

THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON THE PERCEPTIONS OF ORGANIZATIONAL AND MARKET PERFORMANCE OF THE FIRM

Gedaliahu H. Harel and Shay S. Tzafrir

The purpose of our study is to extend the emerging empirical literature on the firm-level impact of human resource management practices. Results based on a national sample of organizations from private and public sectors in Israel indicate that these practices have a significant impact on both the perceived organizational and market performance of the organization. The single independent variable found to be statistically significant in affecting perceived organizational performance was training practices. In the case of perceived market performance, we found that, in addition to training practices, employee selection practices also significantly affected the perceived market performance. © 1999 John Wiley & Sons, Inc.

Introduction

In today's world, organizations are in a constant state of competition. The intensity of competition increases annually and the need to continuously improve organizational performance has never been greater. Managers must be on a constant lookout for ways to maximize their organizations' strategic resources. The resource base approach contends that the organization can develop a sustained competitive advantage only if its activities create value in a unique way, one that competitors cannot easily copy (Barney, 1986; 1991; 1995). This approach transfers the emphasis from the organization's competitive environment to the resources it can develop to use in this environment (Miller & Shamsie, 1996).

The decreased importance of traditional sources of competitive success has led to the increased significance of human resources as part of the organization's intangible resources

with the potential for continuous organizational success. (Lado & Wilson, 1994; Von Glinow, 1993). Product technology and process, market regulation, and access to sources of capital are no longer as essential for success as they once were (Pfeffer, 1994). A human resource system increases organizational performance, develops and maximizes an organization's abilities (Huselid, 1995; Becker & Gerhart, 1996), and contributes to its continuous competitive advantage (Lado & Wilson, 1994). The individuals working in the company become the source and basis for utilization of other resources (Maital, 1994). Thus, through an efficient human resource system, a company's employees become, essentially, a strategic asset. They form a system of resources and rare abilities that cannot easily be copied or replaced, and that provides the company with its competitive edge (Amit & Shoemaker, 1993).

The prevailing universal assumption maintains that there are always human resource

The decreased importance of traditional sources of competitive success has led to the increased significance of human resources as part of the organization's intangible resources with the potential for continuous organizational success.

Human Resource Development Practices In Russia A

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Table of Contents Human Resource Development Practices In Russia A

1. Understanding the eBook Human Resource Development Practices In Russia A
 - The Rise of Digital Reading Human Resource Development Practices In Russia A
 - Advantages of eBooks Over Traditional Books
2. Identifying Human Resource Development Practices In Russia A
 - 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 Human Resource Development Practices In Russia A
 - User-Friendly Interface
4. Exploring eBook Recommendations from Human Resource Development Practices In Russia A
 - Personalized Recommendations

- Human Resource Development Practices In Russia A User Reviews and Ratings
- Human Resource Development Practices In Russia A and Bestseller Lists
- 5. Accessing Human Resource Development Practices In Russia A Free and Paid eBooks
 - Human Resource Development Practices In Russia A Public Domain eBooks
 - Human Resource Development Practices In Russia A eBook Subscription Services
 - Human Resource Development Practices In Russia A Budget-Friendly Options
- 6. Navigating Human Resource Development Practices In Russia A eBook Formats
 - ePub, PDF, MOBI, and More
 - Human Resource Development Practices In Russia A Compatibility with Devices
 - Human Resource Development Practices In Russia A Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Human Resource Development Practices In Russia A
 - Highlighting and Note-Taking Human Resource Development Practices In Russia A
 - Interactive Elements Human Resource Development Practices In Russia A
- 8. Staying Engaged with Human Resource Development Practices In Russia A
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Human Resource Development Practices In Russia A
- 9. Balancing eBooks and Physical Books Human Resource Development Practices In Russia A
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Human Resource Development Practices In Russia A
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Human Resource Development Practices In Russia A
 - Setting Reading Goals Human Resource Development Practices In Russia A
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Human Resource Development Practices In Russia A
 - Fact-Checking eBook Content of Human Resource Development Practices In Russia A

- 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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