

Research article

Human Resource Practices (HRP) and its impact on employee performance in context of female personnel

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Abstract

Human Resource practices potentially contribute to female employee's performance and productivity with respect to age. The HR practices evaluations to achieve a high level of functionality and performance as well as productivity of employees are the challenges. Bases on expected and development of theory and practices of human resources. Job performance changes with depends on slightly with working conditions and HR practices directly on Trainings, performance appraisals, employment securities, Job descriptions, and result oriented internal opportunities affect the performance of the employees. This study has been in DGkhan division because female employees are the ignored segment in our culture but have significant contribution to build up the society. The questionnaire has been developed carefully and been elaborated to female employees with deep sense of the questions and got answers from employees. **Keywords:** Female job performance(FJP), Human resource practices trainings(HRPT), Human resource practices employment security (HRPES), Human resources practices job description(HRPJD), Human resource practice performance appraisal(HRPA), Human resource practices internal growth(HRPIG)

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1. Introduction

Across the world, such as the female workforce, older workers, workers on the results of research on the impact of HR practices (Armstrong-Stassen, 2008, Rau and Adams, 2005), is expanding, the study of attention, especially in HR practices for workers. Armstrong-Stassen and Ursel (2009), for example, workers to stay in the training and development practices with the aim of increasing the perceived organizational support. The selection, optimization, and compensation (Soc theory) (Baltes et al., 1999), the principles of life, parallel, and so we work related to HR practices argue that the objectives of the program varies with age. So, on the one hand and HR practices (see also Peccei, 2004) was expected that the other side (e.g., job performance) to (i.e., job satisfaction, organizational commitment and organizational justice) well-being of employees, and both of their working relationship between employee performance is governed by age. With this study, we have two ways for the purpose of workers in HR practices contribute to the literature: First, HR deal of space, and the second related to workers, representation

and provide a theoretical justification or some HR practices by examining the underlying mechanism may be that less powerful explanation of why the welfare of workers.

2. HR practices female employees and performance

The application was argued and well-being as well as to identify and work performance (Appelbaum et al, 2000, Visitor, 2002, 2011). Specifically, scientists HR practices (whether labeled high-performance, high-commitment HR practices) that provide a vacuum to participate in the output more rationale with increased discriminatory efforts and abilities, also motivation guess. This line of reasoning individual performance (Appelbaum et al., 2000) contribute to individual ability, motivation and opportunity to recommend the performance ability, motivation and opportunity (AMO model). In addition, the norm of reciprocity HR (Host, 2002) and optimistic work-related attitudes and behavior. The arguments supporting the organization's HR practices intentions towards them, or "signal" offer

as a functioning social changes affecting workers (Blau, 1964) and signal theory (Bowen and Ostroff, 2004) are supported. Here is the general assumption is that the individual worker personal commitment to them, and as an investment with a positive attitude towards the organization and the benefits of positive behavior.

Studies on the association between HR practices, employee and performance that social Bus (Van de Voorde et al., 2011) was designed diversity. Danna and

Griffin (1999) based on employee well-being takes into account all the work. Similarly, Grant et al. (2007) and Warr (1987), the overall quality of the functioning of the workplace experience of employees work-related definitions. Therefore, it means that the overall experience of workers or welfare of employees and the organization of work and the right impact.

$$FJP = \beta_0 + \beta_1(WC) + \beta_2HRPT + \beta_3HRPA + \beta_4HRPJD + \beta_5HRPES + \beta_6HRPIG$$



Hypothesis: The HR Practices have significant impact on female employee's performance.

2. Methodology

2.1 Participants

Questionnaires had been distributed for data of the quantitative study of 10 organizations in the public sector and 10 in private sector in the DGKhan division. Data was collected through a survey among employees. Within these organizations, HR consultant and functional HR managers HRM structure (time) control of HR, but not a requirement. So 50 employees randomly selected for the age group 20 to 60. Our selected sample and wide range of jobs (e.g. Management, engineering, logistics, health care, life insurance, education etc.)

2.2 Measures

HR practices HR practices were measured with five items. Experience in HR practices (ie, on how to organize practice) and work practices (i.e. practices used to encourage the development and employees) relating to the case Boxall and Macky (2009) noted, that the correlation and regression analysis has been used (Appelbaum et al, 2000) and HR experience (Boselie et al, 2005, Combs et al, 2006) based on the previous reviews, we have the ability to work and employment including HR experience (e.g., training), motivation (e.g., performance appraisal) and the opportunity to perform (for example, the exchange of information). Accordance with suggestions by Boselie et al. conceptually, the SOC and regulatory attention to

the development and maintenance HR practices based on the theories of distinguishing between packages (2005), the maintenance of HR experience, security and individual employees in the face of new challenges to maintain their current level of assistance to return to the previous level after a loss, or are within the competence of HR practices. HR practices those are included in this bundle of formal performance appraisal, career advice, information and business in order to improve as much as you need to have the ability to pay attention. Thus, we consider the performance of the duties of a job, career advice and opportunities for the participation of the new challenges that help in dealing with employees, business resources, they (achieve a high level of experience in HR development, employee development, growth and also see Demerouti et al., 2001) may face as they age. We have HR experience within HR package (ie a difficult job training, knowledge and skills to make full use of the more; Chadwick, 2010), we expect to strengthen each other, and the like (Delery, 1998) there is a positive synergy. Chadwick (2010), the HR practices, such as confirming the existence of a positive synergistic package factor analysis (CFA) can be tested as a co variation methods.

3. Results

Means, SDs, correlations and reliability coefficients (bold) for the key variables are reported reveals that all five bundles of HR practices are positively correlated with i.e., job performance, and maintenance and working conditions HR practices are positively correlated with job performance.

Table 1 : Model summary

Model	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.49	0.419	0.20528

a. Predictors: (Constant), HRPIG, HRPES, WC, HRPJD, HRPJA, HRPT

Table 2 : ANOVA

Model	Sum of square	Df	Mean Square	F.	Sig.
Regression	1.744	6	.291	6.896	.000 ^b
Residual	1.812	43	.042		
Total	3.556	49			

a. Dependent Variable: JP

b. Predictors: (Constant), HRPIG, HRPES, WC, HRPJD, HRPJA, HRPT

Table 3 : Unstandardized and Standardized Coefficient

Model	Unstandardized coefficient		Standardized coefficient	t.	Sig.
	β	Std. Error	B		
Constant	1.001	.147		6.827	.000
WC	.453	.078	.520	2.682	0.039
HRPT	.406	.311	.394	2.341	0.045
HRPES	.405	.142	.550	1.939	0.064
HRPJD	.556	.277	1.037	2.005	.051
HRPA	.424	.238	.555	-1.939	0.3065
HRPIG	.400	.154	.540	2.050	0.0519

a. Dependent Variable: JP

4. Conclusion

The results shows in table 2 that constant 1.001, standard error is 0.147, and β is 0.520 and significant level is 0.000 working condition shows 0.453, standard error is 0.078, β is 0.320 and significant level is 0.0399. HRPT 0.405 standard error is 0.142, and β is 0.594 and significant level is 0.0435. HRPES 0.406, standard error is 0.311, and β is 1.037 and significant level is 0.064, HRPJD 0.556, standard error is 0.277, and β is 0.550 and significant level is 0.051. HRPJA 0.424, standard error is 0.238, and β is 0.555 and significant level is 0.0519. HRIG 0.400, standard error is 0.154, and β is 0.540 and significant level is 0.0519. and Table 1 result shows regression by using Anova is 1.744 and df is 6, mean square shows 0.291, in correlation table 3 shows that Pearson shows WC 0.540, JP 1, HRPT 0.620, HRPES 0.395, HRPJD 0.678. HRPJA 0.632 and HRIG 0.415. The model

summary shows that R square value is 0.490 and standard error of the estimate value is 0.20528 It reveals that all five bundles of HR practices have positively correlated with job performance and that maintenance and working conditions. HR practices are positively correlated with job performance. So confidence level of research is significant and our Null hypothesis has been true. The limitation of research is that only DG Khan division female employee's community has been sampled. Further research will be on female employees performance will be compared with age at international level.

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