

ABSTRACT

The corporate world is facing stiff competition due to economic liberalization. Hence, they have to adopt strategies and initiatives to build a world-class organization. There is a growing realization that human resource of the organization can help them to achieve competitive advantage, as other resources are imitable. Therefore, an organization needs to align their HR strategy with corporate strategy for better business outcomes. The main objective of this study is to explore various human resource strategies as well as strategic human resource dimensions and their effect on HRD climate and business performance. The sample consisted of fifty-two organizations from information technology (IT), and manufacturing (non-IT) organizations. Organizations were the unit of analysis. The data were analyzed using Analysis of Variance (ANOVA), correlation and Multiple Regression Analysis (MRA). The results showed that Organizations following different strategies differ significantly in some of their HR practices and several strategic HR dimensions. Similarly, there were differences across different types of organizations. These variables were also positively related with each other. The multiple regression analysis (MRA) results showed that some HR practices and strategic HR dimensions had their influence on HRD climate and organizational performance. These results had implications for the top management that they should realize the importance of Human Resources and align their HR strategies with corporate strategy to have a competitive edge.

Key Words : Human Resource (HR), HR Strategy, Strategic HR dimension, Corporate Strategy, Competitive Advantage, HRD Climate, Information Technology (IT), Manufacturing Organization.