

HUMAN RESOURCES MANAGEMENT AND ITS IMPACT ON THE QUALITY OF JOB PERFORMANCE

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Introduction

In a highly changing business environment, human resource management (HRM) is key to maintaining a conducive working environment (Haerani et al., 2020). Organizations working in different industries have recognized that their most valuable assets are not other employees. The reason behind this is employee performance, which is directly related to organizational success. The field of HRM includes a large range of functions (Davidescu et al., 2020). This includes training, recruitment, performance appraisals, and relationships with employees. All these functions played a pivotal role in designing the working environment and impressive job performance (Mulang, 2021). This research study will discover the complex relationships among HRM practices and top-notch job performance, demonstrating the manner in which efficient HRM may improve employee retention, efficiency, and general company effectiveness.

The concept of job performance has different elements to be considered. This includes not only completing tasks without compromising on quality or efficiency but also developing tasks involuntarily (Masri and Jaaron, 2017). Therefore, high-quality job performance is key to attaining organizational goals, maintaining a competitive edge, and boosting creativity. Consequently, it is vital for scholars as well as practitioners in the human resources profession to comprehend the elements that lead to exceptional work performance (Guest, 2017).

Human resource management can have a pivotal impact on job performance by using different mechanisms. This involves the recruitment and selection process to ensure that the right individual is placed in a role where they can improve their skills. For this, training and development programs must be designed to equip employees with essential skills and knowledge to perform their jobs on time (Haerani et al., 2020). Therefore, performance appraisal systems offer regular feedback, supporting employees to better understand advantages and refine their skillset (Davidescu et al., 2020). Pay and benefit plans also have the power to inspire workers to reach greater performance standards by recognizing achievement and offering rewards for sustained effort.

Moreover, the organizational culture is designed by human resources management practices, which significantly impact job performance (Meijerink et al., 2022). This positive work environment can promote a team-working environment, recognition, and a sense of ownership to boost employee motivation (Mulang, 2021). On the other hand, a toxic working environment

can lead to poor management practices, low work performance, excessive employee turnover, and general organizational inefficiencies that might result from a lack of support (Guest, 2017).

This research study will provide various discussions about human resource management and its impact on job performance through comprehensive literature and methodology. This dissertation will also analyse HRM practices, including employee engagement strategies and leadership styles, leading to job problems as well. In order to help HR professionals and managers in organizations enhance their HRM processes and boost their job performance, the study will look at these links in order to yield important insights.

Research Problem

This research study aims to cater to different problems. These questions will guide the research study about relationships among human resource management and job performance, offering actionable recommendations for HR professionals.

1. Which particular HRM strategies are most crucial to boosting employee satisfaction levels?
2. What role do organizations, culture, performance appraisal, and feedback play in increasing employee productivity and efficiency levels?

Research Significance

The significance of this research lies in its potential to offer a comprehensive analysis of the complex relationships between HRM practices and job performance levels. In this highly competitive business environment, where organizations are heavily investing in human capital, understanding effective management and optimization of resources is essential (Masri and Jaaron, 2017). Therefore, by examining the impact of different HRM strategies on job performance, the goal of this study is to pinpoint optimal procedures that can raise worker output, contentment, and general organizational effectiveness.

In the case of human resource professions and organizational leadership, the outcomes of this research will serve as a valuable way forward to design and implement HRM practices to boost a conducive working environment (Davidescu et al., 2020). Therefore, inadequate HRM practices, which are key to promoting employee engagement and motivation level, and

enhancing personnel management techniques may help firms perform better as a whole, enhance retention rates, and lower turnover (Masri and Jaaron, 2017).

Furthermore, this research study will contribute to the academic field by filling gaps that exist in the literature review about HRM practices and job performance metrics. This will provide empirical evidence about the effectiveness of various HRM practices as well as a foundation for future studies. Finally, this study intends to help businesses achieve outstanding results by emphasizing the crucial role of HRM in generating job performance and, as a result, company success.

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