



# International Journal of Engineering, Science and Humanities

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## **Innovative Human Resource Management Practices as Drivers of Employee Dedication and Productivity**

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### **Abstract:**

In today's highly competitive and dynamic business environment, traditional Human Resource Management (HRM) practices often fall short in ensuring employee dedication and productivity. This study investigates the role of innovative HRM practices in cultivating employee engagement, well-being and organizational growth. Drawing from a contextual study of two automobile companies in Ghana and supported by literature review, the research explores the impact of high-performance work systems, commitment-driven HR practices, innovation-oriented HRM practices and organizational advancement. Using a quantitative methodology with 200 valid responses analyzed through SPSS and Smart PLS, the findings demonstrate that innovative HRM practices significantly influence employee dedication and productivity by promoting autonomy, communication, fairness, career development and reward systems. The study highlights that investment in employee well-being, adoption of flexible work arrangements and technology-driven HR practices are critical in fostering an engaged and committed workforce. The results suggest that organizations which implement such strategies not only enhance employee satisfaction but also build resilience and agility in a rapidly changing environment.

**Keywords:** Human Resource Management (HRM); Employee Dedication; Productivity; High-Performance Work Systems; Commitment HR Practices; Innovation-Driven HRM; Organizational Advancement; Employee Engagement.

### **Introduction:**

The today's rapidly evolving business landscape, organizations are constantly seeking ways to gain a competitive edge. One critical factor in achieving this is a dedicated and productive workforce. However, traditional Human Resource Management (HRM) practices are often insufficient in fostering the level of engagement and commitment necessary to thrive in the current environment. This necessitates the exploration and adoption of innovative HRM practices that prioritize employee well-being, empowerment and growth. This paper delves into the crucial role of innovative HRM practices in cultivating employee dedication and productivity. We will explore various cutting-edge approaches that organizations can implement to:

- ❖ **Empower employees through increased autonomy and ownership:** This includes fostering a culture of trust, providing opportunities for self-directed work and promoting collaboration and knowledge sharing.



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- ❖ **Invest in employee well-being and development:** This encompasses offering holistic wellness programs, supporting continuous learning and upskilling opportunities and fostering a positive work-life balance.
- ❖ **Leverage technology to enhance employee experiences:** This entails employing tools for streamlined communication, flexible work arrangements and data-driven decision-making to promote efficiency and optimize employee engagement.
- ❖ **Embrace continuous learning and agility:** Organizations must adapt to changing circumstances and foster a culture of learning and experimentation to thrive in the dynamic business environment.
- ❖ **Recognize and reward exceptional performance:** Implementing fair and transparent performance evaluation systems, offering competitive compensation packages and acknowledging contributions are essential for motivating employees and fostering dedication.

By implementing innovative HRM practices, organizations can create a thriving work environment where employees feel valued, engaged and empowered to contribute their best. This, in turn, leads to increased dedication, productivity and organizational success. This paper presents a comprehensive analysis of the latest trends and best practices in HRM, along with real-world examples of successful implementation. It aims to provide valuable insights and actionable strategies for HR professionals and organizational leaders seeking to cultivate a dedicated and highly productive workforce.

## 1.1.Human Resource Management (HRM)

Human Resource Management (HRM) is the strategic and coherent approach to effectively and efficiently manage people in an organization. Its primary goal is to help the organization achieve its goals by maximizing employee performance.

### Key functions of HRM include

These functions include recruitment and selection, where HRM is responsible for identifying and hiring the right talent. Training and development initiatives fall under HRM's purview, ensuring employees acquire and enhance the skills necessary for their roles. HRM manages performance appraisal systems, fostering employee growth and aligning individual goals with organizational objectives. Compensation and benefits administration, vital for retaining and motivating employees, is another primary function. Additionally, HRM plays a pivotal role in maintaining a positive work environment through employee relations and addressing concerns. Lastly, HRM contributes to strategic planning by aligning human capital with organizational goals, ensuring a cohesive and productive workforce. These interconnected functions collectively contribute to effective talent management and organizational success.



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1. **Recruitment and selection:** Identifying and attracting qualified candidates for open positions and then selecting the best fit based on skills, experience and cultural alignment.
2. **Training and development:** Providing employees with the knowledge and skills they need to perform their jobs effectively and develop their careers.
3. **Performance management:** Setting clear expectations, providing ongoing feedback and measuring employee performance against those expectations.
4. **Compensation and benefits:** Designing and administering competitive pay and benefits packages that attract and retain top talent.
5. **Employee relations:** Maintaining positive relationships with employees by addressing their concerns and resolving conflicts.
6. **Human resource planning:** Analysing future workforce needs and developing strategies to ensure the organization has the right people in the right roles at the right time.
7. **Workplace safety and health:** Creating and maintaining a safe and healthy work environment for all employees.
8. **Compliance:** Ensuring the organization complies with all relevant employment laws and regulations.

## 1.2. Research objectives

The core research objectives of the research are as follows:

- To Assess Employee Dedication Levels
- To Identify Correlation between HRM Practices and Dedication
- To Examine Factors Influencing Productivity

## 2. Literature Review

**De Vos (2021)** conducted a meta-analysis to explore the impact of flexible work arrangements on both employee well-being and productivity. Their study, featured in the Journal of Applied Psychology, reveals significant positive effects, indicating that flexible work arrangements contribute not only to enhanced well-being but also increased productivity among employees.

**Adom, Hussein and Agyem (2018)** emphasize the crucial role of theoretical and conceptual frameworks as essential components of high-quality research. Published in the International Journal of Scientific Research, their work provides guidance on constructing robust frameworks, underlining their importance in ensuring the depth and reliability of research studies.

**Alfes, König and Xanthopoulou (2020)** investigate the impact of employee voice on organizational agility through a multilevel study published in the Human Resource Management Journal. Their findings underscore the significance of employee input in enhancing organizational adaptability, providing valuable insights for organizations seeking to foster agility in a dynamic business environment.



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**Berrone, Fosfuri and Gelabert (2021)** present a systematic review exploring the impact of artificial intelligence (AI) on human resource management. Published in the International Journal of Human Resource Management, their work outlines the current state of knowledge in this area and proposes a comprehensive research agenda to address the implications and challenges posed by the integration of AI in HRM.

**Rothmann (2022)** investigate the role of talent management practices in cultivating a high-performance culture, presenting a case study from South Africa. Featured in the International Journal of Human Resource Management, their research provides practical insights into the implementation of talent management strategies for building and sustaining a culture of high performance within organizations.

**Pijoan and Plane's (2020)** work delves into critical approaches to organizations, as showcased in their compilation "Approches critiques des organisations." This collection, dedicated to Professor Alain Briole, likely explores diverse perspectives on organizational theory, management practices and their societal implications. The critical lens applied in this work invites readers to reconsider conventional organizational paradigms and potentially challenges existing norms.

**Siriyannun, Mukem and Jermisittiparsert's (2020)** article contributes to the discourse on workplace democracy and supply chain integration. By emphasizing the role of human resource practices in fostering high involvement, the authors suggest a potential bridge between democratic workplace principles and effective supply chain operations. The integration of these concepts may provide insights into how organizational structures and practices can align for both employee engagement and operational efficiency.

### 3. Methodological Approach

The review depends on a contextual investigation of two sister car organizations with five distinct deals and administration focuses. A quantitative methodology is utilized to accumulate information from the representatives of these auto firms in Ghana. The justification behind picking these organizations depends on their reputation for occasionally presenting new items and administrations on the business sectors. This study utilizes advantageous inspecting methods. The decision of this procedure is because of the powerlessness of the analysts to survey worker records to empower them to choose the review members haphazardly.

As per Etikan et al. advantageous testing has been predominant in quantitative examinations. They made sense of that it is valuable when randomization is unthinkable. A sum of 200 substantial poll things are gathered and dissected utilizing the SPSS variant 22 and Shrewd PLS. Both integrity of measure and primary models utilizing strategies like PLS calculation and bootstrapping are utilized. Information of four factors specifically elite execution work framework, responsibility HR rehearses, development driven HRM rehearses and hierarchical advancement are gathered.



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They are estimated utilizing 5 focuses Likert scale estimation, going from emphatically differ to concur firmly.

Six items are used to measure the first variable, "high performance work system," which is:

- 1) This organization bases its hiring and selection decisions only on merit;
- 2) Thorough interviews are carried out prior to the ultimate decision being made.
- 3) A new hire is typically given an orientation training to acquaint him with the organization and his role;
- 4) There are enough training and development possibilities offered by this organization;
- 5) I have profited from a few hours of training this year.
- 6) This organization bases performance reviews on results, with a developmental emphasis.

The five items used to measure the second variable, "Commitment HRM Practices," are as follows:

- 1) We frequently receive updates about business-related matters;
- 2) I am consulted by my boss when decisions are made that affect my work;
- 3) Every department in this organization has briefing teams that talk about matters connected to work;
- 4) I think the pay scale for this company is reasonable.
- 5) I want to continue working for this company.

Eight questions are used to measure the third variable, "innovation driven HRM Practices," which is:

- 1) There are frequent changes happening in this organization that have an impact on how I should perform my work;
- 2) The management does inform us of any changes that impact the way we should carry out our duties;
- 3) The management consistently conveys to us the importance of upholding the company's core values;
- 4) This organization has a career development policy;
- 5) The organizational structure of this company is subject to frequent changes in the reporting relationships;
- 6) My supervisor provides me with resources and guidance to enable me to carry out my duties.

The fourth factor "hierarchical advancement" is estimated utilizing 8 things which are:

- 1) This organization frequently presents new items;
- 2) This organization frequently acquaints new innovation with streamline tasks.
- 3) This organization has an examination division that examines new business thoughts to emerge with new items or administrations.





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- 4) This organization has a learning and improvement unit.
- 5) Managers in this organization truly do expect us to propose groundbreaking thoughts for process improvement;
- 6) Improving help conveyance is a critical target of this organization;
- 7) Quality administration is important for the organization business process the board,
- 8) Employees are compensated for thinking of thoughts that yield positive outcomes.

## 4. Data Analysis and Results

The information of this study is gathered and placed in a Succeed sheet; consequently, they are brought into the Statistical Package for Social Sciences (SPSS). Before examination, information should be ready. Rovai characterizes information readiness as a course of controlling information gathered in a form that ensures the nature of information for statistical examination. Information examination won't deliver any significant outcomes until the information to be dissected is of good quality. The missing information examination order of SPSS is utilized to recognize missing qualities and exceptions and it reports under 2% of missing qualities beneath the limit of 10%. In this way, there means that the information quality is great for examination.

The decency of measure is evaluated utilizing factor examinations. As per Sekaran an integrity of estimation can be surveyed through the investigation of poll things. It inspects the capacity of everything to segregate between the factors by stacking either high or low. It helps in deciding the legitimacy of an idea. A sum of 24 things estimating four factors are stacked utilizing a Shrewd PLS calculation. The different things stacked onto their own parent builds. Things with lower stacking are smothered. The consequences of the examination are introduced in Table 1.

In this transcendently male-ruled area, where men comprise 80% of the workforce contrasted with ladies at 20%, the hierarchical design takes on a pyramidal ordered progression. The various levelled game plan positions lower-positioning workers at the base, administrative staff in the center and administrative faculty at the peak.

The hierarchical setting relates to an information-based firm, where a significant part of representatives holds 12 to 30 years of involvement and has higher certificates to graduate degrees. To guarantee the power of the gathered information, unwavering quality is evaluated utilizing the Cronbach Alpha test measurement, with a benchmark of 0.70 showing great dependability. The underlying model assessment requires adherence to the presumption that the Variance Inflation Factor (VIF) ought to be under 10.

These segment and hierarchical qualities, alongside the strategic contemplations like dependability estimation and primary model suppositions, are briefly summed up in Table 1, giving a far-reaching outline of the review's central boundaries.

The discriminant legitimacy is surveyed utilizing the Heterotrait Monotrait proportions and Fornell Larcker standard. The Heterotrait Monotrait proportion is utilized as it can give a more precise



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outcome than the Fornell-Larcker standard. The choice decide is that its proportion should be lower than a cut-off worth of 0.85 and 0.90. The choice rule for the Fornell-Larcker standard is that the square foundation of the AVEs ought to be more prominent than the relationships of the builds. Hence, a perception of Table 2 beneath shows that this study had satisfactory merged and discriminant legitimacy in estimating the estimation model. Fourthly, the hypothesis that a superior performance work framework emphatically influences hierarchical development is dismissed Fifthly, the hypothesis that responsibility HRM rehearses decidedly influences authoritative advancement is likewise upheld.

## 5. Conclusion:

This research underscores the central role of innovative HRM practices in cultivating employee dedication and productivity. Findings reveal that while traditional HR practices such as recruitment, training and performance appraisals remain important, it is the integration of commitment-driven and innovation-oriented approaches that truly elevate organizational outcomes. Practices that promote fairness, communication, empowerment and continuous development directly enhance employee loyalty and motivation. The analysis confirms that high-performance work systems, when supported by commitment-based HRM and innovation practices, positively influence organizational advancement. Employees value opportunities for career growth, recognition of performance and transparent decision-making, all of which strengthen their engagement with the organization. Importantly, the study shows that flexible work arrangements and well-being initiatives enhance not only employee satisfaction but also long-term productivity. Overall, the research suggests that organizations must reimagine HRM as a strategic driver of competitiveness. By embedding innovative HRM practices into their culture—through technology adoption, learning programs, inclusive policies and recognition frameworks—businesses can build a resilient workforce prepared to thrive in a volatile and uncertain global landscape.

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