



**PERCEPTION OF STRATEGIC HUMAN RESOURCE
ARCHITECTURE AND STRATEGIC DIRECTION AMONG
EMPLOYEES OF JORDANIAN PRIVATE COMPANIES**

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ABSTRACT

This paper represent an attempt to investigate the perception of employees at Jordanian private companies with regards to their companies strategic human resource architecture, strategic direction and impediments to the implementation of strategic human resource.

A total of 103 employees participated in the study. The respondents are employees of Jordanian private companies located in Irbid, north Jordan.

The results of the study suggest that the level of perception among the employees on the three variables are quite high. In addition, there exist a relationship between strategic human resource architecture and strategic direction.

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CHAPTER ONE

INTRODUCTION

1.0 Introduction

Strategic human resource management evolved the interest of management researchers and theorist for decades. However, the interest of strategic human resource management by researchers and theorist particularly the impact of strategic human resource management on organization performance, need further study. (Delery and Doty, 2002: Chew and Chong 1999: Delery, 1998: Huang, 2000: and Huselid, Jackson, and Schuler, 1995).

The concept of strategic human resource management highlights the importune of human resource component in this study of management. Despite the importance of this concept, it is not enough to achieve fundamental change in behavior management. This concept in turn, should work in a larger framework that includes the strategic level of the organization as a whole which facilitate human resource management planning practices to be more structural and holistic.

Human resources management extends to include many of the functions and practices associated with the formation and development and the preservation of the human element within the organization. The function of strategic human resource would enhance organization to achieve it is vision and desired efficiency. (Denise and Griffin, 2001).

This study aims to identify the strategies and the reality of activities and functions of human resources management among private companies in Jordan. This study would

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