ABSTRACT

The number of studies has recognized the relationship between human resource development (HRD), and organisational performance, and one of the mechanisms through which HRD leads to organisational performance is HR outcomes. The purpose of this paper is to investigate the pathways leading from HRD to human resource performance by studying employees’ behavioural reactions as an outcome of Human Resource Development. These behavioural reactions are related to their in-role and extra-role behaviours in the organisational work setting. Moreover the employees’ behavioural perspective is examined to know their KSAs, attitudes, helping behaviour and their willing contribution at workplace as these HR outcomes have an influence on operational and financial outcomes. Employing data from organisations operating in the Tri-city in banking sector, involving 268 managerial employees indicates that a significant difference was found on the dimension of organisation HRD practices and employees behaviour. The public sector bank employees were found to be lower than their private sector counterparts on all the dimensions, thereby concluding that private sector employees are more behaviourally positive than their public sector counterparts because of a significant role emphasis on HRD practices by private high ups. Thus, this paper has tried to provide insights on the impact of HRD on organisational performance through managing employees’ behaviour.

KEYWORDS: Human resource development, Employees’ Behaviour, Organisational performance.

REFERENCES


