

Role of an Hr in Improving the Employee's Performance and Commitment Towards the Organization

Nazim Sha S, M Rajeswari

Abstract: *Current situation in business is that an HR is a basic play a good role in better execution of an association. Consequently, HRs skills, abilities and rehearses has a noteworthy impact on the achievement of associating. With basically executing a standard arrangement of practices HR can't handle the high challenge between associations. The primary maxim of this paper is to look at the connection between compelling preparing & worker advancement. The talents of HRs and inventive preparation, Practices embraced by the HRs for improving their commitments and abilities, Practices received by the HRs and representative execution just as the authoritative execution. Findings: HR rehearses is decidedly connected with worker execution. HR practices and representative duty: Inventive HR rehearses is emphatically connected with worker responsibility HR practices and representative retainment and furthermore aptitudes, capacities, and inspiration of an HR are decidedly connected with worker execution. HR practices and representative duty: Creative HR rehearses is emphatically connected with representative retainment and Motivating the workers by the HRs can help in holding the workers. Worker execution & better authoritative execution: Representative execution is decidedly connected with better hierarchical execution. HRs achievement and good hierarchical execution: HRs execution is emphatically connected with better hierarchical execution. innovation and compelling representative enlistment. HRs frame of mind and better hierarchical execution. HRs mentality is emphatically connected with better hierarchical execution. Innovation and Effective enrollment: Technology is emphatically connected with viable worker enlistment*

Index Terms: *HR, Abilities, Innovative, Training, Development, Skills, Employee, Performance, Organization*

I. INTRODUCTION

Business in the current circumstance is completely needy in the hands of the workers. Workers must have a demeanor to learn and receive new things in around them. In the event that they do have it then they should endeavor to create it. A typical comprehensive supposition furthermore keeps up that there is for each situation some human resource practice that is better than other individuals and, along these lines, affiliations should grasp new and imaginative human resource works out (Ulrich, 1997;

Harel and Tzafrir, 1999) [1] HR practices with definitive practicality demonstrates that HR practices impact the specialist obligation and other HR execution measures, which by then lead to various leveled amplexness (Rao, 1990; Yeung and Berman, 1997). [2] For improved execution preparing assumes an indispensable job it causes the representatives to be dynamic and prepared to perform better in their allotted obligations well. This will without a doubt help to build the benefit for the organization. A decent preparing given to the representatives will push them to perform better in their obligations well. A decent and reliable preparing relies upon who trains them. For the most part in all the association, the HRs will be appointed to prepare their group. Workers responsibility and execution can be settled and achieved towards employment just through their coaches. Initial, a coach must be reliable and he/her disposition towards the activity must be proficient Mostly mentors will be HRs. The HRs whose sees were looked for the determination of associations referenced high rivalry as the central point urging the associations to embrace progressively imaginative HR rehearses. In this manner, most associations confronting rivalry may indicate comparative connections. HR rehearses have a special relationship with various measurements of representative execution. While the apparent utilization of aptitude and opportunity-improving HR rehearses prompts upgraded in-job work execution, the apparent utilization of inspiration upgrading. HR rehearses results in expanded imaginative employment execution and furthermore HR practices and agent obligation: Inventive HR practices are insistently associated with laborer duty HR practices and delegate retainment and moreover aptitudes, limits, and motivation of an HR is strongly associated with specialist execution. HR practices and delegate obligation: Creative HR practices is earnestly associated with agent retainment and Motivating the specialists by the HRs can help in holding the laborers. Laborer execution and better definitive execution: Representative execution is positively associated with better various leveled execution. HRs execution and better various leveled execution: HRs execution is earnestly associated with better progressive execution. progression and persuading operator enlistment. HRs frame of mind and better dynamic execution. HRs mentality is unequivocally connected with better different leveled execution. Improvement and Effective selection: Technology is emphatically connected with down to earth worker enlistment. Innovative HR practices will extend the learning of the agents,

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limit and will bolster their callings similarly as will fabricate their understanding, limit and will give an incredible gadget to teaming up with the affiliation and will empower delegates to perform better in the affiliation similarly as it will empower the will to help the delegates with functioning as a gathering and furthermore the laborer execution in their affiliation can be improved through ground-breaking specifying of rules and procedures and getting ready and progression and besides fruitful enrollment and extraordinary planning to the agents can improve their execution and as an HR they invigorate the creative musings put forth by his gathering. The effect that distinctive components of a human asset (HR) rehearses have on worker execution has pulled in a ton of consideration in the human asset the board (HRM) writing in the course of recent times (Van De Voorde and Beijer, 2015).[3] The job of representative prosperity as a component through which HR rehearses influence worker execution has likewise been contemplated (Fisher, 2010; Van De Voorde and Beijer, 2015). [4]

II. LITERATURE REVIEW

From the past forming which has been utilized to discover the examination holes. HR practices may in this way advantage worker execution and one sort of representative prosperity while harming another element of representative prosperity. These discoveries lead to the likelihood of good examples marking exchange offs inserted HRM, distinctive components of representative prosperity and worker execution. (Boxall et al., 2016; Paauwe, 2009; Peccei et al., 2013). [5] Ogilvie (1986) [6] led an examination to analyze the proposal that the HRM practices of an association affect duty. Guzzo and Noonan (1994) [7] accepted that an association's HR rehearses affected worker duty since they were correspondences from the business to the representative. Kinicki et al. (1992) [8] worker impression of the association's pledge to HR endeavors, as opposed to the real HR programs, which influence representative frames of mind. HR rehearses that are gone for fortifying representative execution can be seen as a structure of three measurements – ability, inspiration, and chance-improving HR rehearses (Lepak et al., 2006). [9]

Aptitude improving HR rehearses go for encouraging expanded dimensions or sorts of representative learning and capacities, helping workers with vocation advancement and extending their advancement openings (Tharenou et al., 2007). [10] An examination composed by (Alfes et al. (2012) [11] guaranteed that the HR practices will emphatically impact worker responsibility. Van De Voorde et al. (2012) [12] reasoned that HR rehearses will be useful to representative satisfaction (for example mental prosperity) and for working connections (for example social prosperity), these HR practices will all in all mischief specialist physical success to the extent extended extraordinary weight, strain, and stress. says that youngsters matured five can get promotions. worker prosperity is basic for deciding the relationship between the diverse elements of HR practices and representative results (Devonish, 2013; Jiang et al., 2012; Pawar, 2016; Van De Voorde and Beijer, 2015). [13] Huselid's (1994) see that the connection linking HR practices & the firm execution do not clarify the complex whether the HR rehearses is the reason behind the higher execution or if

higher-doing associations put resources into progressively modern HRM rehearses.[14]

III. OBJECTIVES OF THE STUDY

- To study the influence of creative HR practices on the employee execution
- To study the influence of creative HR practices on the employee commitment
- To study the influence of creative HR practices on the employee retainment
- To study the association between skills, abilities, and drive of an HR and employee act
- To study the influence of employee motivation by an HR on employee retainment.
- To study the association between employee fulfillment and better organizational work
- To study the association between HRs performance and better organizational completion.
- To study the association between technology and effective employee recruitment
- To examine the influence of HRs attitude on better organizational performance

IV. HYPOTHESIS

- H0: Uncreative HR practices will never lead to good employee performance
- H1: Creative HR practices leads to good employee performance.
- H0: Uncreative HR practices do not result in employee commitment
- H1: Creative HR practices results in employee commitment
- H0: Uncreative HR practices do not help in employee retainment
- H1: Creative HR practices helps in employee retainment.
- H0: Skills, abilities, and motivation of an HR do not influence employee performance in a positive way.
- H1: Skills, abilities, and motivation of an HR influences the employee performance in a positive way

- H0: Motivating the employees by the HRs do not help in retaining the employees.
- H1: Motivating the employees by the HRs can help in retaining the employees.
- H0: Good work execution by the employees do not influence the organizational performance
- H1: Better organizational performance is due to good work execution by the employees
- H0: Good performance and attitude by the HRs will never fall into a good organizational performance
- H1: Good performance and attitude by the HRs falls into better organizational performance
- H0: Technology is not positively associated with effective employee recruitment
- H1: Technology is positively associated with effective employee recruitment

V. RESEARCH METHODOLOGY

Sample design: - Sample size should be convenience sampling with 95% certainty and 5% room for mistakes. Data Collection: In perspective 100 HRs were interviewed using the questionnaire and they were asked to tick the responses to the questions given in the questionnaire. Just 100 HRs could only be interviewed because of the time confinement and the questionnaires were distributed by the hands-on guide. The tool used for Analyzing Data: The information assembled was investigated utilizing Percentage examination, Chi-Square Test, Correlation and t-test, p - one-tailed and p - two-tailed test. Analysis test was done using Microsoft Excel and SPSS version 25. Note: Here "r" is Correlation coefficient, etc., is Test of significance, Respondents – HRs

VI. DATA ANALYSIS AND INTERPRETATION

Present study focuses on mainly 6 variables: innovation, attainment, commitment, retainment and attitude and effectiveness. Figure 1: Most of the HRs solidly agree that inventive HR practices will expand the learning of the representatives, capacity and will support their professions just as will build their insight, capacity and will give a powerful device to collaborating with the association and will enable representatives to perform better in the association just as it will enable the will to assist the representatives with working as a group. Figure 2: The majority of the HRs agree to the way that worker execution in their association can be improved through powerful detailing of guidelines and techniques and preparing and advancement and furthermore successful enlistment and great preparing to the representatives can improve their execution and as an HR they energize the inventive thoughts set forward by his group. Figure 3: Most of the HRs agree to the technique that by rousing their representatives through remunerations like advancements, reward, pay climb and giving the professional stability can enable the associations to hold them and will build their dedication towards the activity.

The vast majority of the HRs agree to the technique that inventive HR practices will decrease the whittling down rate and will expand the dedication of the workers towards the activity and furthermore if the Innovative thoughts set forward by your group is constantly urged to hold them and to build their responsibility towards the activity. Figure 4: Most HRs agree to the strategy that Better representative execution will fall into better authoritative execution for this Skills, capacities, and inspiration of an HR is required for a superior worker act just as imaginative HR practices will likewise help the representative execution. Figure 5: By a long shot the vast majority of the HRs lean toward successful utilization of innovation for good enlistment in this manner boosting the association execution so they favor online life for compelling enrollment, versatile enlistment, video meeting for viable enlistment, incline toward automatic publicizing for powerful enrollment and furthermore support profiting by the gig economy. Figure 6: Most HRs consent to the technique that is prompt and on time with regards to their calling & are not liberal to the representatives with regards to work and they are eager to give assistance for their group and as an HR they search for the improvement of the association and they carefully pursue the standards and guidelines.

a. Descriptive statistics - Frequency distribution

Innovative HR practices – Employee performance, Employee commitment and Employee retainment

	f	%	Valid %	Cumulative %
Valid	62	55.4	55.4	55.4
Fairly important	15	13.4	13.4	68.8
Slightly important	11	9.8	9.8	78.6
Important	17	14.4	14.2	92.1
Very important	7	7	7.2	99.9
Total	112	100.0	100.0	

Fig. 1: Innovative HR practices – Employee performance, Employee commitment and Employee retainment

Employee performance and better organizational performance

	f	%	Valid %	Cumulative %
Valid	62	55.4	55.4	55.4
Fairly important	10	8.9	8.9	64.3



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Slightly important	4	3.6	3.6	67.9
Important	28	25.8	25.7	93.6
Very important	6	6.2	6.1	99.8
Total	112	100.0	100.0	

Fig. 2 – Employee performance and better organizational performance

HRs performance and better organizational performance

		F	%	Valid %	Cumulative %
Valid		62	55.4	55.4	55.4
	Fairly important	12	10.7	10.7	66.1
	Slightly important	5	4.5	4.5	70.5
	Important	25	24.4	24	94.3
	Very important	8	5.7	5.5	99.7
	Total	112	100.0	100.0	

Fig. 3 – HRs performance and better organizational performance

Technology and effective employee recruitment

		F	%	Valid %	Cumulative %
Valid		62	55.4	55.4	55.4
	Fairly important	7	6.3	6.3	61.6
	Slightly important	5	4.5	4.5	66.1
	Important	34	29	28.9	94
	Very important	4	5	5.1	99.5
	Total	112	100.0	100.0	

Fig. 4 – Technology and effective employee recruitment

HRs attitude and better organizational performance

		f	%	Valid %	Cumulative %
Valid		62	55.4	55.4	55.4
	Fairly important	7	6.3	6.3	61.6
	Slightly important	5	4.5	4.5	66.1
	Very important				

Important	32	28.6	28.1	94.6
Very important	6	5.4	5.6	100.0
Total	112	100.0	100.0	

Fig. 5 – HRs attitude and better organizational performance

C. 6.2 Results of various test: Correlation and regression, chi-square test, mean, variance, p-one tailed, p-two tailed, t-test, standard error and deviation

From the Table 1 we can translate: HR practices and representative execution: For $P < 0.05$ and we can say $P < 0.05$ invalid theory gets rejected saying that inventive HR rehearses is emphatically connected with worker execution. HR practices and representative commitment: For $P < 0.05$ we can say invalid hypothesis gets rejected saying that inventive HR rehearses is fervently connected with worker obligation. HR practices and operator retainment and also aptitudes, cutoff points and inspiration of an HR is earnestly connected with authority execution. For $P < 0.05$ we can say invalid theory gets rejected saying that Creative HR rehearses is relentlessly connected with representative retainment and Motivating the workers by the HRs can help in holding the authorities. Worker execution and better conclusive execution:

For $P < 0.05$ we can say $P < 0.05$ we can say invalid speculation gets rejected saying that specialist execution is particularly connected with better dynamic execution HRs execution and better different leveled execution: For $P < 0.05$ we can say $P < 0.05$ we can say invalid hypothesis gets rejected saying that HRs execution is tenaciously connected with better different leveled execution. improvement and persuading specialist choice. HRs frame of mind and better different leveled execution. For $P < 0.05$ we can say $P < 0.05$ we can say invalid theory gets rejected saying that HRs mentality is obstinately connected with better different leveled execution. Headway and Effective enrollment: For $P < 0.05$ we can say $P < 0.05$ we can say invalid speculation gets rejected saying that Technology is intensely connected with down to earth master determination

Table 1: Correlation and regression, chi-square test, mean, variance, p one tailed, p two tailed, t test, standard error and deviation

Variables	r	r2	t	d.f	P - one tailed	P - two tailed
Innovative HR practices and Employee performance	0.96	0.90	5.4	2	0.01	0.031
Innovative HR practices and Employee commitment	0.87	0.77	2.3	2	0.05	0.072
Innovative HR practices and Employee retainment	0.61	0.41	1.4	2	0.12	0.31
Employee performance and better Organizational performance	0.83	0.69	1.9	2	0.05	0.081
HRs practices performance and better Organizational performance	0.76	0.59	1.8	2	0.1	0.2
Technology and effective employee recruitment	0.98	0.95	4.5	2	0.001	0.041

Table 1: Correlation and regression, chi-square test, mean, variance, p one tailed, p two tailed, t test, standard error and deviation

Chi-square test	Slope	Y intercept	Mean	Variance	Std Error	Std Deviation
9.23 & 7.0	0.91	1	12.5	53.62 & 48.31	3.5% & 3.4%	7.31 & 6.92
5.91 & 5.32	1.51	-7.4	12.5	19.12 & 62.32	2.2% & 3.8%	4.31 & 7.82
4.53 & 2.44	1.52	-6.31	12.5	19.2 & 96.3	2.2% & 4.7%	4.32 & 9.82
5.91 & 5.01	1.51	-7.42	12.5	19.1 & 73.1	2.2% & 4.3%	4.33 & 8.54
9.03 & 2.92	0.62	4.51	12.5	61.5 & 43.2	3.8% & 4.3%	7.81 & 6.52
7.81 & 6.42	0.72	3.32	12.5	99.5 & 51.2	4.7% & 3.7%	9.91 & 7.62

VII. CONCLUSION

Most of the HRs agree to the technique that by vitalizing their operators through pay like types of progress, compensate,

pay climb and giving the master relentlessness can enable the relationship to hold them and will develop their dedication towards the development. Additionally, the inventive HR practices will lessen the cutting down rate and will broaden the dedication of the workers towards the development and besides if the Innovative thoughts set forth by your social affair is persistently urged to hold them and to manufacture their obligation towards the activity. For better operator execution will fall into better authoritative execution for this Skills, breaking points, and inspiration of a HR is required for an unrivaled pro act likewise as imaginative HR practices will in like way help the agent execution. By a long shot most by a wide margin of the HRs lean toward productive utilization of headway for good determination in this way boosting the alliance execution so they bolster online life for persuading enrollment, versatile choice, video meeting for sensible choice, incline toward customized publicizing for weighty selection and additionally support profiting by the gig economy. Most HRs consent to the framework that is snappy and on time concerning their calling and they are not liberal to the operators as for work and they are restless to support their get-together and as a HR they search for the improvement of the association and they mindfully look for after the models and principles Sentiments of the agents towards the association and their incorporation must be consider by the HRs. The association's achievement their quality, deficiency, values and their point must pass on to the agents by the HRs at first itself. HRs must see the responsibility of the agent to the affiliation. The association must carry on and should treat them decently by giving tolerating their thoughts and endeavoring to execute them, by compensating them sufficient Providing them with right guidance when it is required and starting for them the right pay climb and supporting them for evaluations. HRs must guarantee that normal group gatherings are directed on week by week premise in the gathering they should guarantee that all the representative's complaints are tended to and furthermore should guarantee that he/her group is steady themselves and helping each other with the main saying of building up the association. HRs must guarantee that they utilize the most recent innovation minus all potential limitations for successful enrollment just as for viable preparing like utilizing on the web life for convincing enlistment, flexible selection, video meeting for suitable enrollment, slant toward programmed publicizing for incredible enlistment and besides support benefitting by the gig economy.

VIII. LIMITATIONS OF THE STUDY

Survey technique was utilized to gather information from various HRs. There were challenges looked as far as Time constraint and keeping in mind that gathering information there were parcel inquiries should be tended to regarding addresses arranged for gathering information.



Role of an HR in improving the employee's performance and commitment towards the organization

Since the subject was connected Role of an HR in improving the worker's execution and responsibility towards the association through their imaginative aptitudes, capacities,

and innovation. HRs were met with the arrangement of inquiries had Just 50 delegates were taken due to time imprisonment and for flawlessness in an investigation.

APPENDIX

Questionnaire
Respondent - Parents
Method – Interview

Date:

Please fill in the spaces or spot a ✓ or check mark alongside the word or expression that best matches your reaction.

Name of the organization.....
Designation

Sl. No		Very important	Important	Fairly important	Slightly important	Not important
	HR practices					
I.	Skills & abilities					
1.	Creative HR practices will increase the knowledge of the employees, ability and will also boost their careers					
2.	Creative HR practices will help employees perform better in the organization					
3.	Creative HR practices will help the employees to work as a team.					
4.	Creative HR practices will help the employees to work as a team.					
II.	Employee performance					
5.	Employee performance in your organization is improved through effective formulation of rules and procedures					
6.	Employee performance in your organization is improved through creative training and development					
7.	Innovative ideas put forward by the employees is always encouraged					
8.	Effective recruitment and good training to the employees can improve their performance					
III.	Employee retainment and commitment - Motivation					
9.	Motivating the employees through rewards can help the organizations retain them and will increase their commitment towards the job.					
10.	Motivating the employees through promotions, bonus, salary hike can help the organizations retain them and will increase their commitment towards the job.					
11.	Motivating the employees by giving them the job security can help the organizations retain them and will increase their commitment towards the job.					
12.	Innovative ideas put forward by your team is always encouraged to retain them and to increase their commitment towards the job					
13.	Creative HR practices will reduce the attrition rate and will increase the commitment of the employees towards the job					
14.	Motivating the employees can help the organizations retain them.					
IV.	Organization performance					
15.	Better employee performance will fall into better organizational performance					

16	Skills, abilities and motivation of a HR is required for a better employee performance					
17.	Creative HR practices will also boost the employee performance					
V.	Effective Technology – Recruitment and Preference					
18.	As HR you prefer social media for effective recruitment					
19.	As HR you prefer mobile recruitment					
20.	As HR you prefer programmatic advertising for effective recruitment					
21.	As HR you support benefiting from the gig economy					
22.	Attitude					
VI	As a HR you are punctual and on time when it comes to your profession					
23	As a HR you are not liberal to the employees when it comes to work					
24.	As a HR you are willing to help your team					
25.	As a HR you always look for the betterment of the organization					
26.	As a HR you strictly follow the rules and regulations					
27.	As HR you prefer programmatic advertising for effective recruitment					
20.	As HR you support benefiting from the gig economy					

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Role of an HR in improving the employee's performance and commitment towards the organization



Dr. M Rajeswari, Associate Professor, School of Management, Hindustan Institute of Technology and Science, Chennai, Tamil Nadu, India. She has completed her M. Com in the year 1997, M.Phil. in the year 2007, M.B.A in the year 2009 and Ph.D. in year 2015. He situated himself as an author through a few Research distribution in Scopus Indexed and UGC Recommend Journals and has received the Best Researcher Award for 2018 from IJRULA and the Best Paper Award from Pondicherry University for one of her research publications. She has total 21 years of experience with 5 years of industrial experience and 16 years of teaching experience