

## Section-1.

Ques: Explain the SHRM with its relation in ~~an~~ organisation.

Ans Strategic human resource management (SHRM) is the process of linking the human resource function with the strategic objective of the organization in order to improve performance. Strategic human resource mgt. focuses on the overall HR strategies adopted by b/s units and companies, according to John Bratton, 2009. It is a thought that integrates traditional human resource mgt activities within a firm's overall strategic planning and implementation, thus called strategic human resource management.

Strategic human resource management (SHRM) plays a vital role to organizations success and performance.

People become an essential element to organizations & development. Although, extensive literature is available on the SHRM practices can be linked with organizational performance. Thus, to fill this gap, the study aims to examine the relationship b/w SHRM practices and organizational performance in Iraq oil sector.

According to Gunasekaran et al. the organisational performance criteria should include profitability, productivity, marketing effectiveness, customer satisfaction but also employee performance and morale. In the perspective, employee performance is tightly related to organizational performance will positively influence organizational performance.