



STRATEGIC HUMAN RESOURCE MANAGEMENT AND EMPLOYEE PERFORMANCE: A STUDY OF SELECTED INDIAN POWER SECTOR PSUs

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ABSTRACT

The employee is the most valuable asset which constitutes the valuable Human Resource for an organization. This is an un-debatable and mostly accepted fact across the globe that performing employees means performing organization. Recognition given to the importance of Human Resource and managing it as a capital is the key factor that gives the competitive advantage to any organization. It also provides the professionals working environment to the HR functions with improved employee performance. Employee performance is also an outcome of various HR practices adopted by the firm which means identifying the right person and putting him at the right job and that too at the right time. Recently the HR policies and practices, in the organizations, are being designed and implemented in such a way that they are made by contemplating on various important issues which improve the employee performance in long term. Keeping in view the long term effect of such policy making may be called Strategy and effective implementation of these policies is called Strategic Human Resource Management. The present paper makes an effort to measure the effect of SHRM practices on employee performance in power sector PSUs. The data collected from four Power Sector PSUs of northern India has been used and analysed for drawing the conclusion.

Keywords: Strategic Human Resource Management, SHRM Practices, PSUs, Employee Performance
