

The Impact of Human Resource Management Practices on Employee Development and Organizational Performance

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Abstract: Nowadays, more and more enterprises pay attention to the human resource management department, precisely because the importance of human resources cannot be overstated. With it, companies can not only improve their competitiveness and move from resource optimisation to revenue maximisation, but also people are the key productive force of an enterprise. However, for the real meaning of human resources active practice in existing enterprises still have problems. Therefore, the thesis is exploring human resource management and employee development to reflect the impact on organisational performance through four main components: recruitment and selection, training and development, performance appraisal and incentives, employee benefits and satisfaction. And it gives four measures suggestions. Through the investigation and research of the existing literature, with summarizing and concluding, eventually, the study found that scientific and effective human resources bring the rational allocation of resources, the strength of the enterprise's talent pool, and a reasonable salary evaluation system.

Keywords: Human Resource Management, Employee Development, Organisational Performance

1. Introduction

In this era of high-speed development of the Internet and highly modernised, the requirements for talents are getting higher and higher, and the importance of enterprise human resource management to enterprise management is also increasing, so in order to promote the sustainable development of the enterprise and enhance the internal and external competitiveness of the enterprise, it is necessary to attach great importance to the efficient use of human resources, and attach great importance to the optimisation of the enhancement of the organisational performance, and it is necessary to have a deep understanding of the impact of human resource management on the organisation's performance, in particular, it is necessary to deal with the relationship between human resource management and the organisational performance, and then to continuously optimise and improve the mode of human resource management. At the same time, organisational performance is inextricably linked to employees' personal performance, which in turn is related to employees' personal development. Therefore, this paper will analyse the impact of human resource management practices on organisational performance and employee development from the four aspects of recruitment and

selection, training and development, performance evaluation and motivation, and employee welfare and satisfaction based on the results of previous studies.

2. Literature Review

"How does human resource management influence organisational outcomes? a meta-analytic investigation " in which both best practice and best-fit methods were followed and analysed through questionnaires thus concluding that human resource practices can improve operational performance through their impact on employee attitudes and employee behaviours [1]. Review of Research on the Relationship between Human Resource Management Practices and Firm Performance, Xiahui Lin stated that good human resource management practices help to enhance employee motivation, improve employee work ability, and reduce brain drain in firms [2]. Exploring the Impact of Human Resource Management on Organisational Performance in Enterprises, points out that vigorously strengthening human resource management can help to improve organisational performance, which in turn promotes the sustainable development of enterprises [3]. The Economic Impact of Human Resource Management on Organisational Performance analyses personnel selection, training, employee team characteristics, and organisational level to point out that effective human resource management practices can help to optimise organisational performance and thus enhance competitive advantage within the firm [4]. Jianchun Lai analysing the impact of strategic human resource management on business performance and recommendations in terms of scientific employee wages, employee training, and employee recruitment and selection have a positive impact on organisational performance [5].

A case study on the impact of human resource management practices on job performance states that human resources have invaluable value and scarce competencies and are considered as a source of sustainable and highly competitive advantage in organisations. The results of human resource management practices are positively and significantly correlated with job satisfaction. Job satisfaction retains current employees and attracts qualified employees associated with higher productivity and long-term organisational performance [6]. "HRM Practices, Employee Well-Being, and Organizational Performance" states that organisations should promote employee loyalty, motivation and productivity through the development of diversified welfare policies, flexibility in adjusting welfare packages according to the needs of the employees and their performance, as well as improving employee recognition and pay packages [7]. The Impact of New Human Resource Management Practices on Innovation Performance during the COVID 19 Crisis: A New Perception on Enhancing the Educational Sector" states that in the future one should create a flexible and innovative view based on traditional HRM practices, competitive and unpredictable situations require New Human Resource Practices (NHRM) to deal with problems in organisations to improve their contribution and enhance innovative performance. their contribution and improve innovative performance. This shifts the whole scenario to technological processes [8]. "The impact of employees' well-being on performance in the workplace" states that employee well-being is an important part of business management, which can increase employees' motivation and enthusiasm, enhance their sense of belonging and loyalty, and promote the overall development of the organization [9]. "Human Resource Management Practices and Employee Performance: The Role of Job Satisfaction" states the importance of the role of job satisfaction and employee engagement in achieving human resource performance goals. Satisfaction and Employee Engagement in achieving human resource performance goals [10].

3. *Analysis: The impact of human resource management practices on organizational performance*

3.1. Recruitment and Selection

Talent recruitment as the basic link for enterprises to supplement the acquisition of human resources, enterprises to obtain higher skills and higher level of professional talents, we must fully prepare for the recruitment of strategic human resource management. Therefore, the recruitment work will also, to a certain extent, have a more direct impact on the performance of the enterprise. There are three main points. Firstly, the employees who can match the corresponding jobs can, to a certain extent, greatly improve the productivity of the enterprise, as well as the overall performance of the enterprise. Secondly, all aspects of the quality of the staff, can be more serious and responsible to deal with the corresponding work, such staff sense of responsibility and service consciousness is relatively strong, can bring more high-quality service to the customer, which greatly enhance customer satisfaction, thus promoting the enhancement of corporate performance. Thirdly, employees who are in line with the corporate culture can promote a more harmonious working atmosphere, which is conducive to the sustainable and effective development of the organisation.

3.2. Training and Development

If recruitment and selection is the supplement and acquisition of enterprise human resources, then training and development is the optimisation of enterprise human resources. Strengthening the training of employees can promote the improvement and perfection of employees' working ability, and then enhance the efficiency of employees. Employees continue to promote their own development through training according to the development of the times, and the introduction of new technologies, enterprises can develop in line with the development of the times. In addition, it is necessary to pay special attention to the staff training process, but also to guide employees to establish a positive and optimistic attitude to work, in the training work to implement the organisational culture and spirit of the enterprise. In addition, in the process of staff training, but also be able to feel the enterprise to its degree of importance, improve the enthusiasm of the staff, and then to a certain extent, for the development of enterprise performance to lay the foundation for improvement.

3.3. Performance Appraisal and Incentives

Providing incentive pay based on employee performance is a common approach, whether based on individual or group co-operation [11]. Performance appraisal and incentives have a significant impact on employees. When employees know that their performance will be evaluated and rewarded, it can motivate them to work harder and achieve better results. However, some pay for performance methods can be counterproductive, leading to contentious employee behaviour, complaints about unfair pay allocations, or overwork and stress [11]. Performance appraisals provide employees with feedback on their strengths and areas for improvement, which can help them grow and develop professionally. As rewards, such as bonuses or promotions, they can also serve as a form of recognition and reward for an employee's hard work and achievements. This can increase job satisfaction and motivation, which can lead to higher levels of productivity and performance in the company. Also based on the company, there is scope for continuous employee feedback and annual reviews of employees. Performance appraisals can align employee goals with organisational goals [11].

3.4. Employee Benefits and Satisfaction

Employee well-being and satisfaction are extremely important to a business. When employees are happy and satisfied with their work environment, they tend to be more productive, more engaged, and more loyal to the company. Many big companies that we all know take employee welfare very seriously. An example is China's famous hotpot restaurant brand - Haidilao. In Haidilao, employees are not only treated better than other restaurant companies, they are also trusted by the company [12]. In addition to salary, Haidilao has a set of perfect and innovative welfare system and can meet differentiated needs for different employee groups. Outstanding employees receive free flats, parental allowances, child education allowances and other benefits. Haidilao's welfare model is a successful model with Chinese characteristics, which manages its employees who are migrant workers through humanisation and affection [13]. Providing these attractive employee benefits can increase a company's employee retention rate, reduce turnover costs, and improve overall performance. In addition, satisfied employees are more likely to provide better customer service, for example, in the case of Haidilao, the employees have high welfare benefits, which makes them extremely meticulous and enthusiastic about customer service. So much so that this over-enthusiastic service has led to a lot of positive external comments about Haidilao as a company. This can have a positive impact on the company's reputation and bottom line. Many studies have shown that investing in employee wellbeing and satisfaction can improve organisational outcomes and long-term success.

4. Measures and Suggestions

4.1. Optimising the Allocation of Human Resources

The relevant human resource managers should, first of all, clarify the strategic objectives of the enterprise. After this, the corresponding actions are carried out. This will lay a solid foundation for the improvement of the overall performance of the enterprise. Relevant human resources management personnel, must be able to more fully and comprehensively understand the actual situation of each employee, as well as personality characteristics, so as to be able to choose the right candidate for the job. Afterwards, in the use of competition and assessment for selection, must always adhere to the principle of fairness and impartiality. Then, in the selection process of human resources, must adhere to the principle of unified deployment, can be more fully exploited the advantages and role of each employee of the enterprise.

4.2. Enhance Staff Training

In order to further improve the efficiency of the staff, as well as the technical level of the staff, the relevant management personnel can regularly give students the appropriate training. The use of more scientific and reasonable training work, greatly improve the technical level of employees. On the one hand, it can greatly improve the performance of the staff's own wages, on the other hand, it can promote the overall performance and competitiveness of the enterprise. In addition, the use of human resources management strategy, the development of more targeted and reasonable training programmes, prompting employees in the continuous learning, as well as the work process, to carry out their own work ability to improve, and employees can be adjusted accordingly, so that they can better adapt to the development of enterprises. Therefore, human resources management personnel, must be based on the actual strategic needs of enterprises, to further strengthen the training of employees. The use of different ways and means, so that employees can more deeply understand the strategic objectives of the enterprise. Based on this, the management of human resources puts forward new requirements, the corresponding management work, can start from the actual strategic objectives of the enterprise, but it should be noted that, also according to the reality of the goal of continuous

change and improvement. Through this way, to achieve the purpose of efficient human resources management. In turn, it can promote the continuous improvement of enterprise performance, and can lay a more solid foundation for the improvement of enterprise performance.

4.3. Actively Improving Employee Well-Being

There are several ways companies can improve employee satisfaction and well-being. Firstly, providing opportunities for career development and growth can help employees feel motivated and engaged. This can lead to a sense of clarity about the future as well as a sense of worth. Second, offering a competitive compensation and benefits package can make employees feel valued and appreciated. After all, money is attractive to most people. This can become a common source of motivation for the company's employees. Companies can also create positive work environments by promoting work-life balance, fostering a supportive and inclusive culture, and providing resources for physical and mental well-being. Regular communication and feedback channels can also help to address any concerns or questions employees may have.

4.4. Effective Creation of Employee Evaluation and Motivation Policies

The company should improve assessment expectations based on the typical non-performance, competencies of the employees. Try to use the SWOT framework to create the strengths and weaknesses of each team member. Such an analysis allows the assessment to highlight to the employee's ability to contribute to the company [14]. At the same time, wanting employees to have outstanding assessment scores requires employers to provide feedback like employees, which allows them to find the right direction as well as engagement in their work. In contrast, a lack of feedback can lead to disengagement. People who don't receive meaningful feedback on a regular basis are more likely to actively disconnect or leave at work [15]. Having good incentives in a company will lead to increased motivation as well as better teamwork and lower absenteeism. Companies should increase the diversity of incentives. For example, retention bonuses, referral bonuses, and other incentives. Or some non-monetary rewards. After all, for some employees, extra time off, telecommuting opportunities, or flexible working hours may be more appealing to time-crunched employees or those with long commutes [16].

5. Conclusion

In summary, human resource management practices, including recruitment and selection, training and development, performance appraisal and motivation, as well as employee well-being and satisfaction, have a significant impact on organisational performance. Scientific and effective HRM practices lay a solid foundation for the enhancement of business performance, such as optimising the allocation of my strength, strengthening employee training, actively improving employee well-being, and effectively creating employee evaluation and motivation policies.

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