

# **ROLE OF HIGH PERFORMANCE WORK PRACTICES ON INDIVIDUAL LEVEL AND ORGANIZATIONAL LEVEL OUTCOMES IN THE INDIAN AUTOMOBILE INDUSTRY**

## **ABSTRACT**

This thesis aims to enhance our comprehension of the interrelationship among high performance work practices (HPWP), human resource climates focusing on ethical climate and innovative climate, individual level and organizational level outcomes of an organization through the application of a multidimensional model of the association. The conceptualization of HPWP within the Ability, Motivation, and Opportunity (AMO) framework is employed in this study. HPWP pertains to the human resource practices that enhance employees' ability, motivation, and opportunity to contribute to the individual level and organizational level outcomes of their organizations. Data were collected from middle level managers of automobile industry in India. A total of 414 data were collected. The present study employed the partial least squares (PLS) methodology to analyse the dataset, utilizing the software tool known as smart PLS. The results of this study provide empirical substantiation for the hypothesized association. Specifically, it is demonstrated that HPWP and an innovative climate exhibit significant and favourable effects on both individual and organizational level outcomes. Furthermore, the results indicate that innovative climate acts as a moderator of the link between HPWP and individual as well as organizational level outcomes. The present findings serve as a fundamental framework for pursuing more systematic empirical research for HPWP. Moreover, these findings offer a more comprehensive foundation for practical recommendations.

**Keywords:** HPWP; AMO; Individual level and organizational level outcomes; Ethical climate; Innovative climate; Partial least squares (PLS).