

HR-ENHANCING PRACTICES: A METHODOLOGY REVIEW

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Abstract:

The current study aims to comprehensively present a set of studies that dealt with the subject of enhanced practices of human resources to highlight the importance of these practices between academic and administrative thought in particular; the object of improved human resource practices focuses on the implementation of strategies and policies targeted at improving human resource performance in institutions. These strategies attract and retain top people, develop employees' skills and capacities, increase employee satisfaction, and ensure job security. Thus, these approaches strive to improve human resource performance and make the most of employees' capabilities and skills. Overall, it contributes to creating a happy and healthy work environment, as well as increased employee satisfaction and commitment, ultimately leading to achieving company objectives and long-term success.

Introduction

HR Best Practices are a collection of strategies and processes designed to improve employee performance, growth, satisfaction, and continuity within a business. These behaviours are critical for creating a productive workplace and effectively fulfilling the organisation's goals. HR enhancement practices aim to develop the workforce, enhance individual and collective performance, and achieve organisational excellence. It focuses on providing guidance and support to employees, improving the necessary capabilities and skills, Providing training and development opportunities, promoting a culture of performance and excellence, and stimulating innovation and creativity (Moustaghfir et al.,2020:267).

Human resource management has grown in importance as a result of its influence on employees' attitudes and behaviors at work. Human resource management is the major tool used by firm managers to influence employees' behavior, knowledge, competencies, and abilities in order for them to complete duties at work (Hadi et al.,2023; Jasim et al.,2023; Hussein & Jasim,2023; Jasim et al.,2022; Abbas et al.,2022), which in turn makes achieving organizational goals more

possible. Human resource Management empowers people to apply their knowledge, skills, and abilities to provide value, and a company's potential to generate new ideas is analogous to its human capital. The literature backs this up. Human resource management, together with strategy, organizational design, and management style, is, however, the distinguishing feature of corporate inventive behaviour. Human resource management is an organizational activity that aims to shape and maximize employee behaviour and performance (Pukienė & Škudienė, 2016:17).

Therefore, enhanced practices for human resources help to develop and maintain the quality of work, thus creating a set of expectations aimed at improving talent management, and representing an important basis for systematic and radical changes to support the capabilities of the organization by attracting new talent and energy in its work and investing their abilities, knowledge and abilities to overcome obstacles that undermine business excellence and improve its performance (Al Aina & Atan, 2020:8373). These practices can increase the importance of educational institutions in Iraq in general and the national economy in particular by motivating educational institutions to invest in human resources motivation mechanisms in order to improve the talent management of their employees (Toivonen, 2023:1; Abbas et al., 2020:2766). HR enhancement practices are a source of strength for employees' talent because they can create an environment where employees feel supported by providing appropriate support mechanisms for employee engagement and motivation by offering meaningful rewards (He et al., 2021:347), and can help unleash one's potential and drive the organization's success (Raharjo, 2023:731).

STUDY METHODOLOGY

Problem of study

While it is important to study HR supportive practices, there can be some problems you may face. Organizations may have limited time constraints and budgets, making it difficult to fully and comprehensively examine HR support practices. Additional resources, research and surveys to measure impact and evaluate effectiveness may be required, and this requires additional effort and cost. On the other hand, HR support practices are a dynamic area that requires constant adaptation and change. Organizations may have difficulty following developments and updating practices and policies in line with changes in the market and business environment. It can be difficult to align the needs of the organization with the aspirations and needs of employees.

Organizers may have difficulty effectively engaging employees in the process of studying HR-supportive practices. The reason for this may be insufficient awareness of the importance of this study or a lack of confidence that opinions and observations will be taken into account. Open communication and effective sharing between HR management and employees should be encouraged to obtain better results. Therefore, the problem of study can be formulated in an important question (**how can enhanced practices of human resources be employed in improving the performance of business organizations?**).

The importance of study

The study of enhanced human resource practices is of great importance to organizations and organizations in many aspects. The importance of studying these practices is highlighted:

1. Improving employee performance and increasing their productivity by providing the right support and orientation, the level of commitment and dedication of employees is enhanced and motivates them to perform at their best in their field.
2. Enhance employee satisfaction and retention By applying HR supportive practices, employee satisfaction with their work and the organization in which they work is improved. This, in turn, contributes to increasing the level of commitment and loyalty of employees to the organization, thereby reducing resignation rates and contributing to the retention of valuable talent.
3. Developing the capabilities of employees, by developing and enhancing the capabilities of employees by providing training and continuous development opportunities, which enhances their abilities and skills in their field of work and enables them to deal with the changing requirements in the labor market.
4. Promote a culture of innovation and creativity By encouraging employees to actively participate and exchange ideas and proposals, HR-supportive practices contribute to promoting a culture of innovation and creativity in the organization. When employees feel supported and encouraged, they become more engaged and push their boundaries to deliver new ideas and creative solutions.

Objectives of study

The study of these practices seeks to strike a balance between the demands of the institution and the needs of the employees, with the goal of improving the institution's overall performance and achieving development and long-term success; the objectives of the sub-study can be determined as follows:

1. Study of supportive practices for human resources seeks to improve the performance of employees in the organization. By providing the necessary support and guidance, the personal and professional competence and effectiveness of employees can be enhanced, which reflects positively on the performance of the individual, the team and the organization in general.
2. Study of supportive practices for human resources aims to achieve employee satisfaction with the work environment, working conditions and benefits provided. When employees feel supported and cared for by the organization, their satisfaction and engagement increase, leading to increased loyalty and continuity at work.
3. Study of supportive practices for human resources seeks to promote the development of employees. By providing continuous training and development opportunities, the skills and capabilities of employees can be enhanced and their career paths can be developed, contributing to the personal and professional development of employees and enhancing their abilities to deal with business challenges.
4. Study of supportive practices for human resources aims to achieve a healthy and safe work environment for employees. By providing policies and procedures that promote safety and health in the workplace, risks and accidents can be reduced and employee well-being and overall health can be enhanced.

LITERATURE REVIEW

1. Study (Qadid&Hisham,2022)

The worker in any institution, whether service or economic, is the main pillar in the organizational process, the human element is the vital element effective in the continuity and process of the institution, and since the human factor is the basis for the continuation of the institution, it was necessary to give him incentives to ensure his survival and increase his production, so incentives occupy an important place in the policy of managing human resources, from the premise that the human being needs an engine to push him, which shows his superiority and distinction from others, it helps the institution to continue and achieve Its goals, and this can only be done by motivation.

2. Study (Shawadra,2022)

The purpose of this study was to identify the idea of motivation, which is regarded as one of the most significant tasks in human resource management; and to highlight the extent to which it contributes to enhancing social responsibility practices towards stakeholders such as customers, shareholders, workers and the environment; study found that the levels of motivation in the institutions under study are low; and that there is a role to motivate workers in promoting social responsibility practices towards stakeholders; and in the end, study recommends the need to give more importance to motivation so that the levels of social responsibility practices towards stakeholders improve.

3. Study (Omar et al. ,2019)

The current study is titled "The Effect of Employee Motivation, Perceived Benefit, and Perceived Ease of Use on Employee Performance Among Selected Public Sector Employees"; Selected public-sector employees were employed to examine and appraise the factors that impact employee performance levels. The independent variables in this scenario are motivation, perceived utility, and perceived ease of use. The dependent variable is employee performance. Questionnaires were distributed to 201 public-sector respondents. The acquired data was submitted to frequency analysis, reliability analysis, descriptive analysis, correlation analysis, and regression analysis using SPSS version 21. All independent factors have a statistically significant positive relationship with the dependent variable, which is employee performance, according to the data.

4. Study (Pukienė& Škudienė, 2016).

The purpose of this research is to investigate the connection between innovative work behavior, Human resource management and emotional commitment are two examples. The hypothesis was tested in a sample of 101 employees from highly sophisticated human resource management organizations using correlation analysis, analysis of variance (ANOVA), and interval techniques. An empirical study found a favorable association between employee perceptions of human resource management and creative work behavior. Enjoy human resource management to boost skills, motivation, and opportunities via positive interactions, all while creating creative work behavior and its aspects - originating, promoting, and realizing ideas. However, emotional

commitment did not buffer the link between human resource management and creative work behavior. Managers are said to be more imaginative than employees, and managers are said to be more emotionally committed than employees. These findings contribute to the existing literature, establish a framework for determining the determinants of innovative work behavior, and demonstrate that by combining a variety of complementary actions to improve capabilities, motivate employees, manage human resources, and expand opportunities, innovative work behavior is enhanced even further.

5. Ybema et al. , 2020

As the workforce ages, organizations must preserve or raise the employability of their employees for the duration of their working lives. This raises the question of whether HR practices increase employees' long-term employability. The goal of this study is to look into how businesses are applying HR methods to increase long-term employability in terms of workers' health, motivation, skills, and knowledge from the employer's perspective. 312 HR owners/managers or managers responded to the poll (13% response rate). According to the data, the majority of organizations used a range of HR efforts to improve their employees' health, motivation, skills, and knowledge. The quantity of HR practices deployed, as well as the use and participation of workers in their creation, define the measurable effectiveness of these practices. Human resource practices have also been related to greater organizational productivity and employee satisfaction with their current employment. The practice's repercussions are examined, as are instances of human resource techniques that improve long-term employment.

6. Rauch & Hatak (2016)

The significance of human capital has gotten a lot of attention in SME studies. However, there is still much uncertainty regarding how HR-enhancing activities affect SMEs' performance, whether some practices have a stronger impact than others, and what variables influence these outcomes. Based on Sobramoni's (2009) idea, we recommend that SMEs implement HR practices targeted at enhancing skills, motivation, and empowerment. According to our meta-analysis of 56 research on small and medium-sized businesses (SMEs), HR improvement practices are associated to company performance ($rc = 0.228$). Furthermore, HR development approaches are becoming increasingly important for startups and SMEs working in high-tech industries and in nations with severe business regulations. We compared our findings to meta-analyses done in the context of a multinational firm. Overall, our findings suggest that HR improvement approaches are important in the SME environment in general, as well as if these practices should be adapted to the SME context.

7. Study (Madhani, 2017)

Six Sigma is a methodical, high-quality technique and attitude for removing flaws in any process, from manufacture to transactions and from product to service. Six Sigma is adaptable enough to be used to a wide range of business difficulties, and firms can employ it in areas as disparate as human resources. The Six Sigma app aids in the re-engineering of human resources by boosting the speed, quality, and efficiency of human resources services. The use of Six Sigma in HR is

critical for overall performance and corporate growth. This study introduces ways to improve the HR process in terms of efficiency and effectiveness, creates several frameworks for successful implementation, and documents the benefits of deploying Six Sigma in HR through various case studies.

8. Study (Cuéllar Molina et al. ,2020)

The goal of this study is to look at the influence of emotional intelligence (EI) on firm performance in small and medium-sized businesses (SMEs), as well as the possible function of usage as a moderator. In such connection, the human resource practices system. Methodology/design/approach - The research sample includes 157 human resource managers from SMEs. Small and medium-sized enterprises (SMEs) are investigated since decisions in these firms are rarely taken collaboratively. As a result, these companies are perfect for studying the link between HR decision makers' emotional intelligence and corporate success. The findings demonstrated that the emotional intelligence of the HR decision maker effects the company's success in terms of producing good HR and financial results. It also highlights the role of the human resources practice system in facilitating this engagement. Research limitations/implications - This study suggests that a complete understanding of the significance of emotional intelligence can lead to attempts to increase the competitiveness of SMEs. As a result, the implications of this research are considerable since SMEs represent an important part of the business fabric in the majority of industrialized nations. Originality/worth - The findings of this study show that workplace management is not only cognitive, since emotional qualities may be important in human resource management and SME success.

9. Coetzer et al.,2020

Because small firms have limited resources, their managers must grasp the special nature of the additional advantages that may flow from workers' involvement in various types of learning activities, in addition to knowledge and skill advancement. However, research on the attitudes and behaviors of employees who participate in formal and informal learning activities is scarce, particularly in small firms. The current study looks at the connections between employees' opportunities to engage in (1) formal learning activities and (2) informal learning activities and three important work-related outcomes: And participate in the job with emotive devotion. An examination of data from 203 participants in small professional services firms provided preliminary evidence that chances to engage in each type of learning activity are associated with varied outcomes. Formal learning activities were related with high levels of emotional commitment, job engagement, and inventive behaviors, whereas informal learning activities were associated with work engagement. We propose research proposals and explore the practical implications of our results.

DISCUSSION OF RESULTS

Human resources enhancement practices are strategies and policies aimed at enhancing the performance and efficiency of human resources in organizations. These practices are essential to attract and attract high talent, develop the skills of employees, enhance their satisfaction and

retain them at work, according to what previous studies have provided, the following can be concluded:

1. The recruitment and selection of competent and suitable staff for the available positions requires the use of professional and rigorous recruitment processes. Thus the job requirements must be clearly defined and appropriate assessment tools used to evaluate candidates based on the skills and experience required.
2. Most studies focus on employee development, as this aspect includes providing training and development opportunities for employees to enhance their skills and abilities. Internal and external training programs can be implemented, promoting work-based learning and career development to enable employees to reach their full potential.
3. Attention to previous studies in performance management, by setting clear goals for employees and evaluating their performance regularly. Constructive feedback and guidance must therefore be provided to employees to promote improved performance. Innovative performance management systems and fair appraisal techniques can be used to achieve the best results.
4. The interest of previous studies in retaining employees and enhancing their satisfaction, and this contributes to promoting enhanced practices for human resources and building a stimulating and attractive work environment for employees. This includes providing opportunities for growth and promotion, achieving work-life balance, enhancing confidence and fairness at work, and providing incentives and rewards that motivate employees and enhance their satisfaction.
5. Focusing studies on effective communication, as effective communication between employees and management is crucial. Effective and open channels of communication should be provided to enable bilateral and group communication. Good communication helps to promote understanding, problem solving, and enhance team spirit and institutional belonging.
6. Previous studies are interested in encouraging and enhancing human resources for diversity and inclusion in institutions. This includes respecting and appreciating cultural diversity and diversity in backgrounds and skills. This can be achieved through the adoption of comprehensive policies, awareness and training programs.
7. Previous studies focus on technology and information analytics as they represent an important role in promoting enhanced human resources practices. HRMs, web applications and analytical tools can be used to improve personal information management and enable data-driven strategic decision-making.

Recommendations and implementation mechanisms

By adopting and implementing these enhanced HR practices, organizations can enhance employee performance, raise productivity, and achieve organizational excellence. It can also attract and retain high talent and enhance satisfaction and sustainable participation of employees in achieving the goals of the organization, and therefore study proposes a set of recommendations, which are as follows:

1. The organization should define a human resources strategy that is in line with its organizational objectives, which requires identifying the priorities and individual and collective needs of employees and developing a clear action plan to achieve that strategy.

2. Continuous training and development opportunities should be provided to employees, whether through internal or external training courses or online educational programs. These opportunities can be based on employees' needs and development goals.
3. The requirement for the organization's culture to promote performance and excellence. This may be accomplished by establishing and defining specific goals and expectations, as well as offering frequent evaluations and constructive comments. This necessitates the proper handling of good performance as well as the provision of well-deserved awards and promotions.
4. Effective leadership is essential in putting better human resource strategies in place. Managers' leadership qualities must be developed as a result, and people must be supplied with the necessary advice and help. Leadership may set a positive example, build trust, and inspire the team.
5. The organization should have strong internal communication channels. To disseminate information and increase communication across all organizational levels, periodic meetings, written rules, reports, and newsletters can be used.

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