

The Connection Between Human Resource Management Practices and Employee Performance

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Abstract-Researchers have been interested in studying HRM practises at various levels for a number of decades due to the growth of the industries and cutting-edge techniques that allow an organisation to efficiently retain and employ its human resources. It is essential for organisations to retain and care for their workers as well as to strengthen their competitive advantages since the service sector has experienced great expansion in the 21st century, particularly in the telecommunications sector where service providers were rising. In order to determine the effect of HR practises (Training, Pay, and Employee Participation) on employee performance, this study was conducted in a prominent Malaysian telecom company. In order to test the hypothesis, samples from 102 employees were gathered using a questionnaire. There was a regression analysis. The current study covers the management of human resources in service businesses where personnel is important to achieving policies, goals, and objectives in a straightforward and understandable manner. They are crucial for the development of a company because they ignite the creative and productive spark.

The stages of a career programme are discussed in the article along with career growth. It examines how an individual's work has changed over time, focusing on the stages of exploration (trying out new roles), establishment, maintenance, and descent, dividing activities according to developmental stages, their relationship to the individual's chronological age, and the relative level of participation and influence associated with each stage.

Key Words: Management of human resources, remuneration, and employee involvement

INTRODUCTION

According to Zakirova and Gimadiev (2019), the organisation is the setting where a certain group of individuals carry out a number of tasks in a coordinated manner and in line with a specific hierarchical structure in order to accomplish goals. To achieve goals (create things or supply services), a variety of resources (both human and material) are

utilised in a systematic and organised manner in a business. The development of the company's organisational structure necessitates determining the tasks that must be produced to produce the product or service supplied and correctly coordinating them to reach the intended outcome (Bagheri, 2016). To guarantee that the organisation operates well, this coordination entails developing relationships amongst the various parties.

- Complexity

Organizational complexity is measured by the number of levels in the hierarchy, the extent of the division of labor, and other factors. Geographical spread of the business.

- Normalization

The quantity of internal policies, regulations, and processes in a company is referred to as standardization.

- Administrative

Carries out the steps required for the business's functioning and oversees its support operations (administrative, accounting, and legal).

Information is managed via humans in administrative management. This often entails handling the dissemination and storage of information to people inside an organisation. A significant percentage of company positions call for some kind of administrative administration.

- Human Resources

Both from an administrative perspective (hiring, payroll, and collective agreements) and from a development perspective (training, performance assessment, career planning, and training), it deals with the procedures pertaining to the personnel who work for the business (Purkey and Stevenson, 2018).

- Centralised versus decentralized

The location of decision-making authority is referred to in this dimension. Management establishes the

fundamental areas of the firm and the many activities that must be created in it in order to fulfil its goals in an ordered and coordinated manner (Ali, 2019).



Fig.1

PLANNING, PROCESS, AND DEVELOPMENT OF HUMAN RESOURCES

➤ An approach to experts in the human resources management process

The management of the human talent that makes up the company is referred to as human resources management. Managers recruit, select, train, and develop the organization's personnel using this administrative function.[1]

Six fundamental actions make up the human resources management process, according to Akey and Antwi (2017).

➤ Method for Planning Human Resources

An study is conducted for this stage that takes into account elements including the present and future demands of persons, potential openings, expansions, and mergers (Kovaevi and Mladenovi, 2018). The external company must also be examined in order to understand the overall labour market and the demands that will emerge in the medium and long terms. While organizing human resources, it is important to consider the traits that modern corporate templates often display, which are typically composed of three levels:

EDUCATING AND DEVELOPING

The goal of training is to increase workers' knowledge and skills so they may acquire the abilities needed to execute their jobs, which is done via a process of study and constant learning (Analoui,

2018). The investment that the business makes to guarantee the professional growth of its personnel may be summed up as the training process. [3]It is crucial to stress that the Training Plan should be seen as a useful instrument that benefits both the firm and the employees who receive it. As a result, 72% of respondents to "The 2005/2006 International Assignment Study," which included more than 200 multinational companies from a range of industries, confirmed that international assignments are beneficial to their businesses.[4][5]

CONCLUSION

Personnel planning are the process of aligning the consistency, quality, and availability of human resources with the company objective. Reflection. The "spirit" of personnel planning is based on the actual business demands in the personnel sector. The primary instrument used by businesses to attempt and align the company and its workforce with corporate strategy is the human resource management system. Hence, "predicting and supplying" become the crucial phrases to navigate this procedure successfully. Planning for human resources is crucial because it enables us to respond quickly to the shifting demands of each market, maintaining the company's competitiveness, health, and manageability.

Training and employment give a means of subsistence, while worker skills boost production.

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