THE EFFECT OF HUMAN RESOURCES PRACTICE ON JOB SATISFACTION AMONG THE ACADEMICS STAFFS OF YARMOK UNIVERSITY IN JORDAN

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By

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ABSTRACT

The main purpose of this study is to examine the effect of human resources practice on job satisfaction among the academics staffs of Yarmok University in Jordan. The factors that examined in this study are training and development, compensations, performance appraisal, benefit as well as safety and health. The Yarmok Universitie academics staffs were the respondent of this study. The respondent was obtained from the human resource department of the University, a total of 283 questionnaires were distributed to obtained the primary data used for this study, both descriptive and internal analysis employed in this study, the result shows that training and development, compensation, performance appraisal, safety and health precedents employee job satisfaction with training and development showing strongest contribution, suggestions are made for future research on ways to enhance job satisfaction among employees.

Keywords: Job Satisfaction, compensations and performance appraisal, training and development, safety and health, benefit, academics Staffs, Yarmok University and Jordan
ABSTRAK


Kata kunci: Kepuasan kerja, pampasan dan penilaian prestasi, latihan dan pembangunan, keselamatan dan kesehatan, manfaat, kakitangan akademik, Universiti Yarmouk dan Jordan
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CHAPTER ONE

INTRODUCTION

1.1 Introduction

Human resource management is the sense of getting things done through people. It's an essential part of every manager's responsibilities, where many organizations find it advantageous to establish a special division to provide an expert service dedicated to ensuring that the human resource function is performed efficiently.

The impact of human resource management (HRM) practices popularly known as HR practices on organizational performance and employee attitudes has been a leading area of research in the developed world for years, Delaney and Huselid (1996), Huselid (1995), Katou and Budhwar (2007), Petrescu and Simmons (2008). But surprisingly, very limited number of studies have been conducted on HR practices in the context of developing countries, Schuler as cited in Budhwar and Debrah (2001), Sing (2004), Yeganeh and Su (2008), Mahmood (2004). This study aims to fill the existing research gap and to explore the relationship between HR practices and job satisfaction in the context of Yarmouk University (YU).

Academicians, researchers, policy-makers, practitioners, students and other developing countries could benefit from this study by exploring the relationship between HR practices and job satisfaction. This study intends to augment the contemporary research and practice of human resource management. Furthermore, it would also be useful for the developed countries as they find developing countries as attractive places for investment due to their large markets, and cheap and skilled
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