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# The Relationship Between Human Resources Management Practices (HRMp) and Employee Engagement Among Staff at Universiti Putra Malaysia (UPM) Sports Centre

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**Abstract** | This investigation examined the correlation between Human Resources Management (HRM) methodologies and workforce engagement among University Putra Malaysia (UPM) Sport Centre personnel. The primary goal of this research was to assess the effect of HRM practices on employee involvement. A quantitative methodology was employed, utilizing surveys distributed to 40 staff members. These surveys included questionnaires that assessed HRM practices and employee engagement. The results revealed high scores for HRM practices, particularly in performance appraisal ( $M = 3.96$ ) and employee involvement ( $M = 3.95$ ). Employee engagement levels also demonstrated a high score, with vigor recording the highest score ( $M = 4.44$ ). Overall, there is a significant positive relationship between HRM practices and employee engagement ( $r = 0.662, p < 0.001$ ). The results imply that efficient HRM practices are pivotal in cultivating employee engagement within the sports center environment. This study advances the understanding of the impact of HRM on employee engagement within university sports institutions and offers valuable insights for enhancing organizational strategies and outcomes

**Keywords:** *Human resources management practices, employee engagement.*

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## I. INTRODUCTION

Human resources management (HRM) is an essential department in an organization that plays a huge role in balancing the roles of employer and employee. The keys to Human resources management (HRMp) are staffing, training and development, compensation and reward, safety and health conditions, performance appraisal, and employee involvement. These practices help employers and employees achieve organizational success [1] and increase productivity. By providing these practices it will enhance employee engagement. Employee engagement contributes to their professional responsibility and the overarching organization. Employees who are genuinely engaged automatically display higher motivation, productivity, and a greater propensity to extend their effort in the organization's achievements. Organizations need to align HRMp to ensure employee engagement and prevent turnover. In addition, to achieve organizational success, organizations' support from employers is compulsory to supply employees with appropriate practices such as an inclusive environment [2], HRMp [3]. Therefore, this study examines the relationship between human resources management practices (HRMp) and employee engagement among Staff at UPM Sports Centre.

## II. METHODS

Forty (40) respondents were involved in this study (male = 30 and female = 10) from UPM Sports Centre with a working grade from 11 to 48. This study used probability sampling which is simple random sampling and Statistical Analysis Software (SPSS) to analyze data. This study utilizes a questionnaire on Human Resource Management Policies and Practices, which has a Cronbach's alpha of 0.84, and the Utrecht Work Engagement Scale (UWES), with a Cronbach's alpha of 0.8. Both questionnaires employ a Likert scale for responses. The inferential analysis employed is the Pearson correlation coefficient to examine the relationship between human resources management practices and employee engagement among staff in UPM Sports Centre with a significant value established at 0.05.

## III. RESULTS AND DISCUSSION

In this study, the results of the Pearson recorded positive correlation test between human resource management practices (HRMp) and employee engagement are statistically significant,  $r = 0.662$ ,  $p = 0.001$ . The results of this study indicate an employee exhibits greater dedication ( $m = 4.25$ ) when an employer provides them with a good performance appraisal ( $m = 3.96$ ). This aligns with the previous findings that HRMp significantly influences and enhances employee engagement [4]. It contributes to various employee career development including performance development, performance feedback, job security, training, and rewards that play an important role in fostering employee engagement [4]. In addition, in the sports field, the findings revealed HRMp did influence organizational performance, especially in athletes' performance [5]. Therefore, it can be inferred that the attainment of a prestige performance is intrinsically linked to employee engagement particularly employees' dedication and human resources management practices in performance appraisal notwithstanding their field-related workload.

TABLE 1  
RELATIONSHIP BETWEEN HUMAN RESOURCES MANAGEMENT PRACTICES AND EMPLOYEE ENGAGEMENT

	Employee Engagement	
Human Resources Management	Pearson Correlation	0.662**
	Sig (2-Tailed)	< 0.001
	N	40

Note:  $p < 0.05$ ,  $N = 40$

## IV. CONCLUSIONS

This study concluded employers must implement human resources management practices to enhance employee engagement. Through this implementation, employees will likely perceive a sense of belonging to the organization, contributing to their productivity and organizational objectives.

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