

SHRM:

The SHRM Competency Model identifies **what it takes to be a successful** HR professional—across the performance continuum; around the globe; and across all career levels, job roles and job functions. SHRM worked with HR professionals around the globe to create the model, which:

- Defines the competencies and knowledge necessary for effective practice as an HR professional.
- Supports HR practitioners in their career and professional development.
- Helps organizations build approaches to identify and cultivate high-quality HR leaders, individual contributors and teams.

The SHRM Competency Model provides the **foundation for talent management** throughout the HR lifecycle and helps organizations ensure that HR professionals are proficient in the critical behaviors and knowledge necessary to **solve today's most pressing people issues** and strategies.

Strategy is a multi-dimensional concept going well beyond traditional competitive strategy concepts. Strategies are broad statements that set a direction. Strategies are a specific, measurable, obtainable set of plans carefully developed with involvement by an institution's stakeholders. These action statements are linked to an individual or individuals who are accountable and empowered to achieve the stated result in a specific desired timeframe. They are patterns of action, decisions, and policies that guide a group toward a vision or goals.

Strategic human resource management is designed to help companies best meet the needs of their employees while promoting company goals. Human resource management deals with any aspects of a business that affects employees, such as hiring and firing, pay, benefits, training, and administration. Human resources may also provide work incentives, safety procedure information, and sick or vacation days.

SHRM with its relation in an organization:

This study analyzed the relationship of Strategic HRM practices with organizational performance and employee relations climate in banking sector of Pakistan. This study also tested the moderating effects of gender between SHRM practices and employee relations climate. A questionnaire was developed to collect the data from experienced employees working in the same industry. The empirical research was done on a random sample of 300 employees out of which 183 responses were received. Pearson's product moment of correlation; Regression analysis (Baron and Kenny); Descriptive Statistic (Mean and Std. Deviation) were used. Also Cronbach alpha was used to check the validity of the instrument used to collect data. The result reveals that gender moderates the relationship of SHRM practices with employee relations climate. Also SHRM practices have a positive relationship with organizational performance and employee relations climate. Research implications and future studies are also discussed.