

Section - 1

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Q-1 - Explain the SHRM with its relation in an organisation.

Ans - The study analyzed the relationship of strategic HRM practices with organizational performance and employee relations climate in Banking sector. The moderating effect of gender between SHRM practice and employee relations climate. The results reveals that gender moderate the relationship of SHRM practice with the employee relationship climate.

Strategic human resource management (SHRM) is the process of linking the human resource functions with the strategic objectives of the organisation in order to improve performance. Strategic human resource management has focus on the all HR adopted by public and private companies. It is a thought human resource management.

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2015

THURSDAY
OCTOBER

01

Strategic human resource management (HRM) organization plays vital role in success and performance

Papers become an essential element to organizations development. Although extensive literature is available on the HRM practice can be like with organizational performance. Thus to fill this gap, the study aims to examine the relationship between HRM practice and organizational performance in Iraqi oil sector.

According to the Jenkins et al the organizational performance criteria should include profitability, productivity, market efficiency, satisfaction but also employee performance and morale. In the proposed employee performance is highly related to the organizational performance is highly related influence organizational performance.