

## Human Resource Management Practices and Its Outcomes in Private Sector Banks

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### Abstract

Organizations will survive in an increasingly competitive environment if they ignore people related business concerns (Schuler and Walker, 1990). Many researchers have pointed out that Human Resource Management Practices impact on the outcomes such as employee satisfaction, employee commitment, employee retention, employee presence, employee involvement, employee trust, employee loyalty, organizational fairness [Edgar and Geare (2005) and Paauwe and Richardson (1997)]. The purpose of this study is to find out the Human Resource Management Practices (HRMP) and its outcomes viz. job satisfaction and organizational commitment in private sector banks. Through the survey method by the use of a structured questionnaire designed to test employee's perceptions, the data were collected. Private sector banks in Batticaloa District extended cooperation for this study. 200 employees are selected as sample to collect the data. Descriptive and inferential statistics was used to analyze the data, Mean and standard deviation was used in the descriptive statistics to find out the influence of each factor in the dependent variable. Correlation and regression were done to find out the relationship between independent and dependent variable. The results reveals that Human Resource Management Practices are lead to job satisfaction and organizational commitment.

***Key Words: Human Resource Practices, Job Satisfaction.***

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