

The impact of high performance work practices on job performance related outcomes: an empirical analysis



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ABSTRACT

This study is related with the role performed by human resource practices in making organizational performance better. In this study, it will be researched that how high performance work practices can increase the job performance. There were certain objectives of this research. Firstly, researcher attempts to understand the phenomenon of high performance work practices and its impact on employee work outcome. Secondly, the role of organizational culture in facilitating high performance work practices in organization is analyzed. In this study, the importance of organizational culture and person-organization fit will also be discussed with respect to high performance work practices and job performance. The study will be conducted in Pakistani context. The approaches used in this study to meet the set objectives are positivism research philosophy and quantitative research. The population selected for the study is the workforce of banking sector, employed in Rawalpindi/Islamabad, and primary data collection method is used for the study. The sample size for this research is 200 workers. In order to analyze the data, researcher SPSS version 20. In order to test the data, researcher has used mediation and moderation effects, given by Preacher and Hays Macro (2008). The findings of study indicate that performance evaluation as well as training has an effect on job performance. In addition, employee participation in decision making process as well as staffing has a significant impact on the job performance. Likewise, person-job fit considerably intervenes the relationship between participation in decision making, performance evaluation, training as well as staffing and job performance. Organizational culture has been demonstrated as the moderator between job performance as well as high performance work system practices.

Keywords: organizational culture, job performance, high performance work system, person-organization fit

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