HUMAN RESOURCE OUTCOMES: A META ANALYSIS

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Abstract

This manuscript aims to determine the impact of certain human resource (HR) practices on organizational and employee based factors. These factors include organizational performances, employee productivity and turnover intentions. It explored the individual impact of all the non-financial measures that determine the performance and productivity of an organization. A meta-analytical technique was systematically conduct to study the already prevailing empirical evidences. The sample size of the study consisted of 55 articles through a statistical analysis of Fisher Z metric, which is a transformational implementation of the correlation between variables. The results determined that certain HR practices such as employee skills and training have more impact on organizational performance. Moreover, where on one hand HR practices significantly improve productivity of employees on the other hand it has an inverse effect on turnover intentions of employees working within an organization.

Keywords: Organizational Performance, Employee Productivity, HR Practices, Turnover Intentions.

JEL Classification: Z000

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