

**HUMAN RESOURCE MANAGEMENT PRACTICES AND
ORGANIZATIONAL PERFORMANCE: STUDY IN SUDAN
NATIONAL OIL COMPANY (SNOC)**

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NATIONAL OIL COMPANY (SNOC)**

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ABSTRACT

This study investigates the impact of HRM practices on organizational performance which include practices such as “human resource planning, staffing processes, training and development, reward and compensation systems, employee and labor relations”, and are treated as independent variables. The study is concentrating on study on Sudan National Oil Company (SNOC). Total responses are 100 from 153 population of Sudan National Oil Company (SNOC) are collected and analyzed objectively; it was examined if HRM practices have significant association on organizational performance. The aim is to get real picture on the influence of HRM practices on organizational performance. The finding indicates that, there is positive relationship between HRM practices and organizational performance. This study is important for several reasons. Firstly, recognizing a positive relationship between, HRM and organizational performance; secondly, to clarify the problem and barriers encountered in the application of human resource programs in the Sudanese companies in the context to the case included in this study thirdly, to participate in and contribute to research, resulting in Knowledge increase, and lastly, to assist scholars and other researchers in the HRM field.

DEDICATION

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CHAPTER 1

INTRODUCTION

1.1 Introduction to the Study

Over the past decade, there has been a great deal of interest in the relationship between Human resource management (HRM) practice and organizational performance. This relationship is widely debated topic in the field of management studies (chin-ju Tsai, 2002). Human resource management (HRM) is an important function in organizations and it involves everyone (Schuler, 2000; Guthrie, 2001; Singh, 2003; Leda & Nancy, 2004; Dilfaraz, 2010). Managing human resources effectively requires a special expertise and professionals that perform the task in partnership with the other related managers, employees, and workplace activities.

Over the past 15 or 20 years, many researchers have pointed out that human resource management practices, which consist of planning process, recruitment and selection procedure, training and development program, compensation policy, appraisal system, and so on, can be used to gain competitive advantage or improve performance of the organization (Lado & Wilson, 1994; Huselid, 1995; Boxall, 2003; Kydd & Oppenheim, 1990; Chang & Chen, 2002; Schuler & Jackson, 1987; Fottler, et al. , 1990; Huselid, et al., 1997; Li & Deng, 1999; Benjamin, 2008). Not just only those, many other theoreticians have argued that HRM practice are potential source of sustainable competitive advantage for organization (e.g., Barney, 1991; Dyer 1993; Wright & McMahan, 1992).

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