



# HUMAN RESOURCE MANAGEMENT PRACTICES IN ORGANIZATION – AN ANALYSIS IN MANUFACTURING INDUSTRY

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## ABSTRACT

This study is about the practices of human resource management in organizations in the manufacturing industry in Pahang. Generally, a good and effective of human resource practices in every organization is very important because it can help the organization to achieve its objectives and help employees become more motivated to complete tasks regardless of their position in the organization. This study focused on the human resource management as well as the workers in the manufacturing sector. The total samples that were taken are 63 respondents from 80 of manufacturing companies were used in this study.

## INTRODUCTION

The practices of Human Resources Management(HRM)were implemented to manage the employees in the organization to improve their performance and development of the company. Moreover, the level of performance in the organizations was depends on the commitment and behaviour of the employees to performs their works (Ulrich, 1997). Hence, the rate of employees performance in the organizational can be affected by the strategic and practice of the HRM.

## OBJECTIVE/S

### Objective 1

- To determine the impact of Human Resources Management practice on Organizational Performances.

### Objective 2

- To determine the relationship between employee's performance and organizational performance.

## METHODS

### Primary Data

- Questionnaire

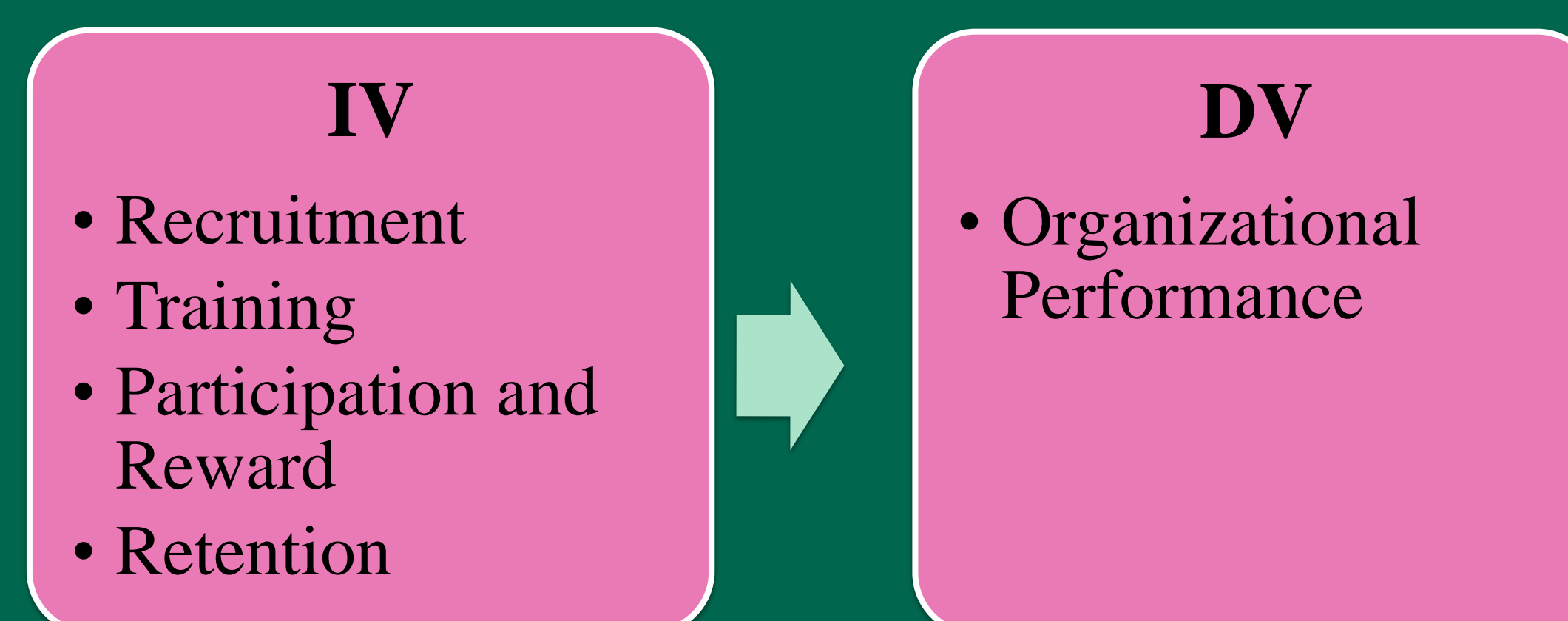
### Secondary Data

- Journals
- Internet sources

### SPSS

- Data analysing

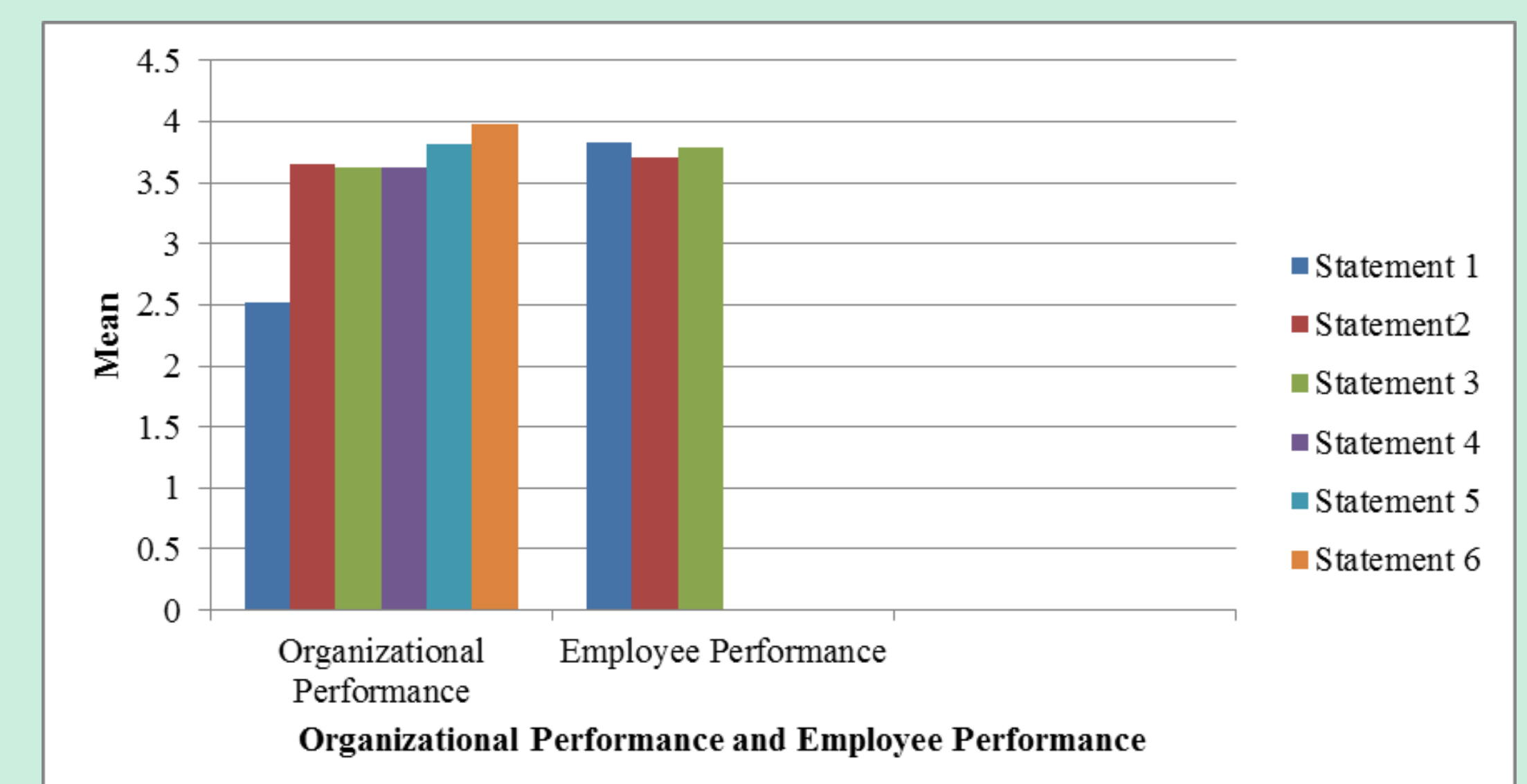
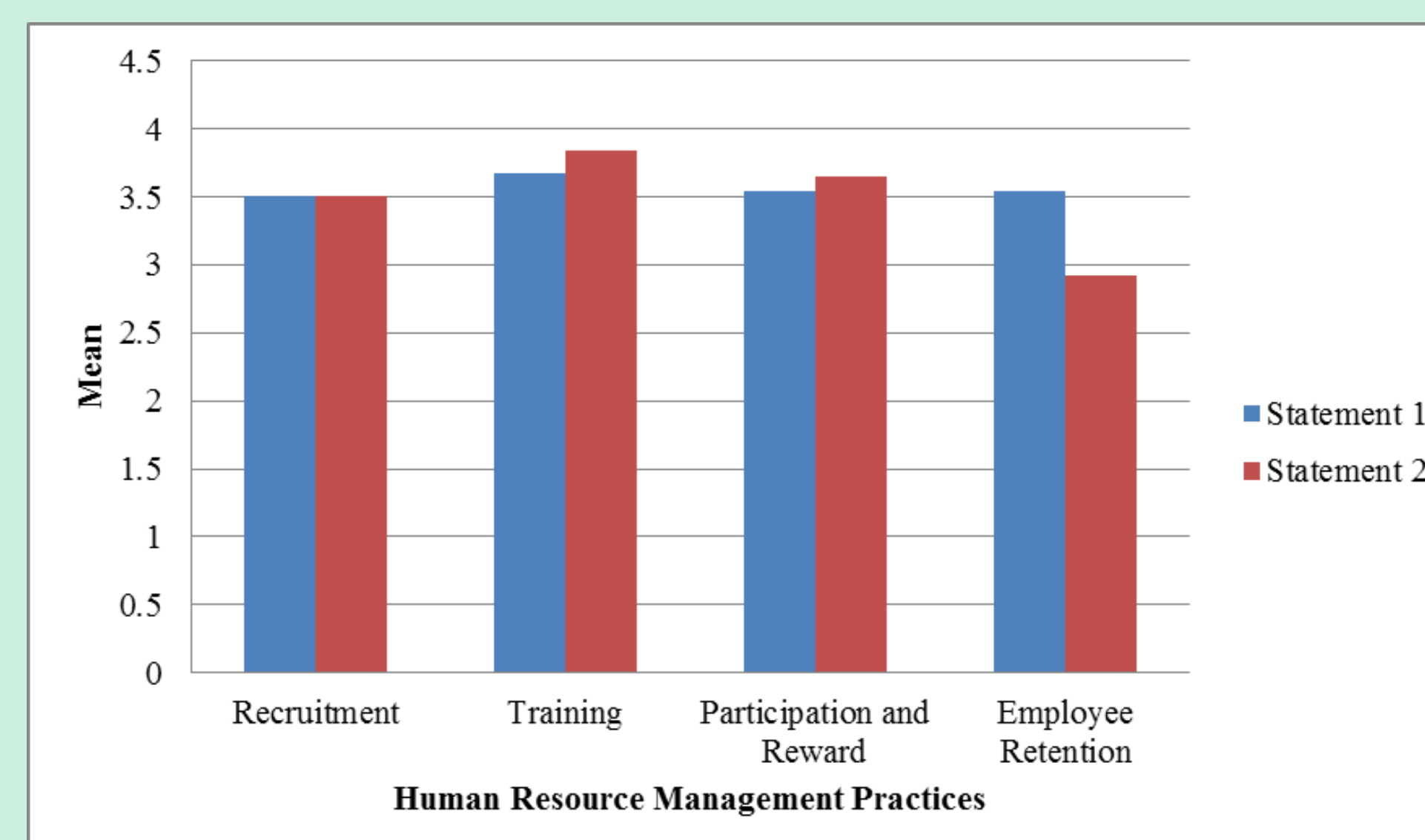
## Schematic Diagram



## Theoretical Framework



## RESULTS



### Objective 1

- Human Resource Management practices can give a great impact towards the Organizational Performance.

### Regression Analysis

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.781 <sup>a</sup>	.610	.604	.355

a. Predictors: (Constant), Human Resource Management Practices

### Reliability Analysis

Reliability Statistics	
Cronbach's Alpha	N of Items
.894	17

### Objective 2

- The employee's performances also have a significant relationship with organizational performance.

### Correlation Analysis

		Organizational Performance	Employee's Performance
Organizational Performance	Pearson Correlation	1	.697**
	Sig. (2-tailed)		.000
	N	63	63
Employee's Performance	Pearson Correlation	.697**	1
	Sig. (2-tailed)	.000	
	N	63	63

\*\* . Correlation is significant at the 0.01 level (2-tailed).

This can be considered that this research has achieved a relevant values for independent and dependent variables

## CONCLUSIONS AND RECOMMENDATION

### Conclusion

- Human Resource Management practices can give a great impact towards the Organizational Performance.
- The Employee's Performances also have a significant relationship with Organizational Performance.

### Recommendations

- Focus on the effective method in order for the HRM practices being applied in more effective and efficient ways.