

The Impact of High Performance Work Practices on Organizational Performance

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Abstract

This research study focuses on emerging competitive world, where the dynamic business competition has led the human resource management to develop most rigorous work environment. In the current scenario, economical advancement is determined by the people having right skills. Human Resource practices have become the necessary requirement for the organization to get sustainability. The current study investigates these high performance work practices in the Telecom Sector of Pakistan. The study also analyzes the role of work autonomy and work training on the non-financial organizational performance along with its determinants as organizational commitments and employee turnover.

The population of the study comprised the managers of the five organizations working in the Telecom sector of Pakistan. A sample of 300 managers stratified randomly selected from the different branches of Islamabad, Rawalpindi, Lahore, Karachi, Peshawar and Abbottabad. The data were collected through self-administrated questionnaires and correlation and regression deployed to analyze the data. The organizational comparison conducted to entail the different response rate of variables.

The results of the study shows that the high performance work practices have a positive significant impact on the organizational performance. The result also shows the moderate and no positive impact of work autonomy and work trainings on organizational commitment and employee turnover.