EVALUATION ON PRACTICES OF HRM THAT ENHANCE A COMPANY'S SUCCESS

NAVANEETHA KRISHNAN RAJAGOPAL,
Faculty, College of Economics and Business Administration,
University of Technology and Applied Sciences, Salalah

Abstract

Background/Objectives: In this study, is defined the basic development process in the implication of different aspects in the improvement of the HRM practices for the company's growth as much as possible.

Material and methods: Survey analysis is properly determined in the primary qualitative methods with the 73 responses.

Significance of the study: The significance of the study on the evolution on the growth of a better data in the fundamental aspects on maintains organizational improvement.

Findings: The result findings symbolize the various knowledge of the HRM in the improvement of the financial sector.

Conclusion: There is the improvement process in the HRM in the financial industries as much as possible. All of the impact is determined in the growth of this paper.

Keywords:

Organizational aspects, HRM, logical growth, improvement

Introduction

The impact of different working aspects is defined as the logical approach where the basic practices of HRM policy are absolutely determined appropriately for the growth of the company's success. Hence, this study also proved some basic knowledge for the improvement of the company's success criteria appropriately. This research is defined the logical approach to the improvement of HRM practices where are the company's success is majorly determined as much as possible. There is a basic development purpose where the basic circumstance of a different approach is properly defined (Allevi et al. 2019).

In the improvement of the company's working culture, there are important to analyze the HRM policy for the improvement of organizational behavior. There are different types of criteria that are required for the improvement of HRM practices which are fundamentally evaluate in this research project. In order to evaluate some basic development in HRM policy is defined the logical approach for the growth of the company's working culture as much as possible. There is basic development in the growth of various circumstances in the growth of the working aspect of an organization. Hence, there are organizational behavior is defined as the informative assumption which is more effective to determine the HRM practices in an organization.
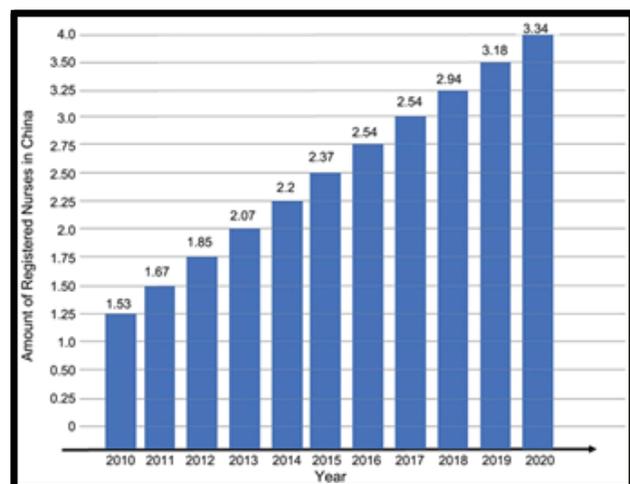

Figure 2.1: Evaluation of the HRM practice for the growth of organizational aspect
(Source: Influenced by Statista, 2023)

In order to evaluate the HRM practices is determined the growth of organizational perspective is appropriate which is shown in the above figure. There is an informative observation which is particularly determined the growth of various respective matters on the evaluation of the HRM policy (Ainia & Lutfi, 2019). All of the major implication for the growth of organizational aspect is defined as the logical growth in an organization. Although higher levels of engagement workers feel they are employing their critical abilities at work, this is not the primary source of overall involvement. As stated by Xiao et al. (2019), engagement is also influenced by a great teamwork experience at work and the belief that senior management and the CEO are open, transparent, and reliable in keeping their promises.

Research aims and objectives

In this study, the major aim is defined as the impact of HRM evaluation on the improvement of the company's success as well as the working management criteria.

RO1: To evaluate better idea for approved the HRM factors in the improvement of the company's success

RO2: To analyze some authentic applications for the defined as the impact of HRM practices

RO3: To improve the basic development criteria for the growth of the company's working policies appropriately

RO4: To utilize some basic culture to determine the impact of HRM practices in an organization

In this research there are some basic research questions are raised based on the objectives which are mentioned below:

RQ1: What is the main purpose of the improvement of better-working aspects based on the HRM practices?

RQ2: How are the main responsible criteria which provide better organizational viewpoint provided by the HRM policy?

RQ3: What is the major impact of evaluating a better approach in the growth of the organization perspective as much as possible?

RQ4: How the HRM practices impact evaluating better-working aspects for the growth of an organization?

Literature review

Impact of HRM is influenced the working management in an organization

In an organization, there is the basic impact of HRM is defined as the actual modification relate to the development of the working management. As stated by Xiao et al. (2019), the growth of various organizational aspects is more logical to implement some authentic development in the growth of companies' success rate. In order to evalute authentic criteria is more logical to get a better working approach in an organization based on HRM practices. All of the basic impacts of HRM are more logical to get better growth for a company.
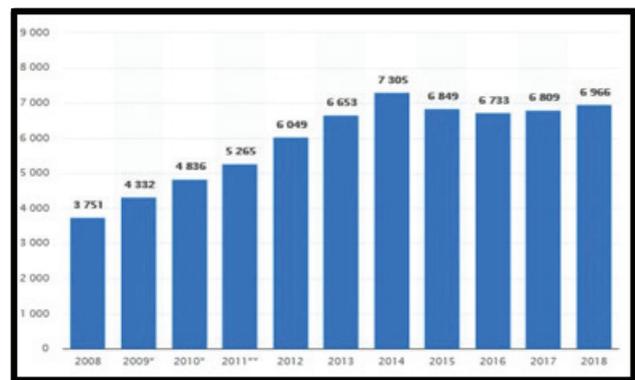

Figure 5.1: HRM impact on the working enchantment in an organization
(Source: Statista, 2023)

There is basic improvement in working management is defined as the impact of HRM year by year which is shown in the above figure. On the other hand, as per the critical analysis of Mirza et al. (2019), the basic impact has always been visualized on the development of various working management growth from an organizational point of view. There is a basic application for getting better results in working improvement.

Evaluate HRM policy for the improvement of a better organizational perspective

Improvement of the organizational perspective is defined as the better result to get more improvement

in an organization. As stated by Naqvi et al. (2020), the impact of different modules is defined as the growth of HRM practices in an organization. All of the various objects are determined as the basic development of various criteria in an organization.
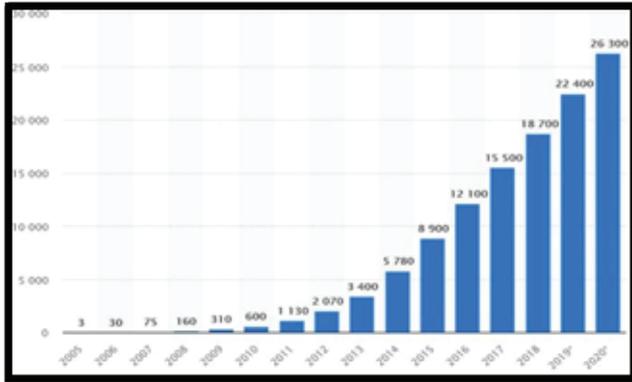

Figure 5.2: HRM evaluation for getting a healthy working aspect
(Source: Statista, 2023)

There is the evaluation of the HRM policies has more adjustable on the influences of different objectives as much as possible in the above figure. On the other hand, as per the critical examined by Raghunandan et al. (2019), maintaining better working management is required in the growth of different modules assuming the basic impact on maintaining better HRM practices. All of the various objects of HRM practices are more adjustable on influencing of better working perspective as much as possible for the growth of the company's working management.

Literature Gap

In this study, there are the use of articles as well as journals are does not provide the basic data based on the HRM practices related which is a problem. There are some basic gaps related to the data collection basis in the growth of HRM policies where the impact of different obstacles is determined as per the implication of HRM appropriately (Ma, 2019). All of the basic activities are related as the obstacle in this research has been visualized appropriately. Therefore, the basic criteria are referred to as the impact of various objectives which are more adjustable as per the impact of HRM policies for the improvement of companies' workflow.

Theory

Guest and Warwick models

This model has appropriately defined the basic knowledge as per the growth of companies based on the implication of HRM policies. There are some authentic criteria that are defined by the logical perspective to get a better application of the HRM practices.

Figure 5.4: Guest and Warwick models
(Source: Influenced by Anadu et al. 2020)

There is some basic development process that is more logical for the improvement of basic applications where are the growths of the company's aspects as much as possible (Anadu et al. 2020). Hence, the organizational aspects are variously determined by the growth of the working environment in an organization.
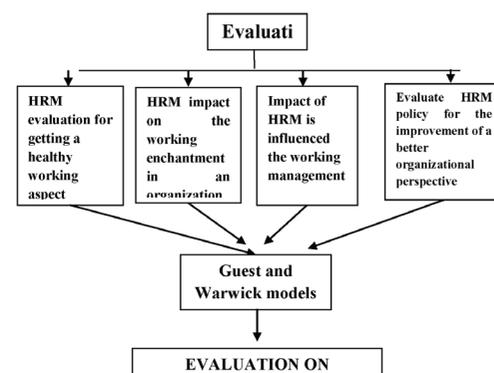
Conceptual Framework

Figure 5.5: Conceptual Framework
(Source: Influenced by Schäfer, 2020)

Hypothesis

H1: There is a positive relationship as defined in the company's success and practice of HRM policies

H0: There is no relationship has been developed between the company's success and the practice of HRM policies

H2: A strong connection between a different measure of the HRM practices and the company's working environment

H0: No link has been defined between different measures of the HRM practices and the company's working environment

Research Methodology

Data collection method

In this research, there are fundamentals, of the primary qualitative survey method used for the improvement of this study (Ben-David, 2019). With the 73 participants are allowed to impact on the developed their own perception of the HRM practices for the growth of a company. All of the various aspects are more adjustable as per the evaluation on maintaining a better working perspective as much as possible.

Data analysis method

For all of the 73 participants whose are accumulated their own circumstances as per the growth of this study, there is also an SPSS analysis appropriately. The basic impact is determined by the logical approach for getting better results stating the crucial approach appropriately (Döttling, 2022). There are various objectives which are more implacable for the growth of company's aspects as much as possible.

Results and finding

Demographic data

Gender

What is your gender?

	Frequency	Percent	Valid Percent	Cumulative Percent
Female	26	35.6	35.6	35.6
Male	33	45.2	45.2	80.8
Valid Prefer not to say	14	19.2	19.2	100.0
Total	73	100.0	100.0	

Table 8.1: Gender (Source: SPSS)

There is 45.2 valid percent of males who responded to this survey which is defined as the cumulative 80.8% in this analysis. On the other side, 35.6% of the valid responses who are accumulated as per the female responded in this survey (Kou et al. 2020). 19.2% of other gender people also accumulated their own viewpoints about this survey analysis.
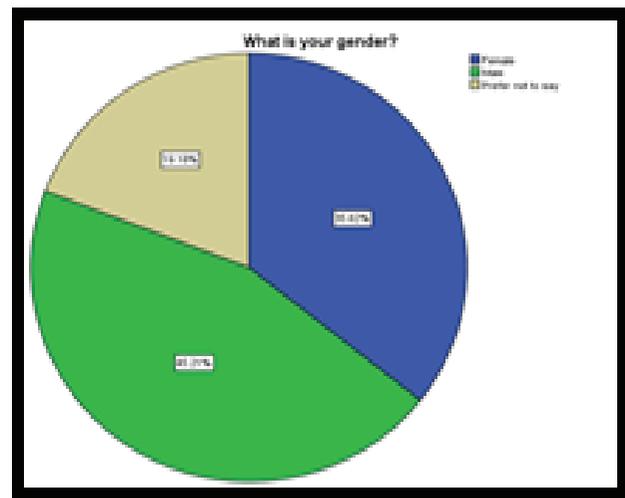

Figure 8.1: Gender
(Source: SPSS)

45.21% of male category people responded to their own perception in this survey (Ji et al. 2019). There are 35.62% of female responses defined their logic in this analysis and 19.18% of people are other categories who are responses in this survey.

Age group

What is your age?

	Frequency	Percent	Valid Percent	Cumulative Percent
Between 20 to 25 years	6	8.2	8.2	8.2
Between 25 to 30 years	21	28.8	28.8	37.0
Valid Between 35 to 40 years	40	54.8	54.8	91.8
Between 40 to 50 years	6	8.2	8.2	100.0
Total	73	100.0	100.0	

Table 8.2: Age group
(Source: SPSS)

54.8% as the impact of the 35 to 40 age category of people is defined by their logic in this survey paper. On the other side, 28.8% of people responded as the 25 to 30 years age category of people.
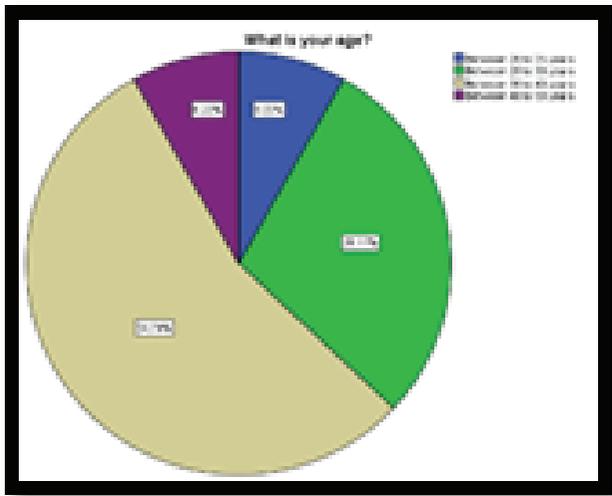

Figure 8.2: Age group (Source: SPSS)

54.70% of people are coming from 35 to 40 years are responded to this survey (Hilorme, 2019). Also, 28.77% of people from 25 to 30 have defined their own perception is this analysis.

Income level

What is your monthly income range?

	Frequency	Percent	Valid Percent	Cumulative Percent
Above Rs. 60000	14	19.2	19.2	19.2
Below Rs. 25000	6	8.2	8.2	27.4
Between Rs. 25000 toRs. 35000	8	11.0	11.0	38.4
Valid Between Rs. 35000 to Rs. 45000	25	34.2	34.2	72.6
Between Rs. 45000 to Rs. 60000	20	27.4	27.4	100.0
Total	73	100.0	100.0	

Table 8.3: Income level (Source: SPSS)

25 out of 73 participants responded with their own perception about this survey who are came from 35000 to 45000 income categories. Also, those people are coming from below 25000 income range there is less number of responses which are collected as much as possible.
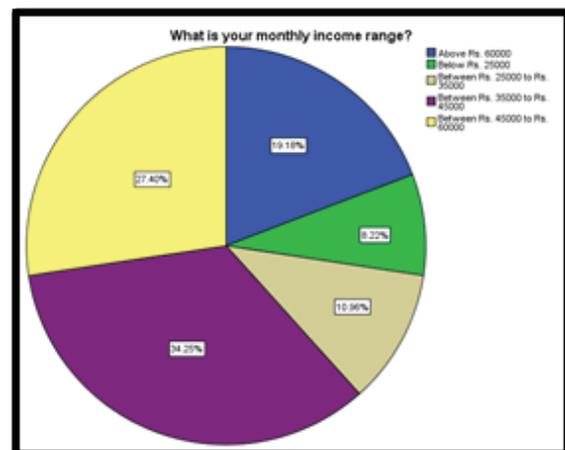

Figure 8.3: Income level (Source: SPSS)

34.25% of people came from the 35000 to 45000 income range who are more suspicious about this survey (Griffith, 2019). There are also 27.40% of

people who came from 45000 to 60000 income category are defined their logic in this survey.

Descriptive data analysis

Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
IV	73	40.00	10.00	50.00	1074.00	19.5273	8.77677	77.032	1.529	.322	2.278	.634
DV	73	8.00	2.00	10.00	216.00	3.9273	2.08037	4.328	1.586	.322	1.664	.634
Valid N (listwise)	73											

Table 8.4: Descriptive data analysis (Source: SPSS)

There is the IV value in the statistical approach is defined as 19.5273 as per the mean observation. Also, there are the DV is defined as per the mean statistic is 3.9273 with the 73 participant analysis as the descriptively.

Multiple regressions

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics						Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change		
1	.013ᵃ	.000	-.014	1.56423	.000	.012	1	71	.913		1.733

Table 8.5: Multiple regressions (Source: SPSS)

In the above table, there are shows the impact of the R square value is defined as .014 where the estimated value is defined as 1.56423. The Durbin-Watson calculation is also suggested as 1.733 in this analysis.

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	.030	1	.030	.012	.913b
	Residual	173.724	71	2.447		
	Total	173.753	72			

Table 8.6: ANOVA (Source: SPSS)

The regression of the mean square analysis is defined as .030 and the residual value is defined as 2.447 as per the above analysis.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-.045	.357		-.125	.901
IV	.203	.017	.858	12.168	.000

Table 8.7: Coefficient (Source: SPSS)

This analysis is defined according to the major impact in the IV calculation where is the Std. error is defined as .017 (Galagedera, 2019). The Beta value is also justified as .858 which is the standardized coefficient analysis.

Reliability Test

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.023	.026	2

Table 8.8: Reliability Test (Source: SPSS)

There are Cronbach's alpha value is defined as .023 with the 2 numbers of items. Hence, there are also .026 is defined as the reliability test.

8.9 Validity Test

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.500	
Bartlett's Test of Sphericity	Approx. Chi-Square	70.000
	df	1
	Sig.	.000

Table 8.9: Validity Test (Source: SPSS)

In the validity test, there is the Chi-square value is defined as 1.606 which is properly defined in the above analysis (Kim, 2022). There .205 is defined as per the KMO and Bartlett's test.

Correlation Test

Correlations

		IV	DV
IV	Pearson Correlation	1	.858**
	Sig. (2-tailed)		.000
	N	73	73
DV	Pearson Correlation	.858**	1
	Sig. (2-tailed)	.000	
	N	73	73

Table 8.10: Correlation Test (Source: SPSS)

In the above calculation, there is the IV and DV as per the correlation basis is determined as the value of .858. There are the total number of participants is 73 in this analysis.

Discussion

This study is determined as per the impact of HRM practices where the different module is determined as the growth of the company's working culture. There is the basic development in the HRM practices which provide the basic application on finding some ethical circumstances about the discussed growth of company's aspect (Krakow, 2020). In order to evaluate some basic development in an organization is properly defined as the basic application of maintaining better activity as per the growth of various aspects of HRM practices. All of the various objectives are determined as the growth of different objects in an appropriate way.

Conclusion

Thus, it can be concluded that the basic growth of HRM practices is properly defined the logical approach which is more authentic in the growth of companies working culture. There are the basic activities that are more suitable for maintaining better working perspective for the enhancement of working culture based on the HRM practices.

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