

A Study On Hrm Practices In Public Sector Banks In

This book analyses a collection of key strategic human resource management (HRM) and employment relations (ER) topics. The book follows a unique pedagogical design employing problem-based learning and participant-centred learning approaches, both of which the author has extensive experience in implementing with post-graduate learners. The book also prepares the learner to use these approaches, and has resources for the instructor. The first part of the book provides a very focussed research commentary highlighting the key theoretical approaches in HRM and ER. The second part offers details of the design and implementation of strategic HRM and ER practices. The third part features a selection of contemporary research-based case studies that bring to life the debates and tensions inherent in the field of strategic HRM and ER.

This study is an empirical assessment of the effectiveness of the prevailing HRM practices of a government institution in the following functional areas: (a) Recruitment and selection, (b) Compensation and benefits, (c) Training and Development, (d) Performance Appraisal, and (e) Employee Relations. These practices, if found effective, will contribute to enhanced organizational performance through HR Outcomes. The study further investigated the HRM practices that have significant impact on the HR outcomes of Job Performance, Job Satisfaction, and Job Commitment. A total of two hundred twenty seven (227) career and non-career employees of the Philippine Senate participated in the study. Surveys from respondents showed that the prevailing HRM practices of the Senate are all effective. Among the practices, Compensation and Benefits is found to be most effective, while Performance Appraisal is the least effective. Using the repeated measures of analysis of variance, it revealed that there is no significant difference between the perception of the career and non-career respondents as regards the effectiveness of the five HRM practices. Further analysis with the use of multiple correlation revealed that there is a significant relationship between effective HRM practices and HR Outcomes. The results will serve as a baseline information for the formulation of new policies and directives to strengthen the HRM practices of the Philippine Senate thereby improving HR outcomes and consequently improving its organizational performance as a government institution.

This book is designed to help practitioners and academics to assess the added value of HR practices. It provides hands-on recommendations for choosing effective means to manage HR and specific suggestions aimed at facilitating the measurement of HR practices' impact on value creation. Evidence-based recommendations are made by drawing on thorough empirical research from various research traditions and academic disciplines. It covers a wide variety of tasks faced by the HR function and specifically addresses new challenges such as assessing the added value of work-life

balance practices.

This dissertation examines how human resources are managed at selected Ethiopian private companies, how Ethiopian human resource management practice is evolving and how it can be improved. The examination is qualitative and exploratory, since no comparative research on human resource management has yet been conducted at Ethiopian profit or non-profit organizations. An understanding of Ethiopian human resource management practice makes it possible to improve Ethiopian human resource management practice, and thus to increase employee productivity. The study took place at four manufacturing and four service companies in Addis Ababa, all representative of their sector. The research claim is that Ethiopian human resource management practices differ from human resource management practices in the West, due to differences in cultural factors, economic systems, political systems, and legal and industrial relations. For this reason, Ethiopia's culture, politics, economy and legal and industrial relations have been analyzed. The main finding of this study is that the importance of human resource management is not uniformly understood at all the case-study companies. Although the multinational companies based in Ethiopia see their human resources as the companies most important asset, as human capital, the local companies generally do not. The fact that respondents claim that Ethiopia has limited experience in industrialization might explain why human resource management in Ethiopia is rudimentary and still has a long way to go. With this dissertation the researcher wants to contribute to improving Ethiopian human resource management practice. Moreover, this dissertation may be used as a framework for similar research in other sectors or for more specific in-depth research. This dissertation may also serve as a knowledge base for company managers, business consultants, academics and government officials of countries with a national culture similar to Ethiopia's (for example Kenya, Tanzania and Zambia), countries undergoing (or which have undergone) a recent transition to a free market economy, and countries facing similar macro-economic developments.

The second edition of this extensively revised text provides a critical evaluation of current developments in human resource management (HRM) through a fresh user-friendly and international approach. It balances a comprehensive overview of HRM theory--the latest ideas, theories, and research findings--with a close examination of developing HRM practices illustrated by numerous case studies. Human Resource Management: Theory and Practice, Second Edition, was written specifically to fulfill the need of introductory undergraduate and graduate courses for a rigorous analysis of HRM. For some time there has been a tendency of textbooks on personnel/human resource management to be much more prescriptive than analytical. This edition's purpose is to provide the reader with a comprehensive knowledge and understanding of the latest relevant theories, practices, and functional activities of HRM on a global basis. This book is divided into five major parts: Part I introduces the nature and role of HRM and addresses some of the

controversial theoretical issues surrounding the HRM discourse; Part II reviews the external contexts that affect HRM policies and actions inside the organization; Parts III and IV examine the key human resource practices that comprise the HRM cycle; and Part V addresses some of the developments in communications and employee relations.

Human Resource Management (HRM) is a management function that helps manager's recruit, select, train and develops members for an organization. Obviously, HRM is concerned with the people's dimension in organizations. It is rather difficult to say spontaneously what management means, though we have studied a course in Management. But it is necessary to recall what management is before studying Human Resource Management (HRM). Management has been defined by Mary Parker Follett as, "the art of getting things done through people." HRM Practices are HR Planning, Recruitment & Selection, Training & Development, Wage & Salary Administration. As the present study is concerned with HRM practices in Sugar industry, an attempt is made by the researcher in the ensuing analysis to present in general terms of the HRM practices relating to Sugar industry.

This study attempted to examine the impact of Human Resource Management practices on Human Resource Management outcomes in Sri Lankan public sector banks. Research on Human Resource Management practices and their outcomes such as employee satisfaction, commitment, and retention have rarely been conducted in banking industry in Sri Lanka. Data were collected on employees' perceptions about Human Resource Management practices and their outcomes through structured questionnaire. Sample consisted of 209 employees who are working in different departments of branches in two PSB in Sri Lanka. Multiple Regression, Cronbach alpha, Pearson correlation coefficient and descriptive statistics were used for various analyzes of this study. The findings of the research revealed that Human Resource Management practices are significant predictors of employee satisfaction, commitment and retention.

The link between HRM and performance has become an important policy issue at both a national and a corporate level. HRM and Performance draws on the knowledge and expertise of a number of leading international scholars in the field of HRM to provide a comprehensive overview of the current state of HRM and identify fruitful directions for theory, research and practice. A central question throughout is - what's next for HRM and what are the keys to the future of managing people and performance?

"After analysing the findings, the researcher concluded that the development of HRM [human resource management] practices in the joint venture focuses on HR integration in order to build the organisation's competitive advantage. The development of HRM practices in the locally owned organisation aims at some improvement in HR functions and the innovation of 'technological HRM'. Finally, it is recommended to both types of organisations to review their HRM system regularly and be more aware of the link between their HRM system and the business's developing direction"--Leaf 1.

Strategy is all very well, but forget the human side of the business and your plans are destined for failure. Yet human resource management (HRM) has traditionally focused on administrative functions such as recruiting, disciplining, and rewarding employees. This book draws on practical experience and extensive research to offer a framework that shows how HRM can link to corporate vision, values, strategies and policies, both in a reactive and proactive way. It includes various case studies of HRM to illustrate how the model may be modified and applied in practice. In addition, the author pays special attention to the management of organisational change, and covers current trends to ensure that HRM adds value throughout the organisation. Rich in examples and practical advice, this book will help transform HRM into a major force in organisational success.

Used by over 25,000 students across 130 countries, this bestselling text, written by leading international experts in each topic, retains its critical edge, academic rigour and breadth of coverage in the new fifth edition. The new edition reflects the contemporary debates and emerging issues in the field of International HRM, supplementing classic theories and models with recent research and international developments. Divided into three parts, the first section looks at the ways of thinking about IHRM theory and practice; the second section deals with multinational companies and how they manage their workforce around the world; the final section looks at both traditional and newer approaches to IHRM policies and practices. A selection of up-to-date examples from across the globe are used to support the text, including Uber's regulatory challenges across Europe, the gig economy, employment rights after Brexit, health insurance for part-timers in the US and EU, attracting and retaining 'millennials', the world's happiest and unhappiest countries, and CSR in Hong Kong. The book is complemented by free online resources for lecturers and students, including PowerPoint slides, additional case studies, SAGE video clips with critical thinking questions, free SAGE journal articles for every chapter, annotated useful weblinks, and suggested answers to self-assessment questions. Suitable reading for upper-undergraduate and masters level students on IHRM modules.

Organizations regularly assume that the culture, values, dynamic and organization of their temporary project organizations are merely a smaller version of the original parent. Given that project organizations are made up of people and teams drawn, in most cases, from outside and inside the parent, these assumptions are nonsensical. But they do explain why the HR function finds it difficult to adapt to the project environment. Martina Huemann's research in Human Resource Management in the Project-Oriented Organization, offers insight into an approach that is designed to align HR to the needs of the project organization, in terms of management structure, reward, recruitment and performance systems. The text analyses how the modern HR organization stacks up alongside the temporary organization that is the project, to identify the HR constraints and needs of the project organisation and offer a model of project-oriented HRM.

Professor Huemann had a deep interest in how and why change processes come into existence and how to design and enable them. In her book she endeavors to bridge theory and practice, strategy and operations.

Seminar paper from the year 2007 in the subject Business economics - Personnel and Organisation, grade: 1, University of Vienna, 10 entries in the bibliography, language: English, abstract: A rapidly changing economic environment, characterized by such phenomena as the globalization and deregulation of markets, changing customer and investor demands, and an increasing product-market competition, has become the norm for most organizations. To compete in this new environment, a continual performance improvement through reducing costs, innovating products and processes, and improving quality, productivity and speed to market is essential.¹ Concerning these required quality improvements, in recent years, a new approach to management, particularly coming from the Anglophone countries like the United States, in which organizations compete on quality rather than cost, and rely on human resource development to do so, could be detected. This new approach focuses on the involvement of employees in the decision making process and on using a certain combination or bundle of progressive management practices, which raise welfare to workers (for example training, appraisal, profit-sharing and high compensation systems). This approach has been conceptualised variously as "best practice" human resource management (HRM), "high performance work systems," "high commitment" HRM or "high involvement" management. Whatever the terminology, the idea is that a particular set of HR practices has the potential to bring out improved organizational performance. In the following, I will explain more in detail the list of high commitment HR practices outlined by Pfeffer (1998) and at the same time apply those practices on a real world situation. In order to provide a more realistic illustration of this new approach, I had the possibility to obtain information from and cooperate with the HR department of Oracle Austria, the Austrian subsidiary of the American database software corporation, which pur

Organizations have increasingly been introducing web-based applications for HRM purposes, and these are frequently labeled as electronic Human Resource Management (e-HRM). This title focuses on the theoretical developments within the field of e-HRM research and clarifies the need to crystallize a theoretical framework for e-HRM research.

The purpose of this research was to examine the influence of HRM practices as a critical tool to make the employees more committed to their organization which in turn would affect employee intention to stay or leave the organization. The objective of the study was four fold. First goal was to investigate if eight human resource management (HRM) practices have a significant relationship with employees' perceived organizational support (POS) and psychological contracts (PCs). Second goal was to find out if POS and PCs had a significant relationship with employees' organizational commitment. Third goal was to investigate the significant relationship between organizational commitment (OC) and intention to leave. The final goal was to examine the

mediating influence of POS and PCs on the relationship between HRM practices and OC. Data was collected through a survey of 183 employees working in a hospitality organization in India. Regression analyses revealed that POS mediated the relationship between employee perceptions of HRM practices and organizational commitment. The finding indicates that employer-provided HRM practices do not directly result in high employee commitment. HRM practices rather influence organizational commitment through perceived organizational support.

This forward-thinking Handbook explores cutting-edge research on how employees within firms should be managed in order to increase their wellbeing and performance. Expert contributors explore an emerging stream of research in human resource management (HRM) which suggests that attention should be paid to how line managers implement HR practices and how employees perceive, understand and attribute these HR practices. Chapters consider the implications of employees' and leaders' HR attributions and their performance, HRM system strength, change, talent management and the role of line managers in the HRM process. Providing an overview of the current knowledge in the HR process research, the Handbook also discusses future avenues and directions for the field. Demonstrating the dynamics of how HR practices impact organisational and individual outcomes, this Handbook will be critical reading for scholars and students of human resource management, organisational behaviour and research methods in business and management. It will also be beneficial for HR professionals seeking to understand how they can increase the effectiveness of their HR management.

Provides an understanding of how HRM policies and practices differ across countries and how the development of management practice may be affected by different institutional and cultural contexts. Containing contributions from a range of well-respected HRM scholars across the world, this collection is based upon data from a unique research project.

This exciting new introductory text in human resource management moves beyond a prescriptive approach to provide a holistic overview of the role of HRM in its contemporary context. Acknowledging and reflecting upon key trends in HRM, the labour market and the broader economy, the author offers critical discussion of the theoretical and practical issues surrounding HRM. Includes accessible learning features to help you best explore the material, including: - 'research', 'ethics' and 'international' insight boxes; - chapter summaries and objectives; - self-test questions; - recommended reading; - end of chapter case studies. An accompanying companion website (www.sagepub.co.uk/wilton) provides you with full-text journal articles, extended case studies, weblinks and a glossary. The website also provides an instructor's manual, PowerPoint slides and a multiple-choice test bank for lecturers. This book is essential reading for undergraduate, postgraduate and MBA students, as well as those studying for their CIPD qualifications. Nick Wilton is Senior Lecturer in HRM at Bristol Business School at the University of the West of England. "Well-researched, well-written, and is clearly signposted and structured for the reader. The learning objectives at the outset of every chapter act as a clear guide for each topic explored. Additional references and further reading are also offered to the student seeking deeper knowledge. Case studies, throughout the book, bring the HRM theories to life and demonstrably link these with practice. Wilton's book is an extremely useful core text for students of HRM and a welcome addition to HRM resources" - Denise

Bagley, Principal Lecturer in Human Resource Management, London South Bank University

The competitive forces generated by globalization act to promote the cross-national diffusion of human resource management 'best practices'. This book contains papers from authors in Europe, Asia, Africa, and US who explore diffusion in a variety of national contexts.

In providing an insightful overview of a wide range of global human resource issues facing MNCs, this pathbreaking Handbook highlights emergent topics and new research findings that could shape the field of future IHRM research. Theoretical discussion of the variables and processes that affect IHRM policies and practices is provided by renowned contributors with widely differing academic backgrounds, paradigmatic orientations, and theoretical and methodological approaches.

Prior research has shown that differences in human resource management (HRM) perception/practices do exist between nations. These differences have been attributed to variations in culture. The fundamental purpose of this study was to determine whether subcultures differing in location, religion, and ethnicity significantly affect perception/ practices of human resource management within a common national context (Indonesia). A secondary purpose of the current study was to compare with those found within Indonesia by the Best International Practices Consortium or Best Practices Project (BPP). Participants in the present study were 762 agri-business employees who were members of three distinctly separate subcultures within Indonesia; Sundanese/ Javanese, Balinese, and Minahasan. Data are obtained through the distribution of written questionnaires modeled after those employed by the BPP. Within each subculture, there were numerous disparities between current perceived practices and those desired by employees. This study also revealed several significant differences in HRM practices and perceptions across the three observed subcultures in the areas of hiring, training, performance appraisal, leadership, and communications. Participants reported differences in current and desired managerial styles across subcultures. However, within these groups, current management practices matched employee preferences. The overall findings of the present study differed from those of the BPP. These differences may be attributable to dissimilarities in the samples for the two studies' samples. This study indicates that employee attitudes and perceptions of HRM practices do differ across cultural boundaries within a common national context. This discovery has wide implications for international companies which may be looking to establish overseas enterprises in countries with diverse cultural populations.

The purpose of this book is to contribute to the understanding of the debate surrounding strategic human resource management (SHRM) and organisational performance. The relationship between SHRM and organisational performance has been a heavily deliberated issue over the last decade. A survey of literature on SHRM and its impacts in terms of performance reveals that empirical results on this topic are, as yet, inconclusive. Whilst some studies have found the impact to be positive, the results from several other studies cast doubts concerning the overall efficacy of (positive) HR practices on firms' performance. This book critically discusses the theoretical and empirical aspects of the relationship

between strategic HRM and organisational performance. Ostensibly, when compared to earlier forms of people management, the essence of HRM was a closer alignment of the procedures and processes concerned with work and employment relationships to overall organisational objectives. Much of the HRM literature holds that specific HRM practices are likely to serve as a major source of competitive advantage. This belief has led to research into the link between HRM and performance. However, somewhat less clear is what specific HR practices are most likely to enhance performance, and, indeed, how performance may best be measured. This book, accordingly, seeks to explore which HR practices are most closely associated with better organisational performance according to subjective and objective measures. It also seeks to shed new light on the relationship between subjective and objective measures of organisational performance, and the relative reliability of the former in assessing the effectiveness of specific HR practices. The book also explores other important HR issues such as the role of the HR director, strategic HR involvement, and HR devolvement. Moreover, it has been argued that it is an interrelated system of HR practices or HR complementarities that enhance performance, with one practice encountered on its own not having the same result as when encountered in combination with others. This particular issue is also discussed in depth in this book.

The book's expert contributors provide short and succinct reviews of 12 key topics in strategic HRM, including HR strategy and structure, talent management, selection, assessment and retention, employee engagement, workplace well-being, leadership, HR analytics, productivity, innovation, and globalisation. Each chapter identifies the strengths and gaps in our knowledge, maps out the important intellectual boundaries for their field, and outlines current and future research agendas and how these should inform practice. In examining these strategic topics the authors point to the key interfaces between the field of HRM and cognate disciplines, and enables researchers and practitioners to understand the models and theories that help tie this agenda together.

The importance of employees as a source of competitive advantage has been recognized by many firms over the years. As strategic assets, they must be continuously enhanced for them to stay committed in producing outstanding work performances. As their level of productivity increases, it also helps improves performance of the organization. Firms must adopt human resource management practices that bring out commitment and productivity of their employees. The study was conducted to determine the influence of human resource management practices on the perceived organizational commitment and productivity of employees in state universities in the Calabarzon region and to provide basis for a proposed strategic HRM program for state universities. The HRM practices included in the study were hiring, performance appraisal, training and development, compensation and employee relations. Respondents demographic profile was also taken into consideration.

Develop the knowledge and skills to successfully complete an HRM research project with this essential handbook. Latin America today presents a dynamic but challenging business landscape. Although foreign investment in the region has risen, Asia's increasing role in the global economy is a challenge to Latin America's competitiveness. At the same time, Translatina firms – Latin American trans-national companies – continue to grow in capital and influence. This original collection explores the tensions between the strategic HRM policies demanded by global competition and local approaches rooted in Latin American cultural values. The book uses a selection of real-life case studies, plus quantitative data, to understand the unique challenges of human resource management in Latin America, exploring: the relationship between political, economic and social forces and HR practices lessons from successful HRM practices in the region the role of HRM practices for business strategy in Latin America national development and HRM practices diverse specific social and cultural contexts. Written by regional-based academics with intimate knowledge of the cultural and business landscapes, this is an important reading for students of human resource management, and business and management Strategic HRM: Research and Practice in Ireland provides an integrated overview of the theory and practice of strategic human resource management (SHRM), including a critical analysis of its relevance, application and development in an Irish context. Each of the chapters in this collection carefully considers global progress and debates in SHRM before examining how Irish research evidence contributes to these debates. Focusing on progress, practice, context and challenges, the contributors explore: The status of SHRM in Ireland SHRM in the recession Talent management Employee voice Pay and performance Knowledge and learning International HRM SHRM in knowledge-intensive firms SHRM in small and medium-sized enterprises SHRM in healthcare Careers and career development The limitations of SHRM Featuring contributions from twenty-one leading Irish academics, Strategic HRM: Research and Practice in Ireland brings together a wealth of evidence on SHRM in Ireland. This book is an invaluable resource for undergraduate, postgraduate and doctoral students interested in exploring contemporary developments and research in SHRM, while also serving as a reflective resource for experienced executives.

This second, updated and extended edition of the Handbook of Research on Comparative Human Resource Management draws on the work of many of the world's leading researchers in the field to present the state of the art to scholars, students and practitioners. The Handbook provides a detailed focus on the theoretical underpinnings of Comparative HRM, on comparative studies of specific areas of HRM practice and on the unique features of HRM in all the main regions of the world.

Since the beginning of the century, there have been calls for the integration of traditional individualistic (micro) and management (macro) paradigms in Human Resource Management studies. In order to understand this so-called 'black box,' the HR field

needs research which is more sensitive to institutional and cultural contexts, focusing on formal and informal relationships between employees, supervisors and HR managers and the means by which these organizational participants enable and motivate one another. This book presents advanced quantitative and mixed research methods that can be used to analyze integrated macro and micro paradigms within the field of Human Resource Management. Multi actor, social network and longitudinal research practices, among others, are explored. Readers will gain insight into the advantages and disadvantages of different research methods in order to evaluate which type is most suitable to their research. This book is suitable for both advanced researchers and graduate students.

Armstrong's Handbook of Human Resource Management is the classic text for all students and practitioners of HRM. Providing a complete resource for understanding and implementing HR in relation to the needs of the business as a whole, it includes in-depth coverage of all the key areas essential to the HR function. The 12th edition has been radically updated to create a cutting-edge textbook, which encourages and facilitates effective learning. Comprehensive online support material is provided for the instructor, student and now also the practitioner, providing a complete resource for teaching and self-learning. The text has been updated to include all the latest developments in HRM and now includes two new sections covering HR skills and toolkits.

This study attempts to investigate within the following scopes: This study is quantitative in nature and the data were collected at one time (cross-sectional), specifically from heads of department in Jordanian banks; this study makes use of the self-completion questionnaire in the collection process. Data for this study was collected from heads of department in Jordanian banks; the research framework in this study is limited to identified variables: HRM practices, KM strategies, TQM and organizational performance.

Proceedings of the 11th European Conference on Research Methods in Bolton, UK, on 28-29 June 2011

This book is a pioneering work that maps out the ideological evolution of HRM research and practices, with a particular focus on our contemporary era of multinational corporations. It explores the ideological evolution of Human Resource Management (HRM) from the 1950s to the present day and maps out the development of HRM research and practices from a Critical Theory perspective. Its findings open up avenues for metatheoretical development within the HRM research field and provide employees under modern capitalism with emancipatory awareness. Both the theoretical framework and the empirical findings of this study will be of interest to HRM researchers as well as management researchers of all epistemological backgrounds, particularly those working within Critical Management Studies. This work will also appeal to teachers and students, and it could serve as a textbook for a number of postgraduate level courses, including Organization Theory, Critical Management Studies, Human Resource Management, Business History, Sociology of Management, and Critical Theory.

Essentials of International Human Resource Management: Managing People Globally, by David C. Thomas and Mila B. Lazarova, provides concise coverage of key HRM concepts, balancing comparative approaches and US and non-US schools of thought. Not limited to the multinational firm, this book reflects the most current knowledge in the field and considers all types of organizations

embedded in the global context. Chapter-opening vignettes (short cases) exemplify the chapter's core topics and show readers how chapter content can be applied. Extensive references make it easy for readers to explore concepts in more depth.

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