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[ijirset@gmail.com](mailto:ijirset@gmail.com)

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# **Examining Strategic HRM Practices and their Impacts on Organizational Development**

**Dr.G.Sathish Kumar, Singh Anurag Shivaji**

Associate Professor, NIMS School of Business Studies, NIMS University Rajasthan, Jaipur NIMS University, Jaipur,  
Rajasthan, India

NIMS School of Business Studies, NIMS University Rajasthan, Jaipur NIMS University, Jaipur, Rajasthan, India

**ABSTRACT:** The study examined the impact of strategic human resource management (HRM) practices on organizational development and performance. Through a sample of 20 employees and using a questionnaire for data collection, analysed via Excel, the study found that training and development had the most significant impact on organizational development, followed by recruitment and selection, and then performance evaluation. The results indicated a positive correlation between strategic HRM practices and organizational development and performance. Based on these findings, the study recommended broadly adopting the concept of organizational development, promoting strategic HRM practices due to their significant impact, and ensuring the selection of experienced workers.

**KEYWORDS:** Examining, Strategic HRM Practices, Impacts, Organizational Development, Training and Development, Recruitment and Selection, Performance Evaluation, Positive Correlation, Organizational Performance, Employee Selection, Long-term Results, HRM Strategies, Employee Training, Strategic Management, Workforce Development.

## **I. INTRODUCTION**

This study investigates the role of strategic human resource management (HRM) practices in fostering organizational development and enhancing performance. By focusing on key practices such as training and development, recruitment and selection, and performance evaluation, the research aims to understand their relative impacts on organizational growth. Utilizing a sample of 20 employees and employing questionnaires for data collection, the findings highlight a positive correlation between strategic HRM practices and organizational advancement. The study underscores the importance of adopting comprehensive HRM strategies to achieve sustained organizational success and recommends prioritizing experienced employee selection and robust training programs.

### **a. Definitions of Strategic HRM Practices**

Strategic HRM practices involve the deliberate and planned management of human resources in alignment with organizational goals and objectives to maximize performance and achieve long-term success.

### **b. CHALLENGES OF STRATEGIC HRM PRACTICES AND THEIR IMPACTS ON ORGANIZATIONAL DEVELOPMENT -:**

- **Resistance to Change:** Employees may resist new strategic HRM practices, hindering their effective implementation.
- **Resource Constraints:** Limited financial and human resources can impede the adoption and execution of strategic HRM initiatives.
- **Cultural Misalignment:** Misalignment between organizational culture and strategic HRM goals can undermine implementation efforts.
- **Leadership Buy-In:** Lack of support and commitment from top management may hinder the successful implementation of strategic HRM practices.
- **Complexity of Integration:** Integrating multiple HRM practices into existing organizational structures can be challenging and time-consuming.
- **Measurement and Evaluation:** Difficulty in accurately measuring the impact of strategic HRM practices on organizational development poses a challenge.

## **II. RESEARCH OBJECTIVES**

- To examine strategic human resource management practices and their impacts on organizational development.
- To evaluate the relationships between strategic human resource management practices, organizational development.
- To analyze the factors affecting strategic human resource management practices.
- To provide a framework for effective implementation of strategic human resource management practices.

## **III. RESEARCH DESIGN**

### **What is the study about?**

The study explores the relationship between strategic human resource management (HRM) practices and organizational development. It investigates how practices such as training, recruitment, and performance evaluation impact the growth and performance of organizations. Through the analysis of data collected from a sample of 20 employees, the study aims to provide insights into the effectiveness of strategic HRM initiatives in fostering organizational success.

### **Why is the study being made?**

The study is being conducted to understand the effectiveness of strategic human resource management (HRM) practices in driving organizational development and performance. By examining factors such as training, recruitment, and performance evaluation, the aim is to identify how these practices contribute to organizational success. Ultimately, the study seeks to provide evidence-based insights that can inform HRM strategies and enhance organizational effectiveness and competitiveness.

### **What type of data is required?**

This study will require primary data and secondary data.

Data collection will do by designing appropriate questionnaire, online survey among random people with a sample size of around 20 People.

## **IV. TYPES OF DATA COLLECTION**

- **Primary data:** - Primary data is that which is collected fresh and for the first time, primary data is also called original data/ basic data.
- Through online questionnaire survey.
- **Secondary data:** -Secondary data refers to that data which has been used previously for any research and it is use for second time.
- Through Google scholar
- Through online database Total Population: - 20
- Sample Size: - 20

**Analysis Technique:** - Random sampling and questionnaire techniques selected by researcher to collect the data from the participants

**Data Analysis and Interpretation: -**

**1. Which of the following is an example of a strategic HRM practice aimed at improving employee performance?**

| Response                                | Frequency | Percentage  |
|---|-----------|-------------|
| Providing regular feedback and coaching | 05        | 25          |
| Punishing employees for mistakes        | 06        | 30          |
| Ignoring employee development           | 07        | 35          |
| Micromanaging every task                | 02        | 15          |
| <b>Total</b>                            | <b>20</b> | <b>100%</b> |

Which of the following is an example of a strategic HRM practice aimed at improving employee performance?

20 responses



**Analysis**

- **Providing Regular Feedback and Coaching:** 5 respondents, making up 25% of the sample, prefer this approach.
- **Punishing Employees for Mistakes:** 6 respondents, constituting 30% of the sample, support this approach.
- **Ignoring Employee Development:** This approach is chosen by 7 respondents, or 35% of the total.
- **Micromanaging Every Task:** 2 respondents, representing 15% of the sample, prefer this approach.

**Interpretation**

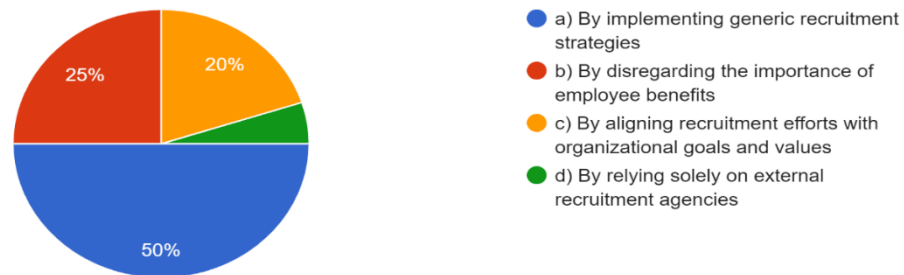
The data indicates a concerning trend where the most prevalent approach is ignoring employee development, suggesting that a significant portion of respondents do not prioritize growth and advancement opportunities for employees. Punishing employees for mistakes is also a notable approach, indicating a punitive culture in some organizations. However, providing regular feedback and coaching are also a substantial approach, reflecting a positive focus on continuous improvement and support for employees. The least favored approach, micromanaging every task, still has some support but indicates a lesser preference for highly controlling management styles. This distribution highlights a mix of supportive and detrimental management practices among the respondents.

**1.How do strategic HRM practices contribute to talent acquisition and retention?**

| Response   | Frequency | Percentage  |
|--|-----------|-------------|
| By implementing generic recruitment strategies                       | 10        | 50          |
| By disregarding the importance of employee benefits                  | 05        | 25          |
| By aligning recruitment efforts with organizational goals and values | 04        | 20          |
| By relying solely on external recruitment agencies                   | 01        | 5           |
| <b>Total</b>   | <b>20</b> | <b>100%</b> |

How do strategic HRM practices contribute to talent acquisition and retention?

20 responses



### Analysis

- **Implementing Generic Recruitment Strategies:** 10 respondents, making up 50% of the sample, prefer this approach.
- **Disregarding the Importance of Employee Benefits:** 5 respondents, constituting 25% of the sample, support this approach.
- **Aligning Recruitment Efforts with Organizational Goals and Values:** 4 respondents, or 20% of the total, focus on this approach.
- **Relying Solely on External Recruitment Agencies:** Only 1 respondent, representing 5% of the sample, prefers this approach.

### Interpretation

The data indicates that the most prevalent recruitment strategy among respondents is implementing generic recruitment strategies, suggesting a tendency towards standardized and perhaps less customized approaches to hiring. The second most common strategy of disregarding employee benefits indicates a significant portion of respondents do not prioritize benefits in their recruitment efforts, which could impact employee attraction and retention negatively. Aligning recruitment efforts with organizational goals and values, although less common, reflects a more strategic and value-driven approach to hiring. The minimal preference for relying solely on external recruitment agencies suggests that most respondents favor more direct or diversified recruitment methods. This distribution highlights a mix of conventional and strategic recruitment practices among the respondents.

## V. CONCLUSION

In conclusion, the study underscores the significance of strategic human resource management (HRM) practices in influencing organizational development and performance. Findings suggest a positive correlation between practices such as training, recruitment, and performance evaluation and organizational success. Recommendations include broader adoption of HRM strategies, promotion of strategic HRM practices, and ensuring the selection of experienced workers to sustain organizational growth.

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