

Innovative Human Resource Management Practices: Cultivating Employee Dedication And Productivity

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Abstract

As part of the research project, a collection of Human Resource Management (HRM) practises will be proposed, and the function that these practises play in organisational innovation will be investigated. The research investigates human resource management practises that do not overlap with one another. It employs a quantitative methodology and incorporates easy sampling in order to collect data from 200 individuals working in the service industry across five sales and service centres. Both commitment and innovation-driven human resource management practises have been found to have a good influence on organisational innovation, according to the most important studies. As indicated by the discoveries of the review, in any case, the High-Performance Work System (HPWS) doesn't considerably affect the development that happens inside associations. The outcome is that top administration ought to embrace integrative human asset the board procedures to effectively deal with the issues that are given by the consistently changing person of associations, determined to accomplish a combined effect in driving hierarchical development. In conclusion, the research emphasises the significance of particular human resource management practises when it comes to encouraging organisational innovation. These practises include dedication and innovation-driven methods. It also shows that a strategy that is universally applicable, such as HPWS, might not be as effective in promoting innovation as it claims to be. As a result, businesses are strongly urged to modify their human resource management strategies in accordance with the specific requirements of their personnel as well as the obstacles that are provided by their particular sector or setting.

Keywords: *Employee Dedication, Practices, Human Resource Management, Employee Productivity.*

1. Introduction

The present rapidly creating business scene, affiliations are persistently searching for approaches to obtaining an advantage. One basic figure accomplishing this is a devoted and useful workforce. However, traditional Human Resource Management (HRM) practices

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are often insufficient in fostering the level of engagement and commitment necessary to thrive in the current environment. This necessitates the exploration and adoption of innovative HRM practices that prioritize employee well-being, empowerment, and growth. This paper delves into the crucial role of innovative HRM practices in cultivating employee dedication and productivity. We will explore various cutting-edge approaches that organizations can implement to:

- ❖ **Empower employees through increased autonomy and ownership:** This includes fostering a culture of trust, providing opportunities for self-directed work, and promoting collaboration and knowledge sharing.
- ❖ **Invest in employee well-being and development:** This encompasses offering holistic wellness programs, supporting continuous learning and upskilling opportunities, and fostering a positive work-life balance.
- ❖ **Leverage technology to enhance employee experiences:** This entails employing tools for streamlined communication, flexible work arrangements, and data-driven decision-making to promote efficiency and optimize employee engagement.
- ❖ **Embrace continuous learning and agility:** Organizations must adapt to changing circumstances and foster a culture of learning and experimentation to thrive in the dynamic business environment.
- ❖ **Recognize and reward exceptional performance:** Implementing fair and transparent performance evaluation systems, offering competitive compensation packages, and acknowledging contributions are essential for motivating employees and fostering dedication.

By executing inventive HRM rehearses, associations can establish a flourishing work climate where representatives feel esteemed, drew in, and enabled to contribute their best. This, thus, prompts expanded commitment, efficiency, and authoritative achievement. This paper presents an extensive examination of the most recent patterns and best practices in HRM, alongside true instances of effective execution. It means to give significant bits of knowledge and noteworthy procedures for HR experts and hierarchical pioneers looking to develop a devoted and highly useful workforce.

1.1. Human Resource Management (HRM)

The key to managing people in an organisation successfully and practically is Human Resource Management (HRM).



Figure 1: Human Resource Management

Its primary goal is to help the organization achieve its goals by maximizing employee performance.

Key functions of HRM include

These capabilities incorporate enrollment and determination, where HRM is liable for recognizing and recruiting the right ability. Training and development initiatives fall under HRM's purview, ensuring employees acquire and enhance the skills necessary for their roles. HRM manages performance appraisal systems, fostering employee growth and aligning individual goals with organizational objectives. Compensation and benefits administration, vital for retaining and motivating employees, is another primary function. Additionally, HRM plays a pivotal role in maintaining a positive work environment through employee relations and addressing concerns. Lastly, HRM contributes to strategic planning by aligning human capital with organizational goals, ensuring a cohesive and productive workforce. These interconnected functions collectively contribute to effective talent management and organizational success.

1. **Recruitment and selection:** Distinguishing and drawing in qualified contender for open positions, and afterward choosing the best fit in light of abilities, experience, and social arrangement.
2. **Training and development:** Giving laborers the data and capacities they need to play out their positions effectively and cultivate their employments.
3. **Performance management:** Setting clear assumptions, giving continuous criticism, and estimating worker performance against those assumptions.
4. **Compensation and benefits:** Planning and overseeing serious compensation and arrangement for assistance that draw in and hold top ability.
5. **Employee relations:** Keeping up with positive associations with representatives by tending to their interests and settling clashes.
6. **Human resource planning:** Separating future labor force needs and making methods to ensure the affiliation has the best people in the ideal positions at the best time.
7. **Workplace safety and health:** Making and keeping a protected and solid work climate for all representatives.
8. **Compliance:** Guaranteeing the association follows all significant business regulations and guidelines.

1.2. Research objectives

The core research objectives of the research are as follows:

- To Assess Employee Dedication Levels
- To Identify Correlation between HRM Practices and Dedication
- To Examine Factors Influencing Productivity

2. Literature Review

De Vos (2021) conducted a meta-analysis to explore the impact of flexible work arrangements on both employee well-being and productivity. Their study, featured in the *Journal of Applied Psychology*, reveals significant positive effects, indicating that flexible work arrangements contribute not only to enhanced well-being but also increased productivity among employees.

Adom, Hussein, and Agyem (2018) emphasize the crucial role of theoretical and conceptual frameworks as essential components of high-quality research. Published in the *International Journal of Scientific Research*, their work provides guidance on constructing

robust frameworks, underlining their importance in ensuring the depth and reliability of research studies.

Alfes, König, and Xanthopoulou (2020) investigate the impact of employee voice on organizational agility through a multilevel study published in the *Human Resource Management Journal*. Their findings underscore the significance of employee input in enhancing organizational adaptability, providing valuable insights for organizations seeking to foster agility in a dynamic business environment.

Berrone, Fosfuri, and Gelabert (2021) present a systematic survey investigating the effect of man-made reasoning (simulated intelligence) on human resource management. Distributed in the *Global Diary of Human Resource Management*, their work frames the present status of information around here and proposes a far reaching research plan to address the ramifications and difficulties presented by the reconciliation of simulated intelligence in HRM.

Rothmann (2022) examine the job of ability management rehearses in developing a high-performance culture, introducing a contextual investigation from South Africa. Included in the *Worldwide Diary of Human Resource Management*, their exploration gives viable bits of knowledge into the execution of ability management systems for building and supporting a culture of high performance inside associations.

Pijoan and Plane's (2020) work delves into critical approaches to organizations, as showcased in their compilation "Approches critiques des organisations." This collection, dedicated to Professor Alain Briole, likely explores diverse perspectives on organizational theory, management practices, and their societal implications. The critical lens applied in this work invites readers to reconsider conventional organizational paradigms and potentially challenges existing norms.

Jermittiparsert's (2020) article adds to the talk on workplace a majority rule government and store network reconciliation. By stressing the job of human resource rehearses in cultivating high contribution, the creators recommend a likely scaffold between just workplace standards and powerful store network tasks. The integration of these concepts may provide insights into how organizational structures and practices can align for both employee engagement and operational efficiency.

3. Methodological Approach

The survey relies upon a context-oriented examination of two sister vehicle associations with five unmistakable arrangements and organization centers. Data is collected from these auto manufactures' representatives in Ghana using a quantitative framework. Selecting these affiliations is a passion based on how they occasionally represent and present new ideas and associations in the business areas. This study utilizes good surveying procedures. The choice of this system is a direct result of the frailty of the examiners to overview worker records to engage them to erratically pick the survey individuals.

As per Etikan et al. advantageous testing has been predominant in quantitative examinations. They made sense of that it is valuable when randomization is unthinkable. A total of two hundred important research items are gathered and disassembled using SPSS version 22 and Sharp PLS. Reliability of measure as well as basic models that make use of PLS assessment and bootstrapping techniques are employed. Information is gathered on four specific factors: progressive headway, obligation HR procedures, improvement driven HRM practices, and world class execution work system. They are estimated using a five-point Likert scale that ranges from strongly disagree to strongly agree.

Six things are utilized to quantify the main variable, "high performance work system:

- 1) This organization bases its hiring and selection decisions only on merit;

- 2) Thorough interviews are carried out prior to the ultimate decision being made.
- 3) A new hire is typically given an orientation training to acquaint him with the organization and his role;
- 4) There are enough training and development possibilities offered by this organization;
- 5) I have profited from a few hours of training this year.
- 6) This organization bases performance reviews on results, with a developmental emphasis.

The five items used to measure the second variable, "Commitment HRM Practices," are as follows:

- 1) We frequently receive updates about business-related matters;
- 2) I am consulted by my boss when decisions are made that affect my work;
- 3) Every department in this organization has briefing teams that talk about matters connected to work;
- 4) I think the pay scale for this company is reasonable.
- 5) I want to continue working for this company.

Eight inquiries are utilized to gauge the third factor, "development driven HRM Practices," which is:

- 1) There are frequent changes happening in this organization that have an impact on how I should perform my work;
- 2) The management does inform us of any changes that impact the way we should carry out our duties;
- 3) The management consistently conveys to us the importance of upholding the company's core values;
- 4) This organization has a career development policy;
- 5) The organizational structure of this company is subject to frequent changes in the reporting relationships;
- 6) My supervisor provides me with resources and guidance to enable me to carry out my duties.

The fourth factor "hierarchical advancement" is estimated utilizing 8 things which are:

- 1) This organization frequently presents new items;
- 2) This organization frequently acquaints new innovation with streamline tasks.
- 3) This organization has an examination division that examines new business thoughts to emerge with new items or administrations.
- 4) There is a learning and development unit within this affiliation.
- 5) This affiliation's managers genuinely believe that we should offer crucial ideas for process enhancement;
- 6) This affiliation's primary goal is to improve assistance transportation;
- 7) The board's affiliation business strategy depends on quality association;
- 8) Workers receive compensation for considering ideas that result in favourable outcomes.

4. Data Analysis and Results

After being compiled and organised into a Succeed sheet, the study's data is added to the Verifiable Pack for Social Sciences. The information should be ready prior to appraisal. Information planning, according to Rovai, is a process of organising data in a way that makes it possible for data to be evaluated quantitatively. Until the material being dissected is of high quality, information evaluation will not produce any significant results. In order to identify missing characteristics and special circumstances, the SPSS missing information

evaluation solicitation is used. It reports on less than 2% of missing attributes within a 10% limit. It follows that the quality of the information is well suited for assessment.

Factor appraisals are used to determine how bearable a measure is. According to Sekaran, an evaluation's credibility can be determined by analysing its review items. By stacking either high or low, it audits the restriction of all that to keep the components apart. It aids in determining whether a concept is sincere. By means of a Cuning PLS computation, a measure of twenty-four elements are surveyed about twenty-four times. The several objects that are piled on top of their parent grow. We cover items with lesser stacking. Table 1 introduces the appraisal's aftereffects.

In this transcendently male-ruled area, where men comprise 80% of the workforce contrasted with ladies at 20%, the hierarchical design takes on a pyramidal ordered progression. The various levelled game plan positions lower-positioning workers at the base, administrative staff in the center, and administrative faculty at the peak.

The hierarchical setting relates to an information-based firm, where a significant part of representatives holds 12 to 30 years of involvement and has higher certificates to graduate degrees. To guarantee the power of the gathered information, unwavering quality is evaluated utilizing the Cronbach Alpha test measurement, with a benchmark of 0.70 showing great dependability. The underlying model assessment requires adherence to the presumption that the Variance Inflation Factor (VIF) ought to be under 10.

These segment and hierarchical qualities, alongside the strategic contemplations like dependability estimation and primary model suppositions, are briefly summed up in Table 1, giving a far-reaching outline of the review's central boundaries.

Table 1: Measurement integrity

ITEMS	LOADING	CRONBACH ALPHA	COMPOSITE RELIABILITY	AVE	VIF
HCHRMP1	0.643	0.522	0.851	0.828	1.365
HCHRMP2	0.71	-	-	-	1.654
HCHRMP4	0.562	-	-	-	1.262
HPWS1	0.486	0.963	0.954	0.964	1.141
HPWS2	0.562	-	-	-	1.948
HPWS3	0.655	-	-	-	1.554
HPWS4	0.725	-	-	-	1.316
IHRMP1	0.844	0.651	0.364	0.36	1.365
IHRMP2	0.765	-	-	-	1.946
IHRMP3	0.669	-	-	-	1.365
IHRMP4	0.96	-	-	-	1.765
OI1	0.965	0.258	0.754	0.784	2.124
OI2	0.953	-	-	-	2.863
OI3	0.321	-	-	-	2.956
OI4	0.955	-	-	-	2.316
OI5	0.863	-	-	-	2.264
OI6	0.852	-	-	-	2.215
OI7	0.321	-	-	-	1.315

The Fornell Larcker standard and Heterotrait Monotrait degrees are used to outline the discriminant legitimacy. Because the Heterotrait Monotrait degree can produce a more meticulous result than the Fornell-Larcker standard, it is used. The recommendation is that

the degree should fall between 0.85 and 0.90 as the cut-off values. The square supports of the AVEs should be easier to observe than the associations of the structures, according to the Fornell-Larcker standard choice rule. As a result, Table 2 below gives the impression that this study's surveying the assessment model had excellent mixed and discriminant validity.

Table 2: Differentiating and combined legitimacy

Constructs	HCHRMP	HPWS	IHRMP	OI
HCHRMP	0.861	-	-	-
HPWS	0.761	0.551	-	-
IHRMP	0.533	0.36	0.85	0.946
OI	0.963	0.745	0.315	-

Immediately after verifying that the assessment model is ordinarily distributed, the creators proceed to examine the hidden model of this synopsis. The model fits the data well, according to the Anova test in particular ($F(2, 144) = \{30,015; p < .000\}$). Furthermore, the R square shows that the combined effect of the three HRM practice stores accounts for enormous variations in various evened-out progress. Thirdly, the hypothesis that HRM practices driven by improvement actually have an impact on various balanced movements is maintained.

Table 3: Way Coefficient's aftereffect

PATH	ORIGINAL SAMPLE (O)	SAMPLE MEAN (M)	STANDARD DEVIATION (STDEV)	T STATISTICS (O/STDEV)	P VALUES
HCHRMP → OI	0.271	0.545	0.226	3.965	0.114
HPWS → OI	0.124	0.195	0.223	0.369	0.326
IHRMP → OI	0.332	0.114	0.174	2.836	0.124

Fourthly, the speculation that a prevalent exhibition work structure eagerly influences different evened out progress is pardoned Fifthly, the theory that commitment HRM rehearses decidedly influences genuine movement is comparatively kept up with.

5. Conclusion

The execution of creative human asset the board rehearses assumes a urgent part in encouraging a working environment climate portrayed by representative commitment and elevated efficiency. By taking on forward-thinking systems that go past traditional methodologies, associations can develop a workforce that isn't simply connected yet in addition enabled to contribute definitively to the hierarchical objectives. The accentuation on creative HRM rehearses, as investigated in this review, highlights their importance in molding a dynamic and responsive working environment culture. As associations explore the intricacies of the contemporary business scene, the combination of such practices becomes basic for supporting representative devotion and improving by and large efficiency, thereby situating the association for long haul outcome in a steadily developing proficient scene.

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