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**“Impact of e-HRM and High-Performance Work Practices (HPWP) on
Organizational Performance: A developing country perspective”**



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ABSTRACT

The present research study inspects the effect of Electronic Human Resource Management (e-HRM) and High-Performance Work Practices (HPWP) on organisational performance (OP). This study also examines the hypothesized relationship inside the Local Pakistan context. An empirical research was conducted in private banking sector of Pakistan. The sample consists of 13 banks which are currently the most trusted and reputable banks in Pakistan. The concluding sample size of the research study is comprised of 268 questionnaires. For analysis of the data, the software named SPSS is used. The results of this study prove provision for the hypothesised association. Particularly, the current study proves that there is a significant positive impact of HPWP and e-HRM on the organisational performance. Basically, this research revolves around the importance of HPWP, e-HRM practices on OP and how each organization can adopt the latest trends of these variables to enhance their performances in terms of output, employee satisfaction and revenue, and also highlights to the finding that particular work practices such as internal job openings, usage of complaint procedures, higher level of salaries, compensation and reward practices, employment retention, performance assessment are statistically associated to the alleged organizational performance.

Study concludes by outlining numerous thinkable areas of future research and a debate of how practitioners in an organization can do implementations of the findings. The outcomes have showed which practices most meaningfully influence upon various conclusions thereby providing decision makers of an organization with a guide as to how HPWPs and EHRM can be implemented most effectually to attain organisational aims and targets.

Key Words: High Performance Work Practices, Electronic Human Resource Management, Organizational Performance, Human Resource Management, Information Technology, Strategic Human Resource Management.