



HUMAN RESOURCE MANAGEMENT WITH A STRATEGIC FOCUS: ANALYZE HOW HR POLICIES AND PROCEDURES AFFECT COMPANY OUTCOMES

Smitha K R

Research Scholar

Phd management

Dr Dhamoderan

Authorised guide

Cmj University, Meghalaya

Abstract

This paper explores the strategic role of Human Resource Management (HRM) in influencing company outcomes through the implementation of effective HR policies and procedures. It examines how strategic HRM aligns human resource policies with the overarching goals of an organization, fostering improved performance, competitive advantage, and long-term sustainability. The analysis delves into various HR functions such as recruitment, training, performance management, and employee relations, highlighting their impact on organizational outcomes. It also considers the importance of aligning HR practices with the company's strategic objectives, culture, and values to drive employee engagement, productivity, and innovation. Through a review of existing literature and case studies, the paper demonstrates how strategic HRM practices contribute to enhanced organizational effectiveness, employee satisfaction, and overall business success. The findings underscore the necessity for HR departments to transition from traditional administrative roles to strategic partners in business planning and development.

keywords: HRM, HR Policies, Company Outcomes

Introduction

The role of Human Resource Management (HRM) has shifted from being a typically administrative function to being a strategic partner that is essential for the success of a company in today's fast changing business landscape. This trend represents the rising

realization that workers are crucial assets, whose performance and growth directly affect a company's competitive edge and long-term sustainability. This recognition is reflected now more than ever before. Thus, the incorporation of strategic human resource management methods into the fundamental company strategy has become of the utmost importance. The phrase "Strategic Human Resource Management" (SHRM) refers to the proactive management of people, with a particular emphasis on long-term planning for human resources and alignment with the strategic goals of the firm. The ability of an organization to guarantee that its staff is capable, motivated, and ready to meet the needs of the future may be achieved by aligning the policies and procedures of human resources with the goal and vision of another business. This study's objective is to investigate the ways in which HR policies and procedures, when formulated and put into action with a strategic orientation, have the potential to impact significant results for the organization. A number of human resource operations, including recruiting, training and development, performance management, and employee relations, are going to be thoroughly investigated as part of this investigation. It is the purpose of this demonstration to show how these human resource operations, when properly linked with the goals of the firm, may improve employee performance, encourage creativity, and contribute to the overall success of the business environment. By conducting an exhaustive assessment of the current literature and case studies, the purpose of this study is to bring attention to the significant role that SHRM plays in contemporary companies. Its purpose is to offer insights into the ways in which businesses may effectively utilize human resource management to not only enhance operational efficiency but also to construct a lasting competitive advantage. Businesses are able to more effectively traverse the challenges of the modern business environment and produce greater results if they shift their approach to human resource management from one that is reactive to one that is proactive.

Human Resource Management

There has been a persistent effort made by the task of managing human resources to show its position within organizations (Cardon & Stevens, 2004). There is a tendency for businesses to rationalize spending on classroom teaching, personnel, honors, and employee engagement initiatives when there is an abundance of money. However, when faced with financial constraints, such human resources departments are the first to be eliminated. The relatively recent creation of the field of strategic human resources administration (SHRM), which investigates the role that human resources plays in helping corporate strategy, provides an opportunity to demonstrate the value that human resources delivers to the organization (Fahim, 2016). The field of human resource management has seen a substantial transformation over the course of the past quarter of a century. The alterations in question point to two significant developments. The first one is the transition from the field of personnel administration to the field of human resource management. This is the first one. Second, the field of strategic human resource management has replaced the discipline of human resource management, which was formerly known as human resource management. The purpose of this study is to investigate strategic human resources (HR) procedures and procedures throughout the region. These procedures include the establishment of a formal strategy for human resources that is incorporated with the overall strategy of the company,

the level of alignment or connection that exists between HRM and the plans of the company, the function of various management positions in developing and carrying out HR strategy, and the impact of business strategy accord adheres to on the overall effectiveness of organizations.

Literature Review

This study aims to examine the impact of HRM practices, situational leadership, employee engagement, and involvement on the performance of various firms. Human resource management (HRM) practices have a beneficial but negligible effect on organizational performance, according to the research. Situational leadership, meanwhile, has a good but tiny effect. Research from 2015 by Zamzam et al. indicates that employee engagement mediates the relationship between HRM practice and performance, and has a hugely positive effect on an organization's outcomes. The health care sector is complicated and always changing, thus hospitals should work to enhance their organizational performance to stay ahead of the competition. Strategic and efficient management of human resources is crucial for gaining a competitive advantage. Human resource strategy and organizational performance were the subjects of a balanced scorecard study. Hospital administrators may enhance performance, especially in non-financial areas, by developing human resource strategies, claim Nafari and Rezaei (2012). Staff training and development, remuneration, and pay and reward are all examples of tactics that may be employed.

Government institutions are always striving to enhance their performance by cutting costs, modernizing products and procedures, and improving quality. This is necessary for them to stay competitive and keep operating in an ever-changing economic environment marked by trends like globalization, increasing demands from investors and consumers, and an increase in the number of products available on the market. In order to carry out the analysis here, quantitative research methodologies were used. For this study, 240 volunteers were chosen at random. With the exception of the fifth hypothesis, which stated that "decentralization is related to organizational performance in a positive way" (Anwar & Abdullah, 2015), every other hypothesis was flawed. All of the theories were proven wrong by the results.

Ensuring that tasks are effectively done at all levels of a business is the responsibility of the human resources department. If the company doesn't invest in its employees, it will surely fall behind. Customer happiness, technology deployment, product quality, and competitiveness are the four pillars of an organization's success, and there is a strong correlation between the SHRM components and these pillars (p 0.05). The success of a company in terms of technology deployment, product quality, and degree of competition was determined by recruitment more than anything else. The growth and improvement of employment opportunities did, however, affect consumer happiness. In 2008, Albdareen and Al-Jedaiah

The organization's total performance would benefit when individuals could put their talents, knowledge, and abilities to use. Nobody can deny the importance of effective human resource management for a business, since HR policies and practises impact workers' attitudes, attitudes at work, and performance. Human resource policies, then, revolve around a plethora

of important activities that, in turn, might boost an organization's success. Human resource planning encompasses a wide range of activities, including recruitment, selection, training and development, pay and benefits, performance evaluation, and connections with employees (Khan, 2016).

Professionals' expertise might be put to use within the company to boost productivity by making better use of their knowledge, skills, and talents. The importance of effective human resource management in the company cannot be emphasized enough because HR policies and practices impact employee mindsets, productivity, and performance (Voorde, Paauwe, & Marc, 2012).

It is possible that the company's efficiency may be improved by making use of employees' skills, knowledge, and competencies within the business. The need of proactive human resource management in a company cannot be emphasized enough, since HRM practices and standards impact employee work, attitudes, and performance. Conversely, personnel rules and regulations focus on a handful of critical processes that, if followed, may improve the company's bottom line. Activities such as managing human resources, hiring, training, compensation, performance reviews, and employee relations fall under this category (Delahaye, 2011).

Throughout the years, a plethora of evaluation addresses have evolved. All three of these approaches have their merits: work-oriented addresses seek to clarify what it is that an individual does, work-oriented techniques seek to identify the traits needed to do one's job well, and hybrid methods combine elements of both. All of the methods that have been mentioned thus far are either very common or quite typical (Brannick, Levine, & Morgeson, 2007). The space that is available is the main reason for this.

Contributors examine various innovative approaches to strategic human resource management (SHRM), spanning theory and practice, and they outline the core challenges that SHRM is likely to encounter in the coming decades. A more direct characterization of the "black box" between human resources and the performance of the business is prioritized, along with an emphasis on strategy integration as the principal intermediary in this connection. The implications of SHRM on the concepts of fit and boundaries are apparent, say Becker and Huselid (2006).

Methodology

Data was gathered at a certain point in time to paint a picture of the subject matter since the research was done using a cross-sectional research technique. During the data collection procedure, a Likert scale with five possible answers was used to provide participants a chance to completely express themselves. Nepalese commercial banks, the Development Bank, and other financial institutions were the intended recipients of the decision. The intuitions are known for their private ownership and the extra money and effort put into human resource management. While sixty executives make up the target group, fifty executives will serve as the sample for this study. The reason behind this is that 10 managers were unable to take part in the survey because of time limitations. Nevertheless, a mere 29 questionnaires were

received, yielding an approval score of 58%. An analytical tool for mathematically comparing the means of various populations, analysis of variance (ANOVA) was used by the researchers to investigate the collected data. The researchers placed a premium on participants' informed consent, showing that their involvement in the study was totally voluntary, and this was only possible because they paid close attention to ethical considerations. In addition, the participants' privacy and identities were protected by upholding the principle of secrecy. This was done to make sure that their answers were kept private and wouldn't be shared with anybody who wasn't permitted to see them. Integrity and credibility of research investigations are vital, so it is imperative that research contain ethical practises. 4. Table 1 shows that, at a significance level of 0.05 or below, there is no statistically significant variance in the research sample's reactions to HRM norms and duties and HRM affects on effectiveness. Further, as shown in Table (2), there are no statistically significant variations in the responses that respondents offered based on their perspectives in relation to HRM rules, requirements, and the impact on performance. However, at a significance level of 0.05 or below, the results presented in Table 3 showed that there were statistically significant variations in the sample of SHRM answers obtained during the investigation. You may find these distinctions in the sections under "HRM laws and roles" and "Performance measures that are impacted by HRM."

Table 1 the effects of (one way Anova)

Variab les	Sources of varian ce	Sum of squar es (SS)	D f	Mea n Squa re	F val ue	Statistical sig- nifican ce
HRM polic ies and roles	Amo ng grou ps	4.411	1	4.41	.0 70	.7 9 3
	Wit hin grou ps	16.33 5	2 7	.628		
	Total	16.9 99	2 8			
	Amon g grou ps	.201	1	.201		

	Withi n grou ps	7.68 3	2 7	.285		
	Total	7.88 4	2 8			

Source: Field Survey

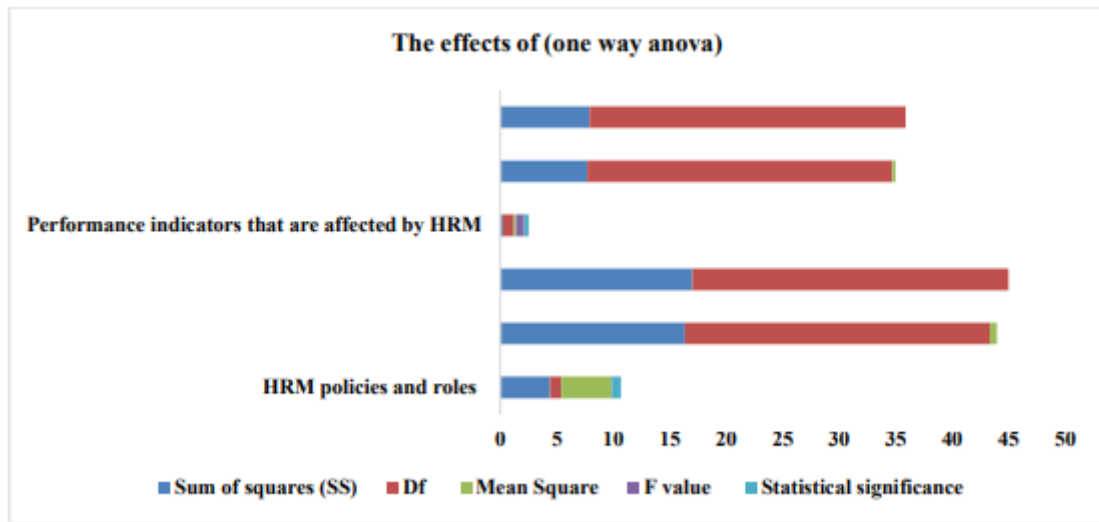


Fig. 1 the effects of (one way Anova)

Table 2 the variety that is determined by the structure of the work

Variables	Sources of variance	Sum of squares (SS)	Df	Mean Square	F value	Statistical significance
HRM policies and roles	Among groups	2.166	2	1.083	1.899	.170
	Within groups	14.833	26	.570		
	Total	16.999	28			
Performance indicators that are affected by HRM	Among groups	1.432	2	.716	2.886	.074
	Within groups	6.451	26	.248		

	Total	7.884	28			
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Source: Field Survey

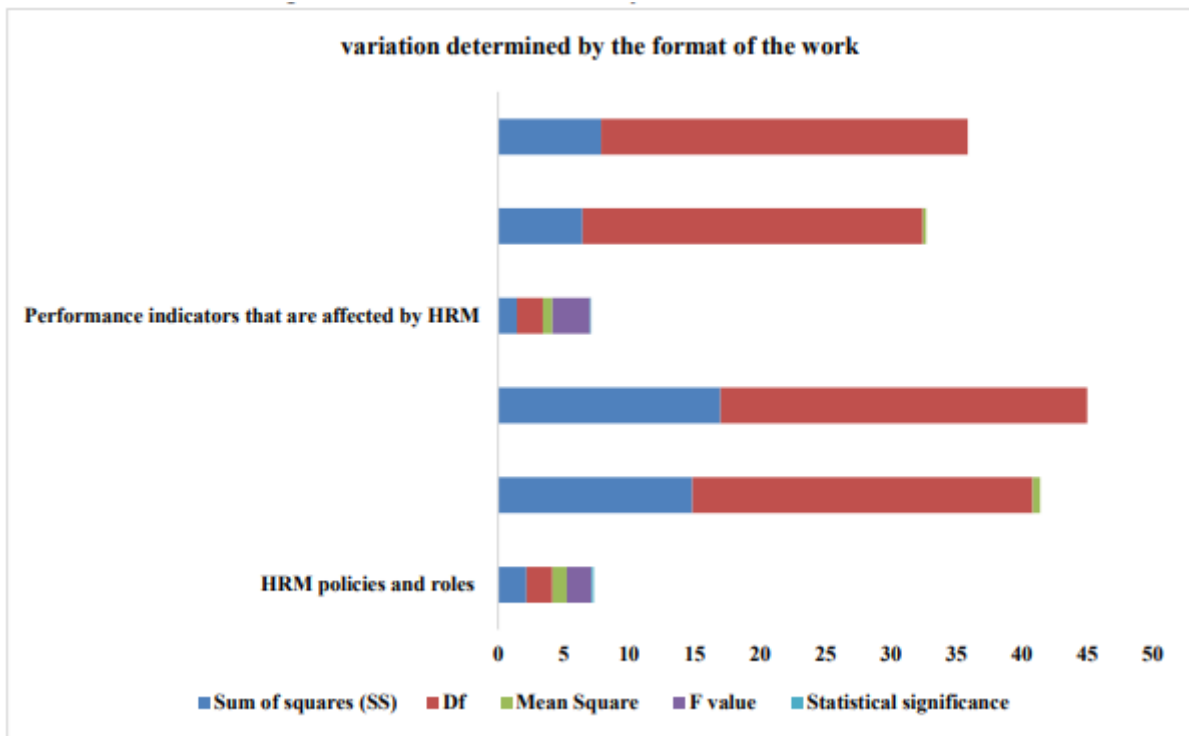


Fig. 2 variance that is defined by the structure of the job or project

Table 3 Exceptions determined by years of expertise

Variables	Sources of variance	Sum of squares (SS)	Df	Mean Square	F value	Statistical significance
HRM policies and roles	Among groups	12.709	4	3.177	17.775	.000
	Within groups	4.290	24	.179		
	Total	16.999	28			
Performance indicators that are affected by HRM	Among groups	4.082	4	1.020	6.441	.001
	Within groups	3.802	24	.158		

	Total	7.884	28			
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Source: Field Survey

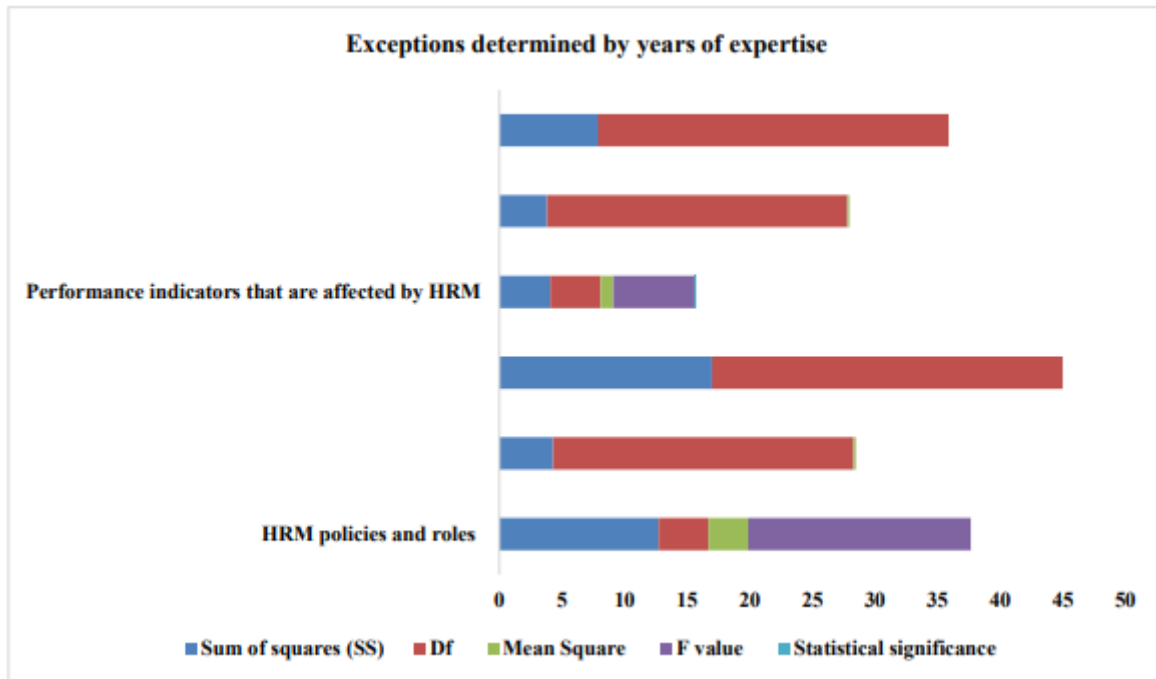


Fig.3 Exceptions determined by years of expertise

Discussion

The primary objective of this research was to determine the impact of human resource management on the performance of a corporation. According to the results, a one-way analysis of variance (ANOVA) was conducted on two variables: "HRM policies and roles" and "HRM-affected performance indicators.". Analysis of variance (ANOVA) is a statistical tool for determining if there are significant differences in the means of more than two groups. The statistical analysis of the research on "HRM policies and roles" did not reveal any notable disparities between the groups. This is proven to be accurate by a p-value of 0.793, which is significantly higher than the normal 0.05 significance level. In the category of "Performance indicators affected by HRM," nevertheless, there is no statistical difference between the groups ($p=0.409$, which is greater than the usual 0.05). These findings imply that changes in grouping do not have a substantial impact on success metrics or the way HRM policies and positions vary. The methodology behind this study implies that the variables under investigation do not significantly impact the outcomes of the study's groups in the actual world. Step two involved looking at the role (the employment structure) and how it impacts the organization's performance. Using one-way analysis of variance (ANOVA), two independent factors were identified: "HRM policies and roles" and "Performance indicators affected by HRM." The primary focus was on how the structure of the job affected the differences. Use analysis of variance (ANOVA) to determine if there is a statistically significant difference in the means of three or more groups. In terms of "HRM policies and

roles," the information is divided into two parts: "Among groups" and "Within groups." Both of these components make up the difference. The mean square value for the groups is 1.083, with two degrees of freedom (df) and a sum of squares (SS) of 2.166. Here we see that the F value—a measure of the degree to which two groups differ relative to one another—is 1.899. This is how the two sets of data are compared. Above the generally accepted cutoff of 0.05, a p-value of 0.170 is deemed statistically significant. There has been a major finding. This indicates that there is no statistically significant difference between the groups when it comes to HRM policies and professions depending on HRM style. Two kinds of variance, "Among groups" and "Within groups," are shown by the data with respect to the variable "Performance indicators affected by HRM." Both the mean square and the between-group SS come out at 1.432. Here, two outcomes are within the realm of possibility. Both the F-value and the p-value for this variable are more than the commonly used 0.05 significance level. Although the p-value is around the significance level, it does not indicate a statistically significant difference between the groups with respect to the impact of HRM on performance measures. The reasoning behind this is that the research design yielded this conclusion. Despite the fact that the group means are different in both instances, the analysis of variance (ANOVA) reveals that these discrepancies are not statistically significant. This study's results imply that, save from variations in organizational structure, HRM policies and professions are essentially the same. Human resource management policies and vocations were also shown to impact success metrics in diverse ways, according to the study. Examining the effects of experience-based exclusions on worker productivity was the ultimate aim. To do this, we used a one-way ANOVA on two variables: "HRM policies and roles" and "Performance indicators that are affected by HRM." Years of experience were given more weight as a criterion for exceptions. The purpose of this statistical approach is to determine if there is a significant relationship between the number of years of experience and these factors. With respect to "HRM policies and roles," the study categorizes the sources of diversity as "Among groups" or "Within groups." Since there are four degrees of freedom (df), the sum of squares (SS) among the groups is 12.709, and the mean square value is 3.177. The F statistic, which measures the difference between the variances within and between groups, is 17.775. Statistical significance is often considered to exist when the p-value is less than 0.05, which is significantly lower at 0.000. It is worth noting this finding. This shows that the groupings differ significantly in terms of HRM rules and responsibilities according to years of experience. In other words, the quantity of years of knowledge greatly influences the regulations and tasks that are put into place for human resource management. When it comes to "Performance indicators affected by HRM," the data reveals that the variable might differ "Among groups" and "Within groups." With four degrees of freedom, we get a among-group SS of 4.082 and an average square of 1.020. The related p-value and F-value for this variable are 0.001 and 6.441, respectively, which are significantly lower than the 0.05 level of significance. When looking at the categories based on years of experience, there seems to be a highly significant variation in the influence of HRM on performance measures. A simpler way of putting it is that the amount of relevant job experience has a significant impact on the performance metrics that are influenced by HRM. In conclusion, the analysis of variance (ANOVA) results shown in Table 5 demonstrate that HRM policy and role variations, as well

as these variations' effects on performance indicators, are favorably and significantly explained by years of experience. These findings show that when looking at HRM policies and how they affect important performance indicators, experts with different degrees of knowledge have very different experiences and different results. One way to boost productivity and efficiency in the workplace is through strategic human resource management, or SHRM. That can only happen if the HR policies and processes of the business are in line with its long-term objectives. This is the correct way to interpret the findings:

Methods for Aligning HRM with Business Goals: The Society for Human Resource Management has as one of its primary goals the promotion of HRM practises that are consistent with the overarching business strategy. There were no statistically significant differences found when comparing HRM policies, occupations, and the ways in which these factors affect success indicators in this study. This can indicate that the organization's approach to human resource management is uniform across all positions. This may show that the organization has a consistent approach to HR. The research concluded that the HRM-related aspects under investigation were position-independent. A positive development is the uniformity of HR rules and processes. **Years of Experience:** One of the most interesting things that came out of this study is that years of experience have a big impact on human resource management policies, roles, and how they affect accomplishment indicators. This discovery suggests a robust relationship when taking SHRM as a whole into account. According to human resource management theory, organizations should consider adjusting HR practices and policies according to employees' length of service. This customisation is connected to the strategy portion of human resource management (HRM) since it recognizes that various employee groups may require different HR strategies to help them contribute the most to the organization's success. The study's findings support the ideas of Strategic Human Resource Management. In instance, the findings show that HRM policies and processes should align with the overall goals of the company. Organizational success may be driven by human resource management techniques that are both tailored to the organization's needs and well-coordinated. This is because HRM practises were remarkably consistent across all business models and employment arrangements. Human resource management (HRM) case study suggests that taking into account workers' diverse skill sets might be a strategic decision that helps the organization overall.

Conclusion

If a business wants to succeed in the long run and stay ahead of the competition, it must strategically include HRM into its organizational structure. In this piece, we have shown how HR policies and processes are interrelated and may have a major influence on a company's success. Organizations may increase the likelihood that their employees will be well-informed, enthusiastic, and in agreement with the company's key objectives by making strategic human resource management a top priority. Comprehensive training and development programs guarantee that employees may consistently improve their abilities and

contribute to the success of the company, while effective recruiting techniques help firms attract and retain top talent. Strategically aligned performance management systems with business objectives can help cultivate an excellence-oriented culture. Both output and creativity may be enhanced with the help of these solutions. Good employee relations practices lead to high engagement and work happiness, which in turn reduces staff turnover and improves overall corporate success. This research's case studies and literature evaluations point to the necessity of human resources departments being strategic partners. To accomplish this transformation, the firm must adopt innovative HR practices and include them into its strategic planning procedures. Companies may create a connection that helps them achieve their goals and the goals of their employees by making HRM a strategic priority. By keeping everyone on the same page, we can make sure that our employees care about both the company's immediate objectives and its long-term success. They won't get stuck in either arena because of it. In this complicated and dynamic climate, strategic human resource management is anticipated to be vital in assisting businesses in attaining long-term growth and obtaining a competitive advantage. The strategic use of HR policies and processes may be a key factor in a company's success. When firms understand and use HRM's strategic potential, they increase the likelihood of exceptional performance, innovation, and resilience in the face of constantly changing business issues.

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