

IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES' INNOVATIVE WORK BEHAVIOUR

By

**RABEYA RAIS
32629**

A thesis presented to the Department of Management Sciences,
Bahria University Karachi Campus, in partial fulfillment of the
requirements of the MBA degree



SPRING, 2018

Bahria University Karachi Campus



MBA Thesis

2nd Half-Semester Progress Report & Thesis Approval Statement

Name of Student	RABEYA RAIS
Registration No	32629
Thesis Title	IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES' INNOVATIVE WORK BEHAVIOUR

Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
1.	21-Feb-2018	Faculty 4	Topic Approval	
2.	14-Mar-2018	Faculty 4	Discuss chap 1, 2, 3	
3.	8-May-2018	Faculty 4	Discuss chap 4, 5, 6	

APPROVAL FOR EXAMINATIONCandidate's Name: RABEYA RAIS Registration No: 32629Thesis Title: IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON EMPLOYEES' INNOVATIVE WORK BEHAVIOUR

I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 13% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature: Date: 66.07.18Supervisor's Name: S. SAAD AHMEDHoD's Signature: Date: 6-7-18

ABSTRACT

Purpose: The aim of this research is find out the impact of human resource management practices on innovative work behaviour of employees. The main objective of this study is to analyse how human resource management practices stimulates employees' IWB in diverse working sectors of Karachi. The human resource practices selected for this study are staffing, training and development, rewards, job designs and performance appraisals.

Research methodology: This research follows the quantitative approach. The research was an explanatory in nature. The quantitative data was collected using a well-structured questionnaire. Non-probability convenience sampling technique was use as a sampling technique. The sample size of this research is 384. Data is collected from the employees working in the different working sectors of Karachi only. The study uses correlation and regression analysis to test the hypotheses in the sample of 384 respondents.

Findings: The outcomes of the research discloses that there is a an impact of staffing, training and development, job design and performance appraisals on employees' innovative work behaviour while on the other hand reward does not show any impact on innovative work behaviour of employees.

Practical implications: The outcomes of this research will provide implications for many human resource management professionals, who want to improve human resource system, which stimulates the innovative work behaviour of employees. This study will provide the accurate inquiries about the innovative work behaviour of employees that how it will be effect by human resource management practices.

Key words: Innovative work behaviour, Human resource practices, Staffing, Training and Development, Rewards, Job design and Performance Appraisals.

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