

Innovative Human Resource Practices and its outcome in organizational Commitment of I.T Professionals - A study

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Abstract

Innovative hour practices were projected by to reinforce effectiveness in organizations and to retain proficient workers within the Organization. The prevailing business setting needs corporations furthermore as their hour groups to suppose out-of-the box, and are available up with innovative approaches to survive the downswing and hold workers along. Innovative approaches would inspire the staff in package corporations to utilize their set of skills and data through discretionary effort realizing firm's business strategy. This approach to human resource management is probably going to contribute to improved economic performance of the firm. This study tries to concentrate on whether or not the introduction of innovative human resource practices ends up in favorable or unfavorable outcomes among the staff within the package companies. The hour practices in Indian package corporations like worker sourcing and human resource development initiatives area unit remarkably totally different from the producing and different service sector corporations. The study tries to seek out the solution for the analysis question: Do the assorted innovative hour practices in package companies bring out human resource outcomes like structure commitment among its employees?

Introduction

Innovation is that the novelty, creativity, change, transformation which adds some price for the user. To sustain with this economic conditions innovation is that the best means. structure innovation refers to new ways that work will be organized and accomplished inside a company, so as to encourage and promote competitive advantage. It encompasses however organizations and peaceably people, manage work processes in such areas as client relationships, worker performance and retention, and data management. Organization innovation has been viewed as a vital weapon for a company to contend during this competitive business surroundings. one in every of the ways that to amplify the structure innovation is thru effective

HRM practices. within the era of economic process whereas sport towards the twenty first century, organizations are getting more and more competitive, dynamic, innovative and productive. package firms square measure using innovative human resource practices that square measure completely different from what the brick and mortar firms use to manage their human resources. The HR practices in Indian package firms like worker sourcing and human resource development initiatives square measure remarkably completely different from the producing and alternative service sector firms.

Nowadays, high package firms in Asian country have adopted a brand new means policy - that of worker manual builder. It saves the corporate virtually thousand bucks alternativ

time spent on worker achievement in addition as well as on several other internal issues encountered in package outsourcing firms.

Literature Review

Commitment may be a belief that reflects "the strength of a human attachment to associate degree organization" (Grusky, 1966, p. 489). Researchers have instructed that reciprocity may be a mechanism underlying commitment (Angle & Perry, 1983; Scholl, 1981) which staff can supply their commitment to the organisation in reciprocation for the organisation having consummated its psychological contract (Angle & Perry 1983; Robinson, Kraatz & Rousseau, 1994). By fulfilling obligations about, for instance, pay, job security, and career development, employers are making a necessity for workers to reciprocate, and this could take the shape of attitudinal reciprocity through increased commitment and consequently influence staff to remain with the organization (Becker & Huselid, 1998; Capelli, 2000; Furnham, 2002; Oakland & Oakland, 2001; Wagar, 2003)

A challenge for human resource practitioners is clearly to style holistic systems that influence commitment and supply positive work experiences at the same time. This is often almost like the thought that it's necessary to implement "bundles" of human resource management practices (MacDuffie, 1995; Youndt, Snell, Dean & Lepak, 1996) to completely influence structure performance (Huselid, 1995). Research proof on the link of Innovative Human Resource Practices with worker attitudes area

unit still terribly restricted (Agarwala, 2002). Hiltrop (1996) provides some proof indicating that best practices inspired worker attitudes and behavior towards strengthening the competitive strategy of a corporation.

The individual's issue has been vital for the expansion of the Indian computer code services business, as a result of the business works on the human resources (HR) augmentation mode (Upadhya & Vasavi, 2006). This implies that the revenue of a corporation is directly connected to variety (the amount/the quantity) of individuals acting on a project (T Schang, 2001). There's increasing interest within the notion that complementary 'bundles' of human resource (HR) practices enhance structure performance (Marchington and Grugulis, 2000; trained worker and Reeves, 1995; Richardson and Thompson, 1999; Wood, 1999). These practices are usually mentioned as 'high performance', 'high commitment' or 'high involvement' practices (Whitfield and Poole, 1997) that, per advocates of this approach, impact absolutely on structure performance despite business and context (Pfeffer, 1994, 1999; Huselid, 1995; MacDuffie, 1995).

According to Arthur (1994) et al. (Walton, 1985) 'high commitment' HR systems form worker behaviour and attitudes by developing 'psychological links' between structure and worker goals. Arthur argues that managers mistreatment 'high commitment' practices are primarily endeavoring to develop committed workers. United Nations agency is trusty to use their discretion to hold out job tasks in ways in which are in step with structure goals' (Arthur). The normative HR models depend upon the 'high commitment' thesis and supply intermediate

links between bundles of HR practices and structure performance (Guest, 1997; Marchington and Grugulis, 2000; Wood, 1999).

Finally, Lies et al. (1990) suggest that bundles of HR practices send very 'tangible' signs to the workforce of the extent to which the organization cares about them. The normative HRM theories (Walton, 1985; Guest, 1987; Pfeffer, 1994, 1995) propose that a prescribed bundle of HR practices results in greater employee commitment. In this instance, the hypothesis is based on the assumption that HR practices provide the link between lower-range behavioral theories, such as expectancy theory of motivation, and commitment (Porter and Lawler, 1968; MacDuffie, 1995; Guest, 1997). There is now increasing evidence supporting this argument (Dillon and Flood, 1992; Guest et al., 1993; Gould-Williams, 1998; Guest, 1992, 1997; Lies et al., 1990; Ogilvie, 1987; Guest and Conway, 1997; Patterson et al., 1997; Benkhoff, 1997b; Nyhan, 1999, 2000).

A recent study by Edgar and Geare (2005) also suggest that high levels of employee commitment is related to "appropriate" HRM practice and results from investing in HRM practices which benefit employees (not the number of HRM practices implemented) and whether they are being treated fairly.

Rationale of the Study:

By studying HR innovations adopted in IT firms the study intends to study relationship between acceptance and its impact on employees. Due to changing scenario, it has been found that some innovations can foster the rapid growth of industries. Therefore, new practices in HR can lead to positive impact on organization commitment. Hence the study tries to find out how innovative

HR practices can affect the organization commitment among the employees of IT firm.

Objectives of the Study:

- To study the Human Resource management outcomes in software companies as consequences of innovative HR practices.
- To bring out the HR outcomes reflected by the levels of organizational commitment of employees.

Hypotheses:

- Ho-There is no direct relationship between innovative HR practices and organization commitment among employees.
- H1-Higher the extent of introduction of HR practices with innovation higher is the organization commitment.

Research Methodology:

The paper is based on secondary data obtained through Journals, Research papers, various Literature studies of different authors. Thus, it is purely secondary data based paper which can be further explored by primary data.

Results and Discussion:

Earlier studies have discovered that a major relationship exists between innovative unit of time practices and organization commitment. The literature in addition underlines the very fact that there's robust positive relation for Innovative unit of time practices with employee's job commitment

in code corporations. Thus, innovative unit of time practices have a positive result on creation of organization commitment among workers. The hypothesis that higher the extent of introduction of innovative unit of time practices, higher is organization commitment among workers is in favor and supported.

Conclusion:

Hence from the above study of various literatures and research papers it has been concluded that during changing environment and corporate culture, innovation is needed. The previous studies also supported the theme that innovative HR practices leads to certain positive outcomes in organization commitment as well as in improving productivity.

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