

# Analytical Study on the Relationship Between Human Resource Management Practices and Organizational Performance

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**Abstract** - The impact of human resource management methods on corporate success has been studied. Human resource management, corporate success, internal culture, and knowledge skills both have a direct relationship. Despite a wide body of literature on the relationship between HRM and efficiency, the precise existence of this relationship in the health-care field remains uncertain. This may be a challenge since HRM and its impact on results are both realistic and academically important. HRM activities, on the other hand, may influence employee morale by motivating them to work faster and smarter. Employee activity motivates and raises the morale of workers in a business. The Relationship Between Human Resource Management Practices and Organizational Performance in Titan Industries is examined in this paper.

**Index Terms** - Human Resource Management Practices, Organizational Performance, Titan Industries, etc.

## I.INTRODUCTION

Human Resource Management is an important feature in organisations, and it helps people accomplish both corporate and personal objectives. Human Resources, along with computers, materials, and even capital, are the most important assets of any company. Without manpower, nothing gets accomplished. Human resource management (HRM) decisions and activities are widely understood to have a significant and special impact on corporate success. Either increased productivity or a boost to sales development would be the apparent linkage. However, perspectives about the precise transmission process or model that links the two have changed significantly over time. Employee happiness has long been a major concern for businesses. Employment satisfaction is a high concern

for few activities (and far less organizations). Human resource management practices such as recruitment, performance assessment, workforce engagement, job description, and rewards have been shown to have a significant effect on employee job satisfaction and corporate performance. Researchers have paid close attention to the effect of human resource management on corporate success. Employee attendance has been shown to be favorably linked to an employee's success, happiness, and efficiency in previous research.

The method of developing a list of eligible candidates, hiring people, identifying, and preparing them to be useful in meeting corporate objectives are both examples of human resource activities. Employee morale is often boosted by compensating them and measuring their efficiency. In addition, the study looks at four aspects of human resource management: aggregation, selection, evolution, and reward. Recruiting alternatives, human scheming options, assessing options, incentive options, and learning and growth options are among the five main aspects of strategic strategy that have been investigated.

The study's key goal is to look at the impact of human resource policies on Titan Industries' corporate success.

## 1.2 Human Resource

Human resources are an essential component of every organization's operation. It is a well-known reality that an organization's ability to succeed and expand is entirely dependent on the skills and success of its employees, regardless of the size or wealth. Individuals working with an organization's human resources reflect their professional and administrative capabilities, experience, creativity, and leadership

qualities. Human resources are now recognized as the most valuable organizational commodity, and a company's overall success is determined by how well the human resources are used. To put it another way, securing their services, improving their talents, inspiring them to high standards of success, and ensuring that they stay committed to the organisation are all critical to achieving corporate goals.

Human capital, or human aspect, is a term that applies to a set of interconnected, interdependent, and interacting psychological, physiological, sociological, and ethical elements. Human capital is the most valuable and adaptable assets. Its productive use is a 'sine qua non' of every economy's pace of development, regardless of its composition, framework, or governance. "As Ginzerberg points out, a country's economic prosperity is determined by core factors such as beliefs, behaviors, general orientation, and the nature of its population. Human capital, he believes, are being squandered due to unemployment, disguised unemployment, capability obsolescence, a shortage of job options, bad personnel standards, and the difficulties of adapting to transition." Human capital refers to those who are willing and ready to contribute to the organization's aims, according to Werther and Keith.

### 1.3 Human Resource Management

Human resource management has grown to notoriety as one of the most vital fields of corporate operation. It was not produced in a vacuum, but rather as part of a broader phase of industrial transformation and economic growth. The uniqueness of human resources necessitates a very different level of management focus. The human resource system possesses qualities that provide both a threat and an opportunity. Human resource management in an organization is inherently fragile; employer-employee partnerships are delicate; employee commitments are unpredictable; and continuity is unclear.

In these uncertain days, measuring HR practices is important for all businesses in the global workplace. Earlier research has also shown that there is a potential connection between Human Resource Management practices and organization success. It is often regarded as a company's basic concept, with HR operations serving as the foundation for the company's operational performance.

When analyzing the literature on human resource management, it becomes apparent that the foundation of the discipline has come from a variety of intertwined outlets. On the history and growth of human resource management, four lines of reasoning may be discerned. These are:

- Scientific approach
- Marxist perspective
- Human relations approach
- Psychological approach

Both of these methods to human resources agree that HR services can help organizations become more successful and individuals evolve. In summary, human resource management has come a long way in its growth. It began as a managerial tool to hold staff in line while still attending to their basic needs, eventually evolving into a position where it served as a mediator between management and employees. Human resource management is attempting to become as relevant as any other commercial practice, justifying its presence by contributing to the corporate objective.

### 1.4 Human Resource Management Practices

Human Resource best practices have been around for decades. They have served as guidelines for many HR professionals. But what do they entail, and why are they so important? In this article, we will go over the 7 best practices for HR.

- Providing security to employees: The first best technique in Human Resources is job protection. Job is a persistent element in most people's lives, considering the reality that existence is uncertain. The number one explanation that people come to work is to have an employer that allows them to provide for themselves and their families. Organizations profit from job stability and it lets them attract their employees. As workers are laid off, for example, the company normally bears the brunt of the loss. They are the ones who put money into hiring, teaching, and developing these workers. This is an expensive procedure. People are more inclined to quit to work with the market if the company does not work to keep them. Between the employee and the boss, there is a formal contract (labor for money) as well as an informal contract (you put in any extra work, we take good care of you). Employees with job

protection will go home after work to provide for themselves and their friends. Protection is an important principle that underpins nearly all HR does. When job stability is compromised, such as through a restructuring or layoff, the effects are felt directly in the company.

- Onboarding process: For the onboarding process, the first experience made by an employee during their first days is crucial. Managers can first warn their coworkers that a new hire is on the way and give them a quick introduction to him or her. It is also crucial to provide a potential staff member links to all organizational services, CRM, and any internal policies and procedures. Finally, a small team bonding event will be ideal for acquainting the team with their current colleague. Your latest recruit will be even more at ease the following day and will become a real team member. When a team works together, they listen to one another, brainstorm fresh concepts, and come up with brilliant solutions.
- Fair evaluation system: Create an assessment framework that connects employee results to the company's expectations and objectives. Each employee should have a good understanding about who reports to whom. Employees should be able to rate themselves as part of the assessment phase. When an employee's accomplishments are tracked over the course of a year, the evaluation becomes more fair. Aside from the immediate supervisor, each employee can be judged by the next higher rank for greater objectivity (often called a reviewer). If received by the immediate supervisor by another manager (for which this employee's job is often important), cross-functional input may contribute to the system's justice.
- Actively Working on Employee Retention: There is a relentless and concerted attempt to keep the carefully chosen workers that can maintain long-term success. HR sets a mission of keeping workers satisfied and profitable such that the company can prosper. They are aware of the costs associated with undertaking a recruiting campaign and ensure that workers leave only because there is no other choice.
- Legal and Regulatory Compliance: State and federal workplace legislation, such as the

Americans with Disabilities Act, Family Medical Leave Act, Title VII of the Civil Rights Act of 1964, National Labor Relations Act, and Fair Labor Standards Act, must be followed by human resources practitioners. This work is performed by HR practitioners who manage legal files to ensure that business actions are compliant with relevant laws. This lowers the likelihood of litigation stemming from non-compliance with labour and jobs legislation.

- Skills Monitoring and Training: Employees benefit from training because it allows them to acquire new things, improve current expertise, and gain new abilities. New employee induction is coordinated by the training staff, and lets new employees get familiar with the company's policy and procedures. Current employees profit from the training function, which includes lectures, courses, and presentations aimed at reinforcing and teaching new techniques to existing employees. The activities required to plan and implement these training programs are carried out by training practitioners.

### 1.5 Organizational Performance

Organizational performance is a ubiquitous term which is nevertheless loosely defined. Though the construct depends on a number of unique factors associated with each organization, yet the lack of a universal definition makes it challenging for professionals to concur about what exactly they mean by organizational performance. Organizational performance means the actual output or results of an organization as measured against its intended outputs (or goals and objectives).

Below is an explanation of the three main areas that comprise organizational performance

Shareholder value: Shareholder value performance looks at how much a company enriches its shareholders. In fact, many say it is the ultimate organizational performance measure. Shareholder value maximization and shareholder value model mean the same as shareholder value.

Financial success is the monetary measurement of a company's activities and policies. In other phrases, in terms of dollar, pound, euro, and other currencies. The return on assets and return on expenditure may be used to assess a company's financial results. Value added will also be used to assess its financial results.

Business success refers to a company's or a product's ability to do well in the marketplace. To put it that way, if a manufacturer's market share has increased, if product updates have helped improve revenue, and so on. We claim 'product market success' when we're talking about a single product rather than the whole business.

Organizational success control is the method of ensuring that the company's resources are being utilized effectively to achieve its objectives. Employee growth is often associated with the philosophy of performance improvement. The management and executive teams may also create a reporting framework that tracks the company's success and determines what policy or protocol adjustments are required.

- **Profit Margin:** In order to increase profit, an ongoing corporate success improvement initiative may be implemented in a variety of ways. A rise in revenue will result in further profit, so the organization can devise a strategy to boost sales and track its growth. Lowering the expense of producing and delivering goods to customers will also help to boost profits. The 'lean workflow' approach, for example, assists enterprises in rethinking their production practices and creating more cost-effective systems. The lean method is a performance improvement system that seeks to raise efficiency by cutting back on waste.
- **Overhead Costs:** Lowering operating expenses is one factor that contributes to increased business earnings. Overhead expenses include leasing, electricity, and repairs, as well as staffing costs and office supplies. In this case, an illustration of corporate performance control will be a scheme to minimize operating expenses by lowering utility costs. Within a year, the corporation will hire an environmental analyst to create a plan to reduce energy costs. Over the course of a year, the organization will monitor the success of the energy cost savings and ensure that the program's objectives are being fulfilled.
- **Growth:** Your company's expansion should be strategically prepared and tracked. Organizational success monitoring is critical to ensuring that the business will continue to expand as expected. It is also essential for your organization to embrace unforeseen success and development. Monitoring

quarterly unit revenues, preparing the company's development into different global areas, and launching new goods are both forms of success factor success control in your company.

- **SWOT Analysis:** Any corporate success improvement programs examine how the business uses its tools to succeed in the industry. A SWOT review is a study that examines the organization's achievements and limitations, as well as the prospects and challenges to growth that your business faces. A SWOT analysis may be conducted on a particular marketing campaign or on the overall success of an organization. A SWOT analysis will be used by the organization to decide what improvements ought to be implemented to become more successful, develop performance guidelines to assess the effectiveness or lack of such changes, and eventually implement the changes suggested by the SWOT analysis.

## II. REVIEW OF LITERATURE

Jie, (2014) Every individual in the company has autonomy, and the analysis of corporate efficiency, whether theoretical or practical, is based on the individual performance of workers at work, with the overall goal of getting employees to function more effectively, allowing businesses to make more money. The term 'organization' refers to a community of people who have come together to pursue shared aims or desires through a cooperative environment. Practice has shown that a high-performance team can increase manufacturing quality by using machinery and the climate, but it can never replace effort and supportive employees. At the same period, the employees' contributions and program spirit would have a significant effect on the organization's success. Any organization's function requires collective teamwork and collaboration among its participants, and employees' complete participation in corporate citizenship actions, such as citizen morality, altruism, and a sense of duty, is often critical to improving team effectiveness in the cooperation phase.

Sangeeta Trehan and Karan Setia (2014) The link between human resource management (HRM) practices and organizational performance is well researched. HRM practices must be married with not just the strategic objectives and market orientation of

the organization but also the organizational culture, especially in the Indian context. Reflecting a multidisciplinary interest, we emphasized through this paper looking into the mechanisms by which human resource practices ultimately impinge upon the organizational performance. We derived some propositions and hope that validity of this conceptualization may be verified in the Indian context by future empirical research.

Hamzah et al (2014) The aim of this study was to look at the impact of HRM activities on employee success at the Malaysian Skills Institute (MSI). It looked at the variables that influence employee recruiting and hiring, as well as pay, in MSI. There were 40 respondents in the sample population, which was made up of MSI staff. The researcher created and circulated a questionnaire, then compiled and analysed the data using SPSS to meet the study's objectives. On the basis of descriptive statistics and correlation research, an overall analysis was conducted. Employee success in MSI was found to be positively associated with recruiting, placement, and pay, according to the findings. The paper offered suggestions for enhancing MSI recruiting, selection, and pay. This research will provide managers more knowledge about the effects of HRM activities on employee success. The study's findings may also be used to make more reliable assessments about the preparation phase in HRM issues, as well as the introduction of an associating scheme to raise management knowledge and other employees' participation. The findings on the HRM practices level practiced in MSI may also be used by management to prepare for the most appropriate HRM practices for MSI. The new recruiting process for different jobs can be re-examined. A thorough role review and assessment of the jobs to be filled should be conducted by the administrator. When work openings aren't published, human resources accept applicants that can be checked.

Chong et al. (2018) The effect of human resource management practices has been explored in the context of organizational performance. The relationship between human resource management, organizational performance, organizational culture, and knowledge capabilities is significant. However, in literature, organizational learning is taken as an intermediate or mediating variable with some issues. A conceptual framework has been created that

contributes to the literature of embodying this relationship.

Muzzammil et al (2020) Companies have been compelled to spend and learn beyond their supply chains as a result of fierce rivalry in today's competitive economy, shorter lifecycles, and ever-changing consumer demands. Increased competition has a significant impact on the role of human resource management practices (HRMPs) in relationship commitment (RC) in the market, and we are seeing an increase in the number of companies developing stable relationships with network partners to reduce costs, mitigate risks, and gain a competitive advantage. RC is an important concept for mutually advantageous trade partners and improves a firm's long-term efficiency. As a result, the aim of this study is to look into the relationship between HRMPs, RC, and long-term results (SP). AMOS 26 analyzed data from 246 manufacturing companies in Pakistan. HRMPs have a significant positive relationship with RC and environmental success, according to AMOS' maximum likelihood regression results. Furthermore, RC acts as a mediator between HRMPs, environmental, and economic results.

L.M. Suhasini (2020) shows a literature analysis of the area of human resource management. HRM is essential in any organization. They play a crucial role in juggling employee and employer needs because they serve as a link between the two. This article informs us in depth regarding the researchers who gained a good understanding of India's Human Resources Practices. Human resources policies that are well designed and well-constructed can be practiced throughout the organisation to attract staff and achieve benefit. The aim of this essay is to study the literature on Human Resources Management strategies for employee retention. As a result, the literature analysis contains concrete evidence about Human Resources Practices in the organisation. Recruitment and selection, training and development, performance appraisal, rewards and recognition, organizational climate, employee engagement, and organizational loyalty are all HRM practices that help an organisation meet its priorities and objectives.

### III. OBJECTIVES OF THE STUDY

The main objectives of the study are stated as follows:

1. To understand the concept of HR, HR Practices and Organizational Performance
2. To analyze the Relationship Between Human Resource Management Practices and Organizational Performance in Titan Industries.

#### IV. RESEARCH METHODOLOGY

The aim of this research is to look at Titan Industries' HRM practices and the effect they have on the company's results. Since the aim of this analysis is to determine the effect of HR activities on organizational success, it used an explanatory test design. This is a case study analysis project that utilized a limited range of HRM activities to obtain analytical evidence on HRM practices and their effect on organizational success. The usage of a survey allows for generalization of conclusions based on a sample distribution that is reflective of the whole population. The analysis technique used was a survey method to gather quantitative data, which was then evaluated using descriptive statistical methods. Primary and secondary data sources were used to compile the data for this analysis. The main data sources were the researcher's own field data, which he or she gathered and examined. Handbooks, annual accounts, evaluation reports, recruitment plans, related details from the organization's database, articles, newspapers, newsletters, and other documented materials were used as secondary sources of data. A sample size of 150 respondents was selected as a true representation of the community for the analysis, reflecting 79.78 percent of the population. Titan Industries was the subject of the investigation.

In addition, a semi-structured interview plan was created to collect feedback on HRM activities and agency results from key informants in the industries. The primary data for this analysis was obtained from workers using two sets of standardized questionnaires, each with 65 closed-ended questions organized into four parts. Closed-ended responses were analyzed qualitatively using SPSS, and open-ended responses were analyzed quantitatively using SPSS.

#### V. ANALYSIS AND INTERPRETATIONS

The data were processed and presented in tables, graphs and other statistical representations using SPSS. Interpretations given were on processed data

collected from the field that sought to establish the impact of HRM practices on the organization performance.

#### 5.1 HR practices: Management and Execution

Table 1: Execution and Management of HR practices

Particulars	Level of Manager	F	%
Training and development	Managed and Executed by Line of Managers	8	20
	Centralized	32	80.0
Recruitment	Centralized	40	100.0
Management/ Performance Appraisal	Managed and Executed by Line of Managers	35	87.5
	Centralized	5	12.5
Compensation	Centralized	40	100
Career Planning	Managed and Executed by Line of Managers	10	25.0
	Centralized	30	75.0
Employee participation	Managed and Executed by Line of Managers	10	77.5
	Centralized	30	22.5

Titan Industries executes and manages certain HR practices, as seen in Table 1. Recruitment and selection is a concentrated task, according to all 40 manager respondents. This suggests that upper management at the corporate headquarters were in charge of it. Line managers' only responsibility is to communicate and explain the need for additional personnel, whereas recruiting and hiring are handled by the branches. While line managers can have guidance on the form of employee to hire, they do not play a direct or significant role in the recruiting and selection phase.

Compensation as an HRM operation is carried out, conducted, and handled at the head office by top management, which consists of the Board of Directors, the general manager, and their assistant. Along with the accountant or financial director, operations administrators are often in charge of payroll administration.

Both performance assessment practices are decentralized and carried out by line supervisors who supervise the appraised, according to 35 respondents (or 87.5 percent). Performance management, which is a recent phenomenon to nearly all companies, is a clustered practice that is being experimented, and therefore it is yet to be left in the possession of line managers, according to 5 respondents comprising 12.5 percent of the total. Underperforming staff are often moved to the corporate headquarters for coaching or reassignment. Training and growth is carried out at the

head office and by top executives, according to 32 respondents (or 80%). Top management develops educational plans and arranges for resource persons. It's uncommon for a division to conduct training on its own. The upper management at the head office consolidates and implements both preparation and growth requirements.

Employee engagement is an activity promoted by line managers at the different departments, according to 31 of the 40 respondents, or 77.5 percent. This approach is concentrated, according to 9 respondents (22.5%), in that managers only engage in work-related decision-making and take actions at the direction of upper management. This can only suggest that Titan Industries is embracing employee engagement.

5.2 Selection and Recruitment practice Item Statistics

Table 2: Selection and Recruitment practice Item Statistics

Applicants are fully informed about the qualification required to perform the job before being hired	4.05	.597	40
Appointment in this organization is based on merit	3.98	.577	40
There is formal induction, orientation and familiarization process designed to help new recruits understand the organization	4.25	.670	40
Advertisements are used by the company to recruit	2.95	.876	40
Vacancies are filled from qualified employees internally	2.88	.911	40
Selection system selects those having the desired knowledge, skills and attitude	3.80	.564	40
In this organization, line managers and HR managers participate in the selection process	3.08	1.095	40

According to management, Table 2 shows the item statistics in recruiting and hiring processes. Managers believe the appointment in their organizations is focused on competence, as shown by a mean of 3.98. Until being employed, managers believe that candidates are sufficiently briefed of the skills needed to do the job; this is reflected by a mean of 4.05. Managers concluded that their organization's screening method chooses those with the desired experience, talents, and behaviors, as reflected by a mean of 3.80. When asked whether positions are filled internally by eligible workers, he stayed uncommitted since it seems that this is not a common occurrence at

Titan Industries. Managers tend to hire fresh people rather than promote current workers to fill open positions. This may be due to the Titan Industries' lack of secondment, consulting, and mentoring opportunities, resulting in a shortage of trained staff to fill internal vacancies. A mean of 2.88 represents the responses to this issue. A mean of 2.95 shows that administrators are unsure on what Titan Companies uses ads to employ. This claim was bolstered by the discovery that Titan Industries would not often advertise for new employees, preferring instead to focus on advice from top managers and internal means of filling vacancies. Managers often accept that new hires go through a systematic recruitment, orientation, and familiarization phase to help them appreciate the business. A mean of 4.25 demonstrates this. Managers were again split over whether or not line managers and HR managers share in the recruiting and selection procedures, with a mean of 3.08. Managers stayed silent on the subject of including line managers in the procurement and selection procedures, which is understandable given Titan Industries' policy.

5.3 Training and Development practices Item Statistics

Table 3: Training and Development practices Item Statistics

There is a training strategy and coherent training program	3.25	.742	40
Training needs are discussed with employees	2.78	.832	40
Training needs identified are realistic, useful and based on the business strategy of the organization	3.55	.504	40
Training incorporates the interests of the organization as well as the individual	3.65	.533	40
There is a budget dedicated to training and development every year	4.45	.504	40
Every employee goes through various training programmes every year	3.68	.888	40

Table 3 shows the item figures for Titan Industries' preparation and production activities. The mean of 2.78 in determining when preparation requirements are shared with staff, as seen in the table above, indicates that managers do not unanimously accept that this is the case. It is common for 'wholesale' training programs to be arranged for workers without any kind of dialog with the actual employees involved. The average of 3.65 indicates that employers are not

always in compliance with integrating employee and corporate needs into training programs. Obviously, the needs of these organisations would take precedence over the interests of specific workers, but there should be space for individual employee interests in terms of preparation. The item's mean of 3.25 suggests that administrators are reluctant to make a definite decision on whether or not there is a planning plan and a well-coordinated training schedule. This may only suggest that training plans are not strategically laid out into a cohesive whole; until upper management deems it important to plan staff training sessions, it is completed. It's not shocking that administrators don't have a lot of consensus when it comes to confirming that the training requirements defined are practical, useful, and aligned with the organization's corporate plan. This is reflected in the item's mean of 3.55. This suggests that the 'wholesale' existence of these training services prohibits the correct recognition of practical and valuable training requirements that are consistent with the corporate plan of the company. Managers, on the other side, agree that workers go to a number of educational programs each year. The average of 3.68 represents this. Every year, a budget is set aside for training and production, according to the managers. The average of 4.45 demonstrates this.

5.4 Rewards and compensation Item Statistics

Table 4: Rewards and compensation Item Statistics

Employees are rewarded based on performance	3.45	.876	40
Pay for performance improves performance	4.22	.698	40
Employees are recognized and rewarded appropriately in this organization	3.42	.594	40
Compensation packages encourage employees to achieve organization's objectives	3.75	.588	40
Job performance is an important factor in determining the incentive compensation of employees	3.92	.829	40
Profit sharing/bonuses are used as a mechanism to reward higher performance	3.82	.747	40

Table 4 shows the item figures of Titan Industries' pay and benefit activities, as well as the managers' perceptions of the practices' outcomes. The average score of 4.22 shows that managers believe that pay for results increases performance. Titan Industries' executives believe that pay for success motivates

workers and brings out the best of them. It stands to reason that since compensation is not commensurate with success, performance would deteriorate. Managers believe that the types of incentive programs provided by their companies enable workers to meet the organization's goals, with an average score of 3.75. According to the administrators, their pay arrangements are among the highest in Titan Markets, and as a result, they may be willing to inspire staff to reach the company's targets. Managers, on the other hand, are split on whether or not workers can be paid for their success. A mean of 3.45 demonstrates this. "Despite the fact that administrators believe that pay for results increases performance, there is no firm consensus on the practice in practice. There is no clear consensus about whether workers of the chosen organisations are properly recognized and compensated." This is reflected by a mean of 3.42, indicating that managers do not accept or disagree with the statement that workers are sufficiently respected and compensated in their organizations. Titan Industries workers perform equivalent functions to those of other firms, but their pay arrangements cannot be comparable to those of other companies. The above table also indicates that managers believe that benefit sharing or incentives be utilized as a way to encourage higher results, with a mean of 3.82. Titan Industries also embraced the trend of paying salaries and other benefits dependent on job results, according to informal contacts the researcher had with some managers. While certain workers are unhappy with this method, with knowledge and equity in its implementation, employees will come to see the value of differentiated profit share or incentive packages. The last question in this category was whether work success is a significant element in deciding employee incentive pay, and the managers concluded that it is. A mean of 3.92 is used to describe this.

VI. CONCLUSION

Titan Industries' efficiency can be greatly increased with stronger organization and management. Human Resource Management (HRM) is a critical role of organisations that enables the most efficient use of people to accomplish corporate and person objectives, according to the findings. Human resources are managed in a coordinated way by companies in order to produce optimal productivity. As a result,

companies pursue an accessible and successful information management environment in order to attract a viable pool. HRM activities must be aligned with the organization's strategic goals and business focus, as well as its corporate culture, especially in the Indian context. One of the factors of HR activities that will further improve corporate success is training and growth. It is the method of enhancing an employee's experience, abilities, and behaviors in order to enhance his or her success in the company. The study looked at Titan Industries' HRM activities and how they affected the company's success in the Ashanti area. Managerial and non-managerial employees' responses reveal common and, in some ways, divergent perspectives on Titan Industries' HRM operations. Despite the fact that study has shown that HRM activities have a beneficial effect on employee engagement and thereby increased corporate efficiency, Titan Industries has yet to profit from proper human resource management, and even when they do, it is only to a minor extent.

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