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FACTORS OF HUMAN RESOURCE MANAGEMENT PRACTICES AFFECTING ORGANIZATIONAL PERFORMANCE

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IN THE NAME OF ALLAH S.W.T., THE MOST COMPASSIONATE AND THE MOST MERCIFUL

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ABSTRACT

The purpose of this study was to examine factors of human resource management practices affecting organizational performance. This study employed descriptive research method in gathering, analyzing, interpreting, and presenting the information. The descriptive research design helped in focusing at the strength of relationship among factors of human resource management practices affecting organizational performance. The use of questionnaires were applied to obtain responses from employees of Jakel Trading Company. 139 usable questionnaires were usable and analyzed. The study adopted both descriptive and inferential statistics in data analysis and presentation. Correlations and frequencies are among the statistical measures used in this study. The study found that all the three hypotheses are supported. The results of multiple regression showed that staffs training, performance appraisal and rewards and recognition ere all significant factors of human resource management practices affecting organizational performance. It is clear from the findings that staffs training and recognition do affect the organizational performance as a whole. This study provides input the employers in how to reward and motivate their staffs for better performance.

Keywords: human resource, management practices, organizational performance, training

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