

IMPACT OF HUMAN RESOURCE MANAGEMENT (HRM) PRACTICES ON EMPLOYEES RETENTION

(A CASE STUDY OF EDUCATION AND BANKING SECTOR IN BAHAWALPUR)

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Wusat-ul-Qamar ² Fariha Iqbal ³

***Abstract:** This research has been conducted to study the impact of HRM practices (career development opportunities, supervisor support, working environment, rewards and work-life policies) on employee retention in The Islamia University of Bahawalpur as well as the banks in Bahawalpur. The data collected through questionnaire from 101 respondents. The results show the positive relationship of above mentioned HRM practices with employee retention. Conclusions as well as directions for future research are discussed.*

INTRODUCTION

EMPLOYEE RETENTION: During the last decade, the personnel/HRM field has shifted from a micro focus on individual HRM practices to a debate on how HRM as a more holistic management approach may contribute to the competitive advantage of the organizations. Three different perspectives have been used in recent researches on the relationship between HRM practices and organizational performance, organizational retention and organizational strategies. (Bjorkman and Pavlovskaya; 2000) A number of studies have found that managing turnover is a challenge for organizations, as different organizations using different approaches to retain employees (American Management Association, 2001). Employee retention is also likely to be important for firm performance. If the company is not able to retain its employees, it will not be able to capitalize on human assets developed within the organization. (Shekshnia, 1994) Retention is considered as all-around module of an organization's human resource strategies. It commences with the recruiting of right people and continues with practicing programs to keep them engaged and committed to the organization (Freyermuth, 2004).

Through the literature survey we have found the different HRM practices that affect the employee retention in an organization. After reviewing the several articles relevant to the employee retention, we have selected the following five variables to study the impact of HRM practices on retention of employees.

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Research Paper On Human Resource Development

Richard A. Swanson



Research Paper On Human Resource Development:

Understanding Human Resource Development Jim McGoldrick, Jim Stewart, Sandra Watson, 2002 This work studies the design and conduct of research in Human Resource Development examining the possibilities and limitations of particular methods and techniques

The Sage Handbook of Human Resource Development Tonette S. Rocco, Michael Lane Morris, Rob F. Poell, 2024-08-30 The Sage Handbook of Human Resource Development offers a comprehensive exploration of the evolving landscape of HRD serving as both an orientation to the profession and an analytical examination of HRD as a field of study and research The handbook addresses key questions such as the state of HRD globally its changes over the past decade and the foundational philosophies and values shaping research and practice in HRD Across eight sections the handbook covers foundational aspects theoretical influences learning and workforce development talent and career development leadership and organizational development diversity equity inclusion and belonging technology enhanced HRD and emerging issues and future directions Each section provides insights into diverse topics ranging from workplace learning action learning and employee engagement to social media artificial intelligence and future trends With contributions from scholars across the globe the handbook reflects the global nature of HRD making it applicable to academic programs worldwide Designed for academics graduate students HR leaders executives managers and consultants this handbook stands out with its diverse perspectives and insights making it an indispensable guide for those seeking a deep understanding of the dynamic field of Human Resource Development

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C LEARNING AND WORKFORCE DEVELOPMENT
D TALENT AND CAREER DEVELOPMENT
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Human Resource Development in Small Organisations Jim Stewart, Graham Beaver, 2003-12-18 This collection of essays provides a comprehensive and critical evaluation of current approaches to human resource development in small organizations

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research and for future professional success

Human Resource Development in Vietnam Hien Thi Tran, Tam To

Phuong, Huyen Thi Minh Van, Gary N. McLean, Mark A. Ashwill, 2021-01-18 Despite recent high GDP growth rates Vietnam remains a developing country in need of developing human resources HR of both genders This can be done through education workplace training corporate social responsibility policies for gender equality support for entrepreneurship and other practices and policies Yet national human resource development NHRD is a relatively new concept in Vietnam This edited volume highlights the importance of HR HRD and NHRD enabling Vietnam to experience sustainable growth and become a modern industrial country It examines the positive changes effected by HRD considering Vietnam s unique historical political economic and cultural contexts This book offers scholars and practitioners an indigenous HRD approach and discusses implications for future research and practices Winner of the 2021 R Wayne Pace Book Award *Human Resource Development as We Know It* Monica Lee, 2012-02-27 The field of Human Resource Development has developed largely through academics scholars and reflective practitioners from across the world coming together Many people link memorable keynote speeches to changes in their research practice career path or even life view Good keynote speeches are a forthright statement of the expert s view and thus are often not published Now that HRD is maturing there is a need to recapture some of those earlier moments both as a form of archive and also to shed light on the path that has been followed Twenty two speeches seminal to the field of HRD are included in this volume These speeches are milestones along the path of the development of the field as well as reconstructing their speech the contributors have also located it within the time it was given and commented on how the field has developed since This book is a resource not only as an archive and for those who wish to relive their pivotal moments but also for anyone interested in the development of HRD as a discipline This unique approach provides an exciting and engaging way to reflect on cutting edge issues in the academic and practitioner world of HRD

Human Resource Development in South Korea Doo Hun Lim, Seung Won Yoon, Daeyeon Cho, 2020-10-28

Winner of the 2020 R Wayne Pace HRD Book of the Year Award this edited book covers major trends notable distinctions and the challenges and needs for preparing future HRD activities in South Korea It consists of three major sections national and social issues of HRD sector perspectives on HRD and contemporary issues and trends To cover contemporary trends and future issues authors examine topics in diverse areas such as the application of data analytics for HRD action learning trends and psychological and work climate issues affecting performance Through theory and cases this book will show how HRD can be successful at the organizational industrial and societal levels as well as the future needs required to further advance HRD in the nation

Global Human Resource Development Thomas Garavan, Alma McCarthy, Michael Morley, 2016-02-05

Drawing on contributions from leading academics in the field this volume within the Routledge Series in Human Resource Development specifically focuses on Global Human Resource Development HRD Specifically the volume provides an overview of 17 regions 85 countries and includes one emerging market grouping CIVETS This book examines the role of the state in

HRD the relationship between HRD and the level of economic development in the country or region the influence of foreign direct investment within the country or region and firm level HRD practices within countries or regions Global Human Resource Development analyzes HRD from institutional and cross cultural perspectives making it possible for the first time to analyze trends across countries and regions and to draw conclusions about the value of institutional and cross cultural perspectives in the HRD context There is currently no book on the market that conceptualizes the discipline of global HRD in this way making this a definitive book on HRD across the globe of particular interest to researchers and reflective practitioners Resources in Education ,2001-10 **The Palgrave Handbook of Critical Human Resource**

Development Joshua C. Collins,Jamie L. Callahan,2022-11-17 This handbook presents an expansive exploration of critical theory critical perspectives critical praxis and the impact on the research theory and practice of Human Resource Development HRD Critical Human Resource Development CHRDRD aims to challenge the normative structures practices policies definitions and approaches which have historically dominated the field of Human Resource Development HRD As an approach to HRD CHRDRD raises awareness of social systems organizational policies and practices and research paradigms that silence new ways of knowing and understanding while advancing underrepresented and emerging approaches Through an analysis of power and privilege morality and ethics and ideology and context CHRDRD situates diversity equity inclusion social justice and resistance as a path forward in a rapidly changing global society In contrast to HRD s traditional focus on organization development training and development and career development this handbook adopts a more critical vantage point which classifies the scope and outcomes of HRD across five domains identified by CHRDRD scholars as key to understanding the nature and work of the field organizing relating learning changing and advocating Human Resource Development in Healthcare Nidhi Shah,2009 **Human Resource Development in the Public Sector** Sally

Sambrook,Jim Stewart,2007-01-24 This text provides examples of attempts to develop HRD practices in health and social care contexts within France Ireland the Netherlands Romania Russia the UK and the USA Thus this book is international in scope and appeal The Routledge Companion to Human Resource Development Rob F. Poell,Tonette S. Rocco,Gene L. Roth,2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD

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Table of Contents Research Paper On Human Resource Development

1. Understanding the eBook Research Paper On Human Resource Development
 - The Rise of Digital Reading Research Paper On Human Resource Development
 - Advantages of eBooks Over Traditional Books
2. Identifying Research Paper On Human Resource Development
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Research Paper On Human Resource Development
 - User-Friendly Interface
4. Exploring eBook Recommendations from Research Paper On Human Resource Development
 - Personalized Recommendations
 - Research Paper On Human Resource Development User Reviews and Ratings
 - Research Paper On Human Resource Development and Bestseller Lists
5. Accessing Research Paper On Human Resource Development Free and Paid eBooks
 - Research Paper On Human Resource Development Public Domain eBooks
 - Research Paper On Human Resource Development eBook Subscription Services
 - Research Paper On Human Resource Development Budget-Friendly Options

6. Navigating Research Paper On Human Resource Development eBook Formats
 - ePub, PDF, MOBI, and More
 - Research Paper On Human Resource Development Compatibility with Devices
 - Research Paper On Human Resource Development Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Research Paper On Human Resource Development
 - Highlighting and Note-Taking Research Paper On Human Resource Development
 - Interactive Elements Research Paper On Human Resource Development
8. Staying Engaged with Research Paper On Human Resource Development
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Research Paper On Human Resource Development
9. Balancing eBooks and Physical Books Research Paper On Human Resource Development
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Research Paper On Human Resource Development
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Research Paper On Human Resource Development
 - Setting Reading Goals Research Paper On Human Resource Development
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Research Paper On Human Resource Development
 - Fact-Checking eBook Content of Research Paper On Human Resource Development
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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