

THE EFFECT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON THE PERCEPTIONS OF ORGANIZATIONAL AND MARKET PERFORMANCE OF THE FIRM

Gedaliahu H. Harel and Shay S. Tzafrir

The purpose of our study is to extend the emerging empirical literature on the firm-level impact of human resource management practices. Results based on a national sample of organizations from private and public sectors in Israel indicate that these practices have a significant impact on both the perceived organizational and market performance of the organization. The single independent variable found to be statistically significant in affecting perceived organizational performance was training practices. In the case of perceived market performance, we found that, in addition to training practices, employee selection practices also significantly affected the perceived market performance. © 1999 John Wiley & Sons, Inc.

Introduction

In today's world, organizations are in a constant state of competition. The intensity of competition increases annually and the need to continuously improve organizational performance has never been greater. Managers must be on a constant lookout for ways to maximize their organizations' strategic resources. The resource base approach contends that the organization can develop a sustained competitive advantage only if its activities create value in a unique way, one that competitors cannot easily copy (Barney, 1986; 1991; 1995). This approach transfers the emphasis from the organization's competitive environment to the resources it can develop to use in this environment (Miller & Shamsie, 1996).

The decreased importance of traditional sources of competitive success has led to the increased significance of human resources as part of the organization's intangible resources

with the potential for continuous organizational success. (Lado & Wilson, 1994; Von Glinow, 1993). Product technology and process, market regulation, and access to sources of capital are no longer as essential for success as they once were (Pfeffer, 1994). A human resource system increases organizational performance, develops and maximizes an organization's abilities (Huselid, 1995; Becker & Gerhart, 1996), and contributes to its continuous competitive advantage (Lado & Wilson, 1994). The individuals working in the company become the source and basis for utilization of other resources (Maital, 1994). Thus, through an efficient human resource system, a company's employees become, essentially, a strategic asset. They form a system of resources and rare abilities that cannot easily be copied or replaced, and that provides the company with its competitive edge (Amit & Shoemaker, 1993).

The prevailing universal assumption maintains that there are always human resource

The decreased importance of traditional sources of competitive success has led to the increased significance of human resources as part of the organization's intangible resources with the potential for continuous organizational success.

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