

HUMAN RESOURCE MANAGEMENT PRACTICES AND INDIVIDUAL PERFORMANCE

M WAHEED AKHTAR & M SAEED AKHTAR

MS Scholar, Faculty of Management Sciences, International Islamic University Islamabad

Internal Auditor in Punjab Vocational Training Council, India

ABSTRACT

The purpose of this research is to investigate the link between knowledge process, Human resource management practices and individual performance. This research paper proposes the framework of knowledge process (acquisition, conversion, application and protection), human resource management practices and individual performance (ability, motivation and opportunity) we develop hypothesis and design questionnaire to test these hypothesis. The findings of this study show a significant positive relationship among four variables and employees job satisfaction. The relationships among job security & job satisfaction, achievement & job satisfaction, job responsibility & job satisfaction and work itself and job satisfaction are significant and positive. This paper help the manager to identify the human resource management practices whose providing the help to improve the knowledge through knowledge process and increase individual performance.

KEYWORDS: Individual Performance, KM Practices, Knowledge Process, Contemporary Management Theory