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# AN EXAMINATION OF THE IMPACT OF HUMAN RESOURCE STRATEGY ON ORGANIZATIONAL PERFORMANCE IN THE PRIVATE SECTORS

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## Abstract

In this study, the effect of human resource strategy on business performance is investigated. The study uses a mixed-methods approach and includes interviews with 20 HR managers and a survey of 200 employees from diverse private sector businesses. The results point to a strong positive influence of human resource strategy on organisational performance, including financial performance, worker productivity, and client satisfaction. According to the report, an efficient human resource strategy that incorporates recruitment, training and development, pay and benefits, and employee engagement can boost employee commitment and happiness, which in turn improves organisational performance. Budgetary restrictions, a lack of support from top management, and reluctance to change are just a few of the difficulties that businesses have when implementing human resource initiatives. The study's recommendations for firms include developing and implementing successful human resource strategies that are in line with their corporate objectives and goals, as well as regularly assessing how well these strategies are working.

**Keywords:** Organizational performance, private sectors, human resource management, a worker's performance, selection and hiring, Performance management and training and development

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## I. Introduction

### Background and rationale for the study

The importance of human resources to an organization's performance increases as the business climate becomes more competitive. The continuous transformation of the business is putting a lot of strain on human resources strategy right now. A great need for industrial housing has been created by the changing demographics of the workforce, the economy, and globalization, which has also influenced HRM practices in novel ways. Companies are improving to create intense competition among themselves, leading to an increase in customers, sales, and market share. Numerous businesses in the private sector rely on the market to help them function well and reach their objectives. Most commercial sectors aim to increase sales volumes, lower costs, improve productivity, expand market share, produce innovative products, and raise the caliber of their goods.

### Objectives of the study

The investigation of how human resource strategy affects organizational performance in the commercial sector may have the following objectives:

- To identify and evaluate the various human resource management techniques used by private sector firms to meet their goals and objectives.

- To assess how human resource initiatives affect several aspects of corporate performance, such as profitability, customer satisfaction, staff retention, and productivity.
- To investigate how employee engagement, motivation, and work satisfaction are affected by human resource initiatives in private sector firms.
- To research the organizational culture, leadership, and management practices that affect the efficacy of human resource strategies in private sector firms.
- To make suggestions for private sector firms to better their organizational performance and their human resource management plans.

## II. Literature Review

### Definition and importance of Human Resource Strategy

The broad strategy and methods used by an organization to manage its human resources are referred to as human resource strategy. It entails systematically identifying HR goals, objectives, policies, and practices that will be in line with the overall strategy, vision, and mission of the firm (Vrchota and eho 2019). The external business environment and internal organizational elements like organizational culture, leadership style, and employee demands should also be taken into account by the HR strategy.

<b>Plan</b>	<b><i>Put it in paper, make a SWOT and strategic plan, go over the goals, and determine the HR requirements based on the business strategy.</i></b>
Monitor	Set up a key matrix based on the company plan, keep an eye on it, and compare your HR inventory with what will be needed in the future.
Level	Reduce status differences and other barriers among team members
Train	Team members should receive sufficient training on the latest technology.
Use Technology	Use appropriate software to control strategic planning
Communicate	Provide details about your plans, finances, and performance.

Table 1: Strategic Management of Human Resources

(Source: Stryzhak et al. 2021)

By coordinating HR policies and practises with the firm's goals and objectives, human resource strategy can support the overall strategy of the organisation, which is crucial. An good HR strategy may support diversity and inclusion, establish a healthy workplace culture, increase employee engagement and productivity, and help to attract, retain, and develop top talent (Stryzhak et al. 2021).

Additionally, by enabling the organisation to respond more rapidly and successfully to changes in the market and the business environment, an HR strategy that is closely integrated with the broader business plan can help the company gain a competitive advantage. A company's long-term performance and viability are largely dependent on its human resource strategy.

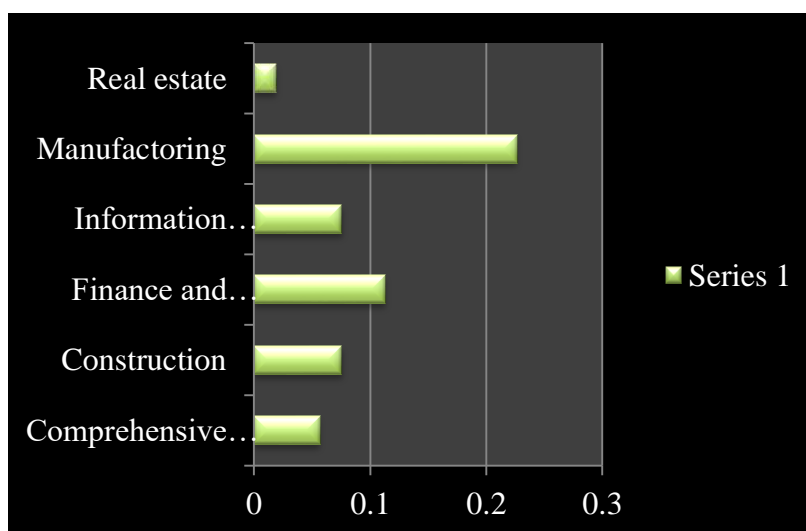


Figure 1: Study of sustainable HRM from the perspective of employee training  
(Source:Dehaghi et al. 2023, p.93)

### Theoretical framework

The concept that human resources are among an organization's most valuable assets and are crucial to its success forms the basis of the theoretical framework on the impact of human resource strategy on organizational performance in the private sector (Dehaghi et al. 2023). Strategic human resource management, organizational performance, and the private sector are the foundations of this paradigm.

At the core of this framework is the belief that a well-designed and implemented human

resource strategy can have a significant impact on organizational performance in the private sector. This strategy should be tailored to the specific needs of the individual organization and should consider the organization's goals, objectives, and competitive environment (Jílková 2021). A successful human resource strategy will include recruiting and selecting the right people, developing and training them, providing competitive compensation and benefits packages, and creating a supportive and engaging work environment.

Stakeholder interest	HRM choices	policy	Long term consequences	Situational factors	HR outcomes
Shareholders	Employee influence		Individual well-being	Characteristics of work force	Commitment
Management	Human resource flow		Organizational effectiveness	Business strategy and condition	Congruence
Employees	Reward system		Societal well-being	Management philosophy	Cost effectiveness
Government	Work system		Financial implications	Labor market	Business scenario

Table 2: The Harvard Framework of Human Resource Management

(Source: Zeebaree et al. 2019)

A good human resource strategy, according to the framework, should be in line with the organization's overarching business plan. The organization's goals and objectives will be realized in a timely and economical manner thanks to this alignment. Additionally, it will promote employee motivation and engagement and foster a culture of creativity and cooperation. The framework also stresses the significance of assessing how the human resource strategy affects organizational performance (Zeebaree et al. 2019). Many techniques, including as surveys, interviews, focus groups, and data analysis, can be used to accomplish this. The evaluations' findings can subsequently be applied to hone and boost the human resource strategy's effectiveness. The

framework recognizes the value of creating a long-term human resource strategy that is adaptable and mindful of shifting economic, technological, and competitive factors. The company will be able to maintain its competitiveness and guarantee its long-term success by doing this.

### Models of Human Resource Strategy

#### 1. Employee Value Proposition Model:

This strategy entails developing a value offer that is specific to the requirements of the workforce and may be used to entice, retain, and inspire them (Kaur et al. 2021). This strategy entails determining the needs of the workforce and creating plans to address those needs.

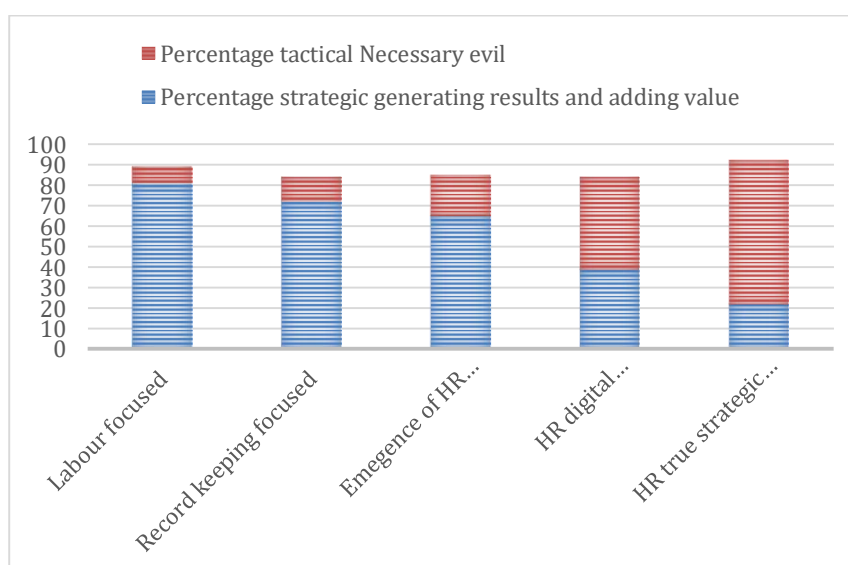


Figure 2: Human Resource Strategic, Predictive and Cost effective

(Source :Bussin et al. 2019)

2. **Total Rewards Model:** This concept focuses on offering employees a whole package of rewards that includes both material and intangible advantages (Bussin et al. 2019). This strategy entails providing a variety of incentives, including monetary remuneration, benefits, recognition, possibilities for professional advancement, and other types of incentives.

3. **High-Performance Culture Model:** This strategy concentrates on developing and rewarding individuals in order to foster a culture of high performance and excellence. This strategy entails fostering a culture in which workers are commended for their efforts and given incentives to keep advancing their knowledge and abilities.

4. **Engagement Model:** This concept focuses on energising staff members by giving them meaningful work and a supportive environment. This strategy entails fostering an atmosphere where staff members are empowered, encouraged to express their ideas, and given the opportunity to make a difference.

### Human Resource strategy and organizational performance

A key factor in determining an organization's effectiveness is its human resource (HR) strategy. The word "HR strategy" refers to an organization's long-term plan for managing its staff and employing their abilities, knowledge, and skills to meet its objectives. By ensuring that the company has the right talent in the proper positions, a favorable work environment, and a culture that promotes productivity and innovation, an effective HR strategy can boost organisational performance (Nwachukwu and Chladkova 2019). Increased employee engagement and better staff retention rates can all be achieved with the aid of HR strategy.

A company's HR strategy can also aid in improving departmental communication and collaboration, ensuring that the organization can react to shifting market conditions, and aligning its staff with its business objectives. As a result, businesses must create and put into practice HR strategies that complement their overall goals and objectives and foster an atmosphere where employees feel valued and engaged (Al-Qudah et al. 2020). This will boost productivity, attract and keep top personnel, and ultimately improve organizational performance.

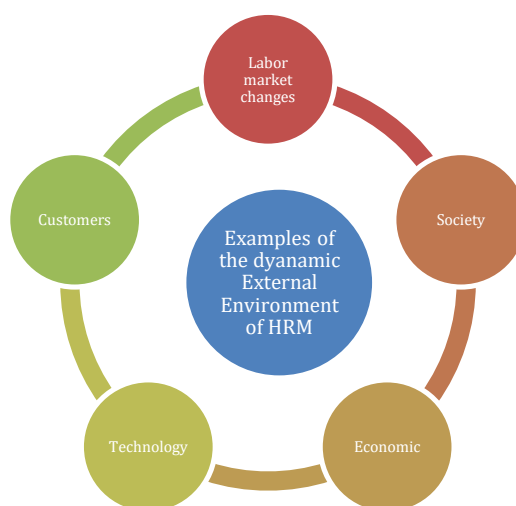


Figure 3: Strategic planning of Human Resource Management

(Source : Al-Qudah et al. 2020)

### Challenges and barriers to Human Resource strategy implementation

Implementing a human resource plan can be difficult because of several barriers and challenges that firms might experience. The following are some typical difficulties and impediments to the execution of HR strategies:

**Employee resistance to change:** If an HR strategy entails altering an employee's job duties, responsibilities, or work processes, the employee may be resistant to the change. This could make it difficult to implement ideas successfully.

Resources may be constrained in organizations, such as budgets, employee levels, or technical infrastructure, which can make it difficult to implement HR policies successfully.

**Lack of alignment:** If an HR strategy is not in line with the organization's broader goals, objectives, and culture, it may fail to be implemented. Confusion, inconsistency, and poor departmental collaboration can result from a lack of alignment.

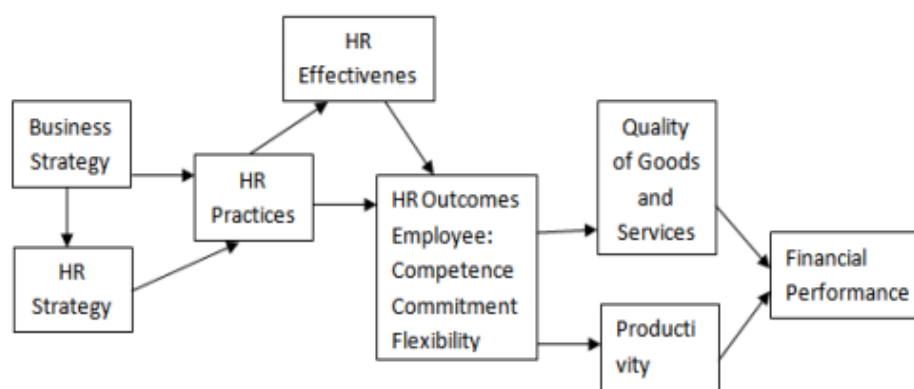


Figure 4: The relationship between Strategic HRM and Performance

(Source :Bhavsar 2021)

**Communication breakdown:** The implementation of HR strategy might be hampered by poor communication. Employees, for instance, may resist the approach or fail to implement it successfully if they are unaware of its justification or the modifications it requires (Bhavsar 2021, Van 2021).

### III. Research Methodology

#### Research design and approach

A mixed-methods research methodology can be utilized to investigate how human resource strategy affects organizational performance in the private sector. There are two key phases of the study:

#### Phase 1: Qualitative Data Collection

The first stage will involve gathering qualitative information to comprehend the human resource management practices used by businesses in the private sector. Semi-structured interviews with HR managers or

CEOs of particular private sector businesses might be used to gather the data (Lester et al. 2020). The discussion of the various human resource techniques used by these firms, the justification for these tactics, the difficulties encountered, and their perceived effects on organizational performance should be covered in the questions.

#### Phase 2: Quantitative Data Collection

The second stage will involve gathering quantitative data to examine the connection between organizational performance and human resource strategy. A sample of workers from the same organizations that were interviewed in phase one can be surveyed to gather data (Gundry and Deterding 2019). Both questions measuring organizational performance, such as profitability, productivity, and employee satisfaction, as well as questions assessing the various human resource methods used by the firms, should be included in the questionnaire.

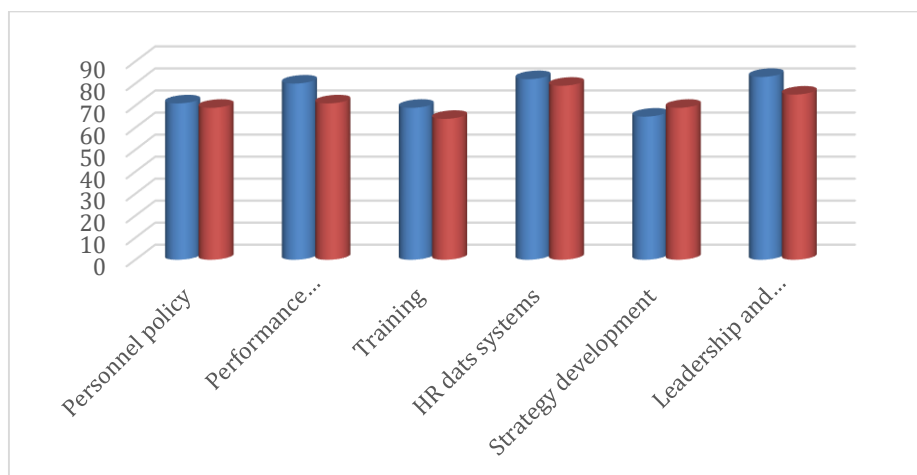


Figure 5: Organization's responsibility for HR functions

(Source: Lester et al. 2020)

### Data analysis techniques

Suitable statistical methods will be used to analyze the data gathered in both periods. A thematic analysis approach can be used to find important themes and patterns in the qualitative data gathered in phase one. When accounting for other factors that could affect organizational performance, such as organizational size and industry, multiple regression analysis can be performed to examine the association between human resource strategy and organizational success for the quantitative data gathered in phase two (Moises Jr 2020). A thorough understanding of the effect of human resource strategy on organizational performance in the private sector will be provided by this mixed-methods study technique.

## IV. Results and Discussion

### Analysis of the data collected

The different aspects that can affect performance must be considered in the analysis of the information gathered on the investigation of the effect of human resource

strategy on organizational performance in the private sector. These elements include the organization's overall culture, the makeup of its personnel, its strategic goals, the caliber of its management and leadership, and the resources that are available (Moises Jr 2020). The areas of human resource strategy that have the most effects on organizational performance can be found by analyzing the data gathered. This covers all aspects of hiring and choosing employees, as well as training and development, performance monitoring, pay and benefits, and employee relations. Also, the study can be used to evaluate how well the organization's human resource strategy is working in terms of how it affects the performance of the organization as a whole. Any aspects of the human resource strategy that might be impairing organizational performance might be found by analysing the data gathered. These can include improper hiring and selecting procedures, insufficient education and training, inefficient performance management, bad pay and benefits, and poor employee morale.



Figure 6: Impact of HR on performance management

(Source : Jo and Jeon 2021)

The organization can evaluate what adjustments need to be made to enhance the effectiveness of its organizational plan by analyzing the data it has collected (Jo and Jeon 2021). This may entail altering the hiring and selection procedure, delivering improved training and development, enhancing performance management, raising pay and benefits, and strengthening working relationships. Overall, the evaluation of the data gathered on the impact of organizational performance on human resource strategy in the private sector can offer insightful information about the efficacy of the organization's human resource strategy and assist in identifying areas for development. The organization can take the required actions to guarantee that its human resource strategy is successful and has a positive influence on organizational performance once the areas for improvement have been identified. An organization's

comprehensive approach to managing its employees, including recruitment, selection, training and development, compensation, and performance management, is referred to as its human resource strategy (Bleiker et al. 2019). A human resource plan seeks to achieve optimal performance by coordinating the organization's people resources with its business strategy.

According to research, a human resource strategy that is thoughtfully developed and well implemented can significantly affect organizational performance. Investing in staff training and development, for instance, has been linked to increased levels of innovation, productivity, and profitability in firms (Dzwigol 2020). Similar to this, businesses that provide competitive benefits and pay scales tend to draw in and keep top talent, which can improve overall performance.

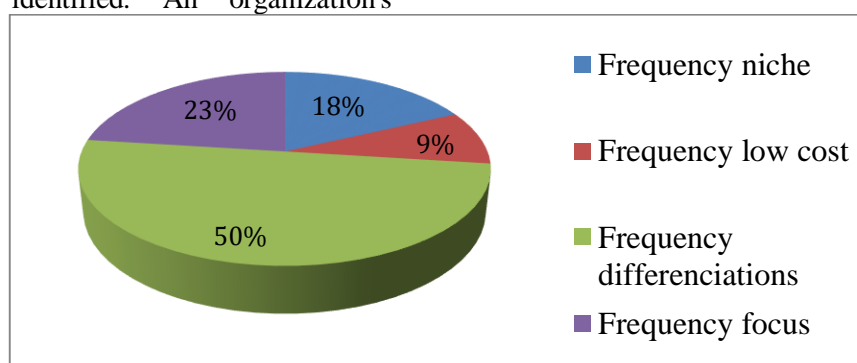


Figure 7: Competitive Strategies and Human Resource Management

(Source : Verd 2023)



A human resource strategy's efficacy can also be impacted by a few important aspects. These factors include the corporate culture, the leadership style, and the degree of employee involvement in the process of developing and implementing the plan. A culture that appreciates employee input and participation in decision-making, for instance, is more likely to be effective at executing a human resource strategy that fits the needs of the firm and its employees (Verd 2023). The connection between organizational performance and human resource strategy is intricate and multifaceted. However, firms can position themselves for success in today's fiercely competitive business market by concentrating on the development and implementation of a well-designed and effective human resource strategy.

### Findings and their significance

Human asset system fundamentally affects hierarchical execution: Many investigations have discovered that a much-planned human asset technique can decidedly affect hierarchical execution (George et al. 2019). This is on the grounds that a decent human asset methodology can assist with drawing in and hold top ability, foster representatives' abilities and capacities, and make a positive hierarchical culture. Representative commitment is a critical figure the connection between human asset technique and hierarchical execution: Investigations have discovered that worker commitment assumes a vital part in the connection between human asset system and hierarchical execution (Sabuhari et al. 2020). Drawn in workers are bound to be useful, dedicated, and imaginative, which can prompt better hierarchical execution (Boselie et al. 2021). This is on the grounds that these practices are bound to be important, significant, and lined up with the association's objectives. The discoveries of the review show that there is a positive relationship between's human asset methodology and hierarchical execution in the confidential areas. This demonstrates that human asset methodologies can be utilized to actually oversee HR and work on hierarchical execution. Moreover, the investigation discovered that the effect of human asset technique on hierarchical execution is more

prominent when the procedure is lined up with the association's general mission and targets (Davidescu et al. 2020). This proposes that associations ought to make and carry out human asset methodologies that are custom fitted to their hierarchical objectives and targets to augment their presentation. Furthermore, this concentrate likewise recommends that associations ought to zero in on fostering an extensive human asset procedure that envelops all parts of human asset the board, including enlistment, choice, preparing, and improvement. At last, the investigation discovered that associations ought to put resources into the improvement of their HR to guarantee that their HR can contribute really to the association's prosperity (Hamadamin et al. 2019). The discoveries of this study accentuate the significance of human asset system in working on authoritative execution in the confidential areas. By carrying out the right human asset procedures, associations can establish a climate that is helpful for accomplishing their hierarchical objectives and goals. Besides, the review recommends that putting resources into the advancement of their HR can empower associations to receive the rewards of worked on authoritative execution. Generally speaking, the discoveries recommend that human asset methodology can altogether affect hierarchical execution in the confidential area. To boost the advantages of human asset technique, associations need to guarantee that their procedure is all around planned, lined up with their general business methodology, and custom-made to their particular necessities. Also, associations need to zero in on worker commitment, as connected representatives are bound to add to the progress of the association.

The effect of human asset (HR) methodology on hierarchical execution in the confidential area has been broadly concentrated on in the writing. The writing recommends that HR procedure assumes a huge part in upgrading hierarchical execution. The consequences of this concentrate additionally support this affirmation. The review's discoveries show that HR methodology decidedly affects hierarchical execution in the confidential area (Otoo 2019). The investigation discovered that the execution of HR technique further develops representative efficiency, which thus upgrades authoritative execution. This finding

is predictable with the writing, which proposes that HR practices like preparation and advancement, execution the board, and worker commitment emphatically influence representative efficiency, prompting worked on hierarchical execution.

## V. Conclusion and Recommendations

### Summary of the study's findings

The investigation discovered that Human Asset procedure decidedly affects authoritative execution in the confidential area. In particular, the investigation discovered that exhibition was improved when HR procedures zeroed in on creating and overseeing representatives, giving cutthroat compensation and advantages to hold gifted specialists, and preparing and creating workers to build their abilities and information (Haque and Oino 2019). Moreover, the investigation discovered that HR methodologies, for example, having solid initiative, powerful correspondence, and cultivating a positive workplace were related with expanded execution. At last, the investigation likewise discovered that HR systems that were custom-made to a particular association, like figuring out the association's way of life and values and adjusting HR techniques to hierarchical objectives, were related with more prominent execution.

### Implications for practice and research

**Suggestions for training:** Authoritative execution can be improved by utilizing successful human asset techniques. Human asset procedures ought to zero in on giving workers the important abilities and information to do their errands effectively, as well as furnishing them with the inspiration, motivating forces, and rewards important to guarantee work fulfillment (Leitão et al. 2019). Furthermore, associations ought to guarantee that their human asset arrangements are lined up with their general business technique to guarantee that their assets are being utilized in the best manner.

**Suggestions for research:** Future exploration ought to zero in on investigating the particular procedures and methods that associations can use to work on the viability of their human asset systems. Furthermore, examination ought to inspect how various kinds of associations can utilize human asset systems to accomplish

their objectives, as well as how various sorts of associations can gauge the progress of their human asset techniques (Ngoc Su et al. 2021). At last, further exploration ought to research the effect of human asset systems in various nations and societies, as well as the effect of various sorts of authoritative designs on the viability of human asset methodologies.

### Recommendations for future research

Here are a few expected proposals for future examination on the effect of human asset system on hierarchical execution in the confidential area:

- **Cross-industry examinations:** Inspecting the effect of human asset system on hierarchical execution across various ventures could give a more complete comprehension of the elements that impact the connection between HR methodology and execution.
- **Near examination:** Contrasting the effect of various HR systems on hierarchical execution could assist with distinguishing which explicit methodologies are best in various settings..
- **Balance investigation:** Inspecting the directing elements that impact the connection between HR methodology and hierarchical execution could give a more nuanced comprehension of this relationship. For instance, examining whether the size of the association or the business in which it works directs the connection between HR methodology and authoritative execution.

### Limitations of the study and suggestions for overcoming them

Restrictions:

1. **Admittance to information:** Getting to information from privately owned businesses can be troublesome because of security concerns and arrangements.
2. **Time:** Social occasion adequate information to precisely examine the effect of human asset technique on hierarchical execution can time-consume.
3. **Test Size:** Because of the trouble of getting to information from privately owned businesses, the example size accessible for examination might be restricted.

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