

# THE IMPACT OF HUMAN RESOURCE MANAGEMENT ON ORGANIZATIONAL PERFORMANCE

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## Abstract

The last decade of research on the added value of human resource management and its impact on organizational performance, shows that HRM has an essential role in the process of attaining organizational goals and objectives. Unfortunately, the link is usually weak and the results unclear, therefore researchers haven't reached a consensus yet. This paper discusses the theoretical and methodological problems that arise in the human resource management and performance debate. After a short review of what has been researched until now, I try to analyze the concept of performance and what is the link between it and the human resource practices. The final section of the paper overviews the positive implications of implementing a high performance system that helps organizations align the goals of the individuals with the corporate objectives and highlight areas that need improvement.

**Keywords:** human resource management, organizational performance, high performance systems, learning and development, managing knowledge.

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