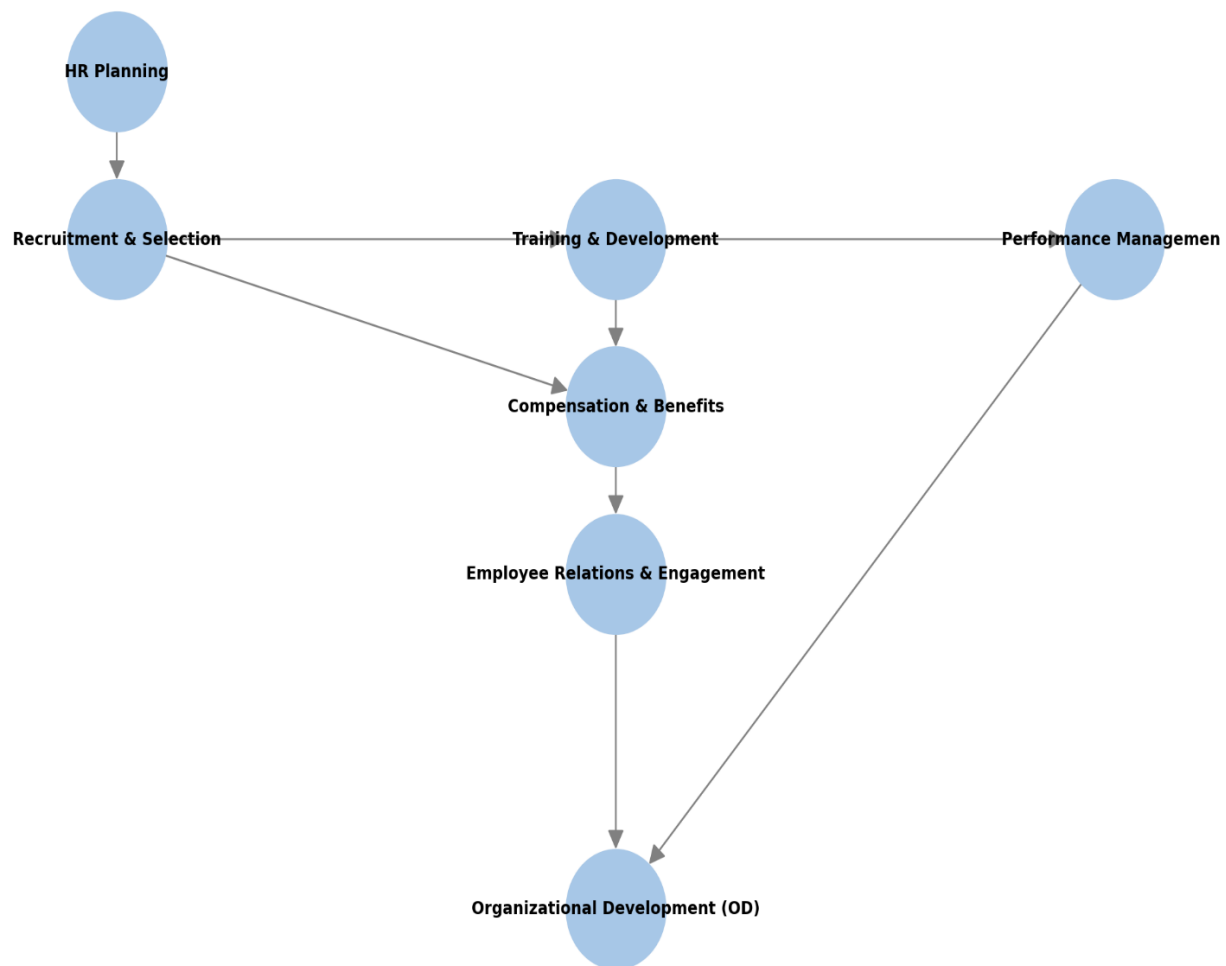


Figure No: 2 Core Functions Driving Organizational Development

The figure shows how the several fundamental HRM functions work together to support organizational development. Human Resource Planning (HRP) serves as the cornerstone at the top, guaranteeing that workforce demands correspond with strategic objectives. The HRP process leads to Training & Development, which improves employee competences, and Recruitment & Selection, which attracts the best personnel.

Subsequently, performance management guarantees responsibility and alignment between personal and corporate goals. In addition, employee relations and engagement promote commitment, trust, and teamwork, while compensation and benefits offer incentives and retention. These processes all work together to produce Organizational Development (OD), which is manifested in increased innovation, productivity, and long-term growth.

Scholars like Ulrich (1997), who highlighted HR as a strategic partner, and Armstrong & Taylor (2020), who recognized HR services as the foundation of corporate effectiveness, support this concept. Additionally, Boxall & Purcell (2016) contend that long-term development outcomes and employee engagement are directly impacted by good HRM strategies.

FINDINGS:

The study emphasizes how the functions of human resource management (HRM) are interconnected and work together to support long-term organizational growth. The cornerstone is Human Resource Planning (HRP), which guarantees that workforce competencies and strategic goals are in line. By obtaining the best individuals, recruitment and selection have a big impact on long-term production, culture, and cost effectiveness. Training and Development (T&D) prepares workers for changing corporate demands by fostering creativity, adaptability, and leadership.

While pay and prizes promote employee loyalty, retention, and motivation, performance management creates accountability and synchronizes individual performance with organizational objectives. In a similar vein, good employee interactions and engagement foster corporate commitment, lower conflict, and increase trust. Initiatives related to health, safety, and well-being also boost employee morale, lower absenteeism, and guarantee legal compliance. When combined, these roles provide a comprehensive framework in which HRM plays a key role in promoting innovation, organizational efficacy, and long-term growth.

These results are consistent with Ulrich's (1997) perspective of HR as a strategic partner, Armstrong and Taylor's (2020) identification of HR practices as critical to business efficacy, and Boxall and Purcell's (2016) claim that successful HRM strategies have a direct impact on long-term development outcomes and employee engagement.

CONCLUSION:

The study emphasizes how HRM has developed into a strategic force behind corporate development and is no longer limited to administrative duties. Human capital is maximized to attain both immediate efficiency and long-term sustainability through the successful integration of HRP, hiring, training, performance management, remuneration, employee engagement, and well-being activities.

Businesses that effectively handle these HR responsibilities not only boost output and creativity but also develop a resilient and driven workforce that supports organizational objectives. As a result, HRM is a key component of organizational success, demonstrating its dual function as a strategic enabler and a basis for sustainable development.

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