

Impact of Sustainable Human Resource Management Practices on Employees Professional Development

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Abstract: Little insight concerning if and how effective human resource management (HRM), such as improved employee performance and their professional development, which result in better and more long-lasting outcomes, has been produced by the research that has already been published. The present study is about to understand the connection between human Resource Practices that have an influence on professional development toward individual performance. These practices have a constructive impact on the increase of employee satisfaction, professional development and it mean that it has desirable performance to achieve while performing a task, duty and share knowledge about professional line. We inspect the following Human Resources Practices: (1) security; (2) recruitment and selection; (3) compensation package/policy; (4) promotion; (5) Performance management; (6) rewards and these SHRM practices involve in providing opportunities for learning and to develop their professional life. The result of this study will provide overall support for Human resource practices. The results show that employing sustainable HRM practices like job security and compensation has a good and positive impact on employees' professional growth and allow employees to advance their professional careers. This study reveals a serial relay mechanism by which sustainable HRM practices boost employee performance and employee professional life development, with its theoretical and practical consequences.

Keywords: SHRM, Professional Development, Job Security, Compensation Package, Reward, Promotion

1. Introduction

Actually, the term human resource management is all about the control of professional tasks and enabling the employee to grow their competencies to survive in the field (truss, 2012). Human resource management simply involved with the worker and employee in any corporation or business entity to see how these people provide their best to bring positive outcomes of a corporation or business entity in effectiveness and efficiently. Senyucel (2013) defined the term SHRM, He said that SHRM simply a mixture of client centered management strategies which consider employee as benefit tools and these are oriented towards developing and keeping a beneficial skill and workplace in order to attain specific goals of any business entity [14]. In HRM company employee a various technique which are related with the HRM to reach and attain their relevant aims and objectives.

Employee participation is autonomous and controlled emotional and psychological reward, recruitment and selection, participation of employees in training and development programs and employee performance assessment are now all characteristic elements of successful human resource management in a company. It is important that all management strategic plans and operations are included in HRM practices so that any organization achieves their specific goals to secure most of revenue in the industry. The effectiveness of this procedures begins with an organization's employment (hiring a new employee) of employees. Which bring a fruitful result by employing new workers necessitates the implementation and attainment of HRM procedure (Iqbal, M. Z.; Arif, 2011). HRM approaches might be a strong evident treatment for motivating personnel's skill, temperament, and approach, all of these approaches have great impact on company and employee performance. Employees with a good and positive attitude

are more likely to put up their best effort in the hopes of being promoted (Nagima, 2013). It is quite hard to successfully control the staff and employees. The staff issue must be tackled effectively otherwise the firm's advantages and ratio of success will deteriorate (Harzing, 2010).

Jones (2002) In the recent world there are Many businesses that are keen to invest in human resources in order to grow their achievability. Nishii & Wright, (2007) argues that right now there are several SHRM practices that are crucial part of any enterprise's success since they aid permitting them to achieve their dreams on time in a regular interval. In recent times Organizations are utilizing and implementing the several human resource techniques, policy and procedure include job analysis, workforce planning, recruiting and selection, performance evaluation, promotion, and employee support program and activities, will more than definitely have an impact on professional growth. Workers expect human resource policy and processes to complement their long-term career ambitions to achieve a significant success in the professional field. As Selmer points out some aspects which are related to professional life, he said that, the concentration is on leveraging human resource processes and operations and landmarks like recruitment and selection, performance assessment, and analyzing himself to check his competencies to make a career decision, development, and governance to promote career decision self which he made after analyzing himself to gain a fruitful advancement in professional life (Selmer, 2000). There are a lot studies and content written on the impact of human resource management techniques and practices on worker performance and professional development and in past researchers have already studied SHRM practices and techniques worldwide (wikhman, 2019).

For years, the researcher studies in a broad manner to examine the impact of human resource management methods and practices on organizational performance. Human resource practices have a major influence on organizational performance, according to research which is conducted in context of both developed and developing nations (Delaney & Huselid, 1996; Katou & Budhwar, 2007). Chughtai, M. S (2017) he said that in developing country like Pakistan a few researches have explored into this concept and approaches.

The current research will explore the impact of sustainable HRM practices on employee job performance and professional development with a special emphasis on the buffering function of training development in the nexus between HRM practices and job performance.

2. Review of Literature

2.1. Sustainable Human Resource Management Practices

Sustainable HRM described as the modification of HRM techniques and tactics that enable them to meet the company's monetary, environmental, and desired outcomes over a lifelong horizon, while managing for bad reviews and unanticipated side effects (karmar, 2014). Thom & Zaugg

(2004) argue that A long-term sustainable HR strategy focuses on developing proper, processes to accommodate for hiring and selection, training, and growth, along with performance appraisal, inspiration, and employee satisfaction. They described HRM as a long- term- oriented speculative concept and practice for building ecologically feasible and accountable strategies for hiring, control or maintenance, inspiration, and growth and advancement. HRM sustainability is indeed a collection of skills, passion, beliefs, and faith developed to prevent negative environmental consequences via the adoption of equality, growth, and social programmes (Cohen & Taylor, 2012) [13]. Sustainable HRM methods enable an organization's different stakeholders to meet their monetary, societal, and ecological goals. Furthermore, sustainable methods can reduce unpredictable side effects, critics and help stakeholders to achieve their goals (Enhert, Parsa, Muller-Camen, 2016) [22].

Enhert, Herry (2012) proposed a paradox theory in which they stated some serious attachment of HRM with the term sustainability. They draw a sketch of this conceptualization idea that "sustainability," is narrated as a succession of resources and consumed in well and equally manner, resulting in paradoxical decision scenarios and performance pressure in sustainable HRM that must be carefully addressed and may be a source of transformation and innovation. Several academics have studied HR practices and employment performance. They've carried out studies that have been maintained in their priceless books and collections. Increased attainment and accomplishment emerge from the creation and implementation of HR strategies that can assure a high quality of the workforce. High-quality management methods are an important element in job success [23].

As according to sustainable Human resources, Human resource practices are crucial for corporate results that go beyond profitability, to preserve a clean earth in the future, healthy and happy employees, and many other emotional concerns that some company executives brush off, it is critical to develop more sustainable methods. Sustainability, on the other hand, is profitable. When staff are really concerned about reducing waste and increasing corporate efficiency, it may pay them financially. When it comes to formulating plans for progress and growth, every forward-thinking firm should at least consider sustainability (Enhert, 2016) [22]. As Enhert (2008) point of view the sustainable HRM comprises not only recruiting and engaging trained and satisfied workers, but also offering a positive working environment and development possibilities for them. Because the terms sustainable HRM practices and sustainable HRM have various meanings, it is critical to clarify the features of both. The impact of HRM methods on employees, for example, is a major concern for sustainable HRM. Researchers looked into long-term HRM predicated on the condensation and concurrent impact of excessive operating units on organizational productivity and employee harm, and discovered that adjustable excessive job structures, such as practices developed and condensed work weeks, may have a negative influence on corporate performance. It's critical to

identify specific HRM policies that are part of the high work arrangement, as well as examine their effects on organizational profit and growth (Mariappanadar, S.; Kramar, R, 2014) [34].

In today world the Sustainable HRMPs are picking up steam in today's experience and understanding of the economy, as firms struggle to meet the demand for highly qualified human resources and lack of resources.

2.2. Job Security

Job security can be described as giving the worker assurance that his or her career will not be in danger, lost or depromoted as a result overall to the country's general economic condition and status (James, 2012) [30]. Job security is simply engaged with an individual's and worker competence, skill or likelihood of retaining his or her work by keeping his or her skills alive (Adebayo and Lucky, 2012) [1]. This term is simply preoccupied and refer to the feasibility of worker retaining their employment in succession to keep at arm's length in risk getting ceased and burnout (Simon, 2011). Employees and regular work Insecure jobs are those that are not easily filled by an additional agreement and therefore can be guaranteed for a sufficient period of time. Workers are also perceived as being free from his work or may be getting fired from their ongoing job or risk of eject from employment. Some occupations and hobbies provide more job stability than others. Employment dependability refers to a worker's certainty or belief that they will be able to maintain their current job for as long as they choose It is the firm's or company's promise that its employees will stay with them after a relatively long time without even being wrongfully terminated (Adebayo and Lucky, 2012; Simon, 2011) [1].

According to the present day look over which is regulated by KPMG (2010), which gives result that unpredictable economic conditions over seventy-five percent of respondents said job stability was the most important factor to consider when seeking for work. Due to the economic recession, 67 percent of the respondent said they would rather work for a government or non-profit organization than for a corporation [33]. As a result, research done by the University of Michigan's Center for the Education of Women (2010) discovered that professors and other teachers want more job stability. According to the survey, job stability would help people combine work and family life, as well as minimize anxiety, and that workplace freedoms are worth compromising employment security. Similarly, according to data provided by the University of Wisconsin-Madison in 2000 on staff job security, approximately 22% of academic staff only have a high level of job security and they are satisfied with their job and reward offering after performing their jobs, in sector of multiple- year contract, more than 40% of experienced staff (employees) with more than seven lengths of experience at the university have very little job security beyond sustainable energy consultations, and only 4% of faculty members have job security [17].

Geoffrey James, (2012) clearly said that job security has a

substantial impact on both the team's and the company's core performance as well as professional development He argued that companies with insufficient job security cause employees to lose trust in their future, which leads to poor performance. He stated that the more job security an individual has, the more likely he is to execute his job efficiently, which is mirrored in the company's overall performance. In businesses, for example, duties are often split down into jobs that are allotted to each worker. Individual performance can be evaluated for each job done by the personnel. This employee's performance contributes to the broader organization's success. The employee's personal success at work is inextricably related to the company's overall performance. As a result, it appears that their performance is tied to company effectiveness, and that their efforts would be fewer and inefficient if they are concerned about their job security.

In this circumstance, the company's minority employees would have low job security and so may be unable to function well. A Chinese-owned corporation, for example, may have a higher proportion of Chinese employees than other race related classes (Hassan, 2010; Bumi, 2011) As a result, they are concerned about losing their positions to other minority worker ethnicities and religions inside the corporation, and vice versa. As a result, workers from Malaysia and India working in a Chinese company may have a low feeling of job safety and hence contribute little to the company, but workers from China and Malaysia who work in an Indian company will feel similarly unsafe. and stability, affecting their efficiency and effectiveness. Depending on the many circumstances presented in above situation, a person job in a firm that is not of his ethnicity may have low job security, which will negatively impact his or her performance, which will show in the company's performance overall. Worker security is a crucial driver of company success, primarily in a diverse ethnic context, hence it may be claimed that businesses should find a solution to balance worker job security with company effectiveness.

2.3. Recruitment and Selection

Today we clearly said about human resource recruitment that its duty is to establish a source of possible new recruits whenever the demand and vacancies arises in following anticipating the type and quantity of personnel that will be required. Recruiting refers to the efforts that a business undertakes in order to entice new workers (Barber, 1998) [12]. These actions are carried out prior to actual selection in the company to designed a motivate competent and talented employees to apply for positions inside the business, whether from different sources like primary or secondary sources. Companies are already recruiting online advertisements as a result of developments in information technology, according to the findings of a Conference Board poll (Benderoff, 2007) [11]. Firms that can develop during downturns or weak economies will have a significant advantage when they recruit the greatest talent and qualified personnel, while others will be forced to suspend recruiting, block pay

increases, or lay off competent and skilled personnel (Colven, 2009) [16].

It is noticeably important that human resource should embrace is not just for business efficiency or long-term economic benefits, but also for moral consideration and responsible leadership with sustainable development (Ketola, 2010). Appropriately selecting and recruiting the correct people is a difficult task since firms are attempting to match the suitable employees or persons with available positions. The organization must make a choice about who will join the group. Persons and workers found during the recruitment stage will be reduced down to those personnel who are best suited for the occupations, or who the business feels are the most sufficiently skilled to fill the open positions (Noe, et al. 2011) [41].

The stages to be undertaken in the recruitment process differ from company to company, but in general there are mostly the following steps that are commonly used and followed in the recruitment and selection process: (Carrell, et al., 1995) a) initial examination. b) application form whether it is online or bank c) Testing d) Investigation/ interview and job assessment e) Checking the applicant's references and biography f) especially departmental and sector interview g) job offer h) facilities like medical, transportation etc. I) promotion [15].

Johnson (2000) clearly disused about how firms choose competent and outstanding people. This might be a wonderful and most effective technique that is use for attaining corporate aims and goals and developing professional life of any candidate. Johnson clearly said that a formal selection approach is advantageous to the revenue and success of the firms [31]. Harris (1996) is said that A fair approach of staff selection is particularly successful in accomplishing and implementing the company aim, objective and goals [28].

Kepha (2014) In Kenyan research institutes, the influence of hiring and selection on staff performance was studied. HRM methods are increasingly being shown to play a substantial effect in attracting high-quality employees. In particular, selection has been identified as a key HRM strategy that has the potential to affect employee productivity in the firm. Their findings revealed a highly substantial ($p = 0.000$) link between recruiting and selection and employee performance as well as professional development [35].

2.4. Promotion

Gupta (2011: 18.7) said that promotion is when a worker gets moved to a top-level job with greater responsibilities, a greater reputation, and more money. It is the advancement of a worker in a company's hierarchy to a position with more responsibility, greater power, and improved working circumstances. Employees are rewarded for competitive advantage and motivated to put in more effort through promotions [27]. Promotion is simply referring to an individual with heavy workloads, tasks, and authority (Noe, et al., 2011) [41].

Promotions are beneficial to both the company and the

personnel's professional lives. Workers will be promoted based on their skills, and companies will use their employees' talents to fill open positions. Most employees feel that great performance leads to promotion. A promotion is viewed as a prize by many employees; it has long been a component of the employee dream, implying prestige, happiness, and economic advantages for those that are able to progress within a firm (Dessler, 2008) [18].

Promotion contributes to job happiness, which leads to good performance, which leads to the preservation of degree of excellence, making promotion one of the most important components in achieving company goals. Pay satisfaction, according to Muchinsky (2005), refers to improved behavior value, increased employee effort, and reduced employee and attrition. When workers are encouraged, they stay with the company and contribute for as long even as company requires. Danish (2010) said that among together all resources a business holds, human resources are by far the most significant. Maintaining a competent and qualified workforce is key to an organization's overall efficiency. Motivated employees may help a company get more and more innovative and adaptable. Promotion is likely to be beneficial in improving employee performance since moving up the company ladder will improve employee motivation and sense of personal responsibility. High-ranking personnel are under additional pressure to improve the organization's performance. Furthermore, every employee's ultimate objective is to perform upgrading and advancement tasks continuously at an enterprise (Brenya, R., Weijun, 2018) [9].

2.5. Compensation Package

"Any company needs capital, commodities, resources, technology, theories, and older adolescents, which would be the human resource, in order to function efficiently" (Asfaw, Argaw, & Bayissa, 2015) [2]. "Compensation is a valuable tool in the arsenal of management for affecting employee behavior and performance, and thereby contributing to firm success" (Bustamam, Teng and Abdullah, 2014) [10]. You put your compensation package into action. The link between remuneration and work engagement or employee engagement has been studied extensively. However, we expand this research to investigate if remuneration has any effect on the organization's financial success. When it comes to recruiting, maintaining, and motivating personnel, compensation is critical for both companies and employees.

Ibrahim & Borerhaneoddin (2010) further claimed that high compensation keeps people and leads to job satisfaction, dedication, and devotion. These are some of the most important aspects that contribute to better employee performance [29]. Khan et al, (2014) also feel that by adjusting the remuneration package, employee dedication and contentment may be boosted. As a consequence, we may conclude that there is a connection between employee performance and the remuneration package [32, 40].

Turner (2006) said that compensation is one of several human resource (HR) methods that businesses use to supervise their personnel, and in order for a company to get

its investment back, it must guarantee that its compensation scheme is not an island unto itself. However, it is critical for a company's pay structure to be in sync with its overarching plans for the future (Chow, 2009) [14]. It acts in accordance with the footstep that A company's pay system is an HR technique designed to encourage employees to perform more.

2.6. Performance Management

Performance management can be described as simply the method of offers and rewards by which the companies, groups, and personnel may achieve better results by analyzing and controlling performance within an agreed-upon stipulated timeline objectives, criteria, and competency criteria (Bhattacharyya, 2011, p. 134) [8]. A performance management system in companies and business enterprises to establish performance criteria, assess compliance with the criteria, and develop strategies to enhance individual and organizational effectiveness (Schermerhorn, Jr., 2010). The performance measurements give a clear picture of firm's success toward achieving its objectives, targets and professional development (Markovic, 2010) [37]. Human resources are integrated with a database of an appraisal system as it pertains to objectives, specifications, the target and a particular region in performance management (PM). This method guarantees that the end outputs are allotted activities and accomplishments that are comparable to the firm's goal. It is indeed a tool that helps the executive evaluate and track the performance of staff. PM's key purpose is to create an environment in which employees can use their full potential to benefit the company quickly and effectively (Ahlstrom et al., 2001). There are several performance management theories in and each model is important as a framework to guide firm productivity, employee performance, and merging company and worker performance management. Operations in company performance management are referred to by a number of terms, including results forecasting, expect to be paid, planning, scheduling, and financial planning, and goal setting (Mullins, 2009) [39].

The management would be able to formally recognize good performance through performance assessment, which will increase employee engagement (Derven, 2010) [19]. The performance metrics for the performance appraisal and management system are often derived from the firm's purpose and objectives, and the performance appraisal system should indeed be intended to aid in the attainment of those goals. A strong and effective performance management system allows companies to determine as they're on the correct track or whether predetermined aims and goals are being met (Bhatti et al., 2013) [7].

2.7. Reward

The link and interaction between employee incentives, engagement, and job involvement is critical to both government and non-governmental performance and the workers enjoy both intrinsic and extrinsic rewards (Marsor,

2011) [38]. There are some school personnel prefer monetary benefits, while others prefer nonmonetary rewards such as the ability to take on major duties and projects, as well as managerial sympathy and consideration. Employees will feel appreciated by their managers and that the firm is really invested in their career and development as a result of this. As a result, these incentives help to boost worker happiness (Dewhurst, 2009) [21].

Oosthuizen (2001) argues that it is simply one of leaders' responsibilities to effectively encourage people and affect their actions in order to boost competitiveness in the industry. According to Flynn (1998) reward and recognition program keep workers happy, enhance their attitude toward the professional line and build a relationship between their retention and effectiveness. The main goal of a recognition and reward program is to design a compensation system and explain it to employees so that they may relate their pay to overall performance, which contribute s to job satisfaction [25].

Rewards are strongly connected to the development of inspiration and play an important part in deciding substantial work performance. According to Lawler (2003), there are two aspects that affect how appealing a reward is, the first one is the quantity of reward offered, and the second one is the value that person assigns to a particular reward [36]. Top leaders recognize individuals by doing activities and actions that recognize their successes, typically reward them by providing them something concrete and Employees that have a fair opportunity of advancement based on their abilities, traits and talents are much more committed to their jobs and then become a source of relevant workability writes (Deeprase, 1994) [20]. Dewhurst, Guthridge, and Mohr, (2009) argue and summaries their study that a proper compensation system is crucial for both high and poor performers' employee engagement. This is due to the fact that awards improve work engagement among top performers while also serving as a reward for bad performers. Because various companies and firms have different temperaments, histories, and tastes, incentive systems vary [21].

However, all total rewards have the very same goal of motivating people for continued progress, spiritual growth, and career progression.

Andrew and Kent (2007) argue that monetary awards are considered valuable by all levels of employees and provide them with a feeling of accomplishment and work satisfaction [5]. Financial rewards may also be used to promote different job positions, making it more suitable to employees, and so encouraging employees to continue to learn and expand their talents (Boehm & Lyubomirsky, 2008) [6].

There are two types of the rewards that help workers to develop their professional lives and provide benefits to organization like intrinsic rewards and extrinsic rewards.

2.7.1. Extrinsic Reward

Raza (2012) stated as that Extrinsic reward, or financial benefits are the finest element of worker inspiration since they respond to specific worker demands and keep them

engaged. As a result, this kind of reward is typically short-term and must be done frequently in order to maintain worker progression and productivity. Extrinsic motivation is created when people are motivated by activities taken on their behalf. Cash, ratings, condemnation, and penalties are all examples of extrinsic element of incentive. Employees who are intrinsically driven may work on a job even if they are uninterested in it because they know that reward will provide them with fulfilment and enjoyment after the activity is accomplished. Consequently, extrinsic motivation has a short-term effect on employees, and fresh rewards need be presented when new tasks are completed (Armstrong, 2013) [4].

2.7.2. Intrinsic Reward

Intrinsic motivation on the other hand refers to motivation that originates from inside a person. This sort of motivation is mainly derived from the enjoyment that an employee feels after completing a task or, in certain situations, while working. Responsibility, flexibility to act, range to utilize and develop talents and abilities, an exciting job, and prospects for development may all affect intrinsic motivation. These forms of motivation are employed to have a long-term influence since they are produced by the individual rather than the surroundings (Armstrong, 2013) [4].

Intrinsic incentives produce a favorable emotional response and work to drive people to develop and make long-term behavioral adjustments when necessary (Ryan & Deci, 2020). For example, whenever someone accomplishes a task effectively, they are likely to be more satisfied and accomplished. This intrinsic motivation then pushes the individual to finish the work effectively in the future in order to keep experiencing those great sensations.

3. Conceptual Framework

Research Hypothesis

H1: Job security is positively associated and connected with the Professional Development.

H2: Recruitment and selection is positively correlated with the Professional Development.

H3: Promotion is positively correlated with the Professional Development.

H4: Compensation package is positively correlated with the Professional Development.

H5: Performance Management is positively correlated with the Professional Development.

H6: Reward is positively correlated with the Professional Development.

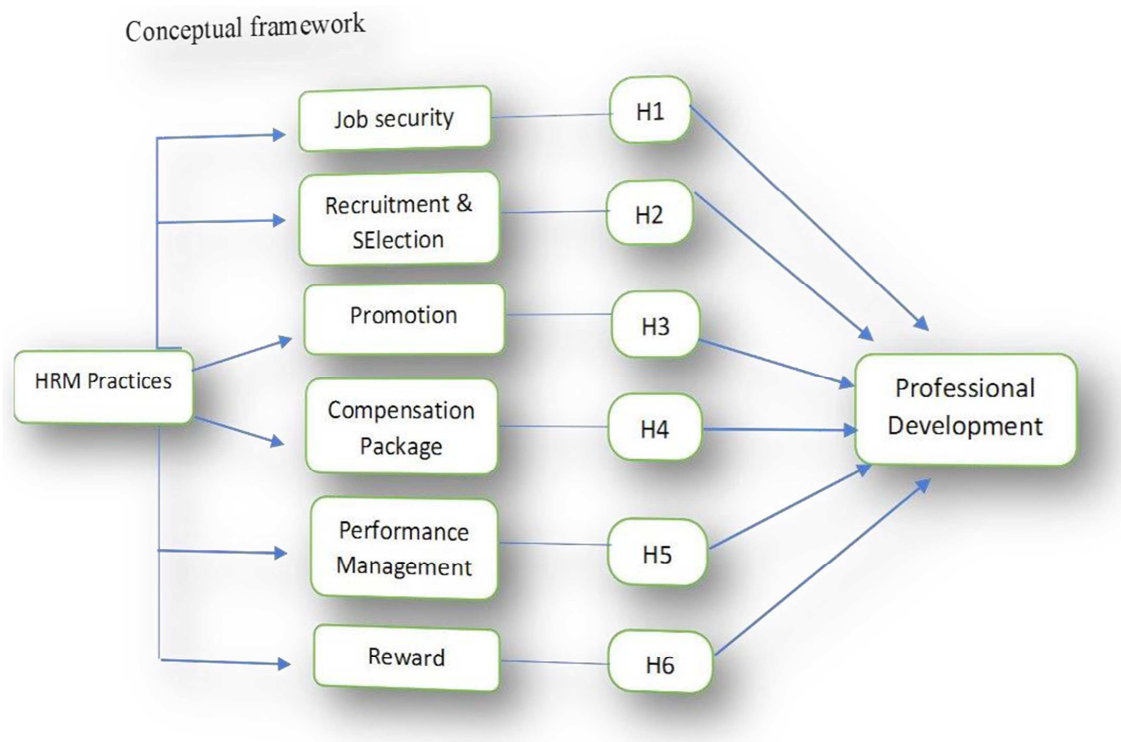


Figure 1. Conceptual framework.

4. Methodology

The present study uses quantitative research methodology since it would be the most important factor in evaluating how SHRM practices help to your professional development. The

study uses traditional primary methods for gathering data.

The survey approach used in this study is the main way of gathering data, and it makes use of a Likert scale. By utilizing a variety of sample methodologies, selecting procedures are utilized to get the primary data first from the stated target population. In this survey there are thirty-one

(31) question to gather the information about our variables of this study. In this questionnaire there are a five option 1) Strongly agree 2) Agree 3) Neutral 4) Disagree 5) Strongly disagree of each question. And each question has five Likert scale for strongly agree, 2 for agree, 3 for neutral, 4 for disagree and 5 for strongly disagree. The responses of this questionnaire are collected from the 100 people of different qualifications.

Data Analysis

Data analysis was performed using IBM's SPSS Version 25 (Chicago, USA) statistical package for social sciences. The Cronbach's alpha reliability test, descriptive and inferential tests, regression analysis and reliability statistics moderation were used to establish the main findings for all variables in this research.

Table 1. Descriptive Statistics.

Items	N	Minimum	Maximum	Mean	Std. Deviation
JS	100	1.00	5.00	2.1117	.60999
CP	100	1.00	5.00	2.0000	.62925
R	100	1.00	5.00	2.1533	.77332
RT	100	1.00	5.00	2.1100	.73291
PM	100	1.00	5.00	2.0733	.86402
P	100	1.00	5.00	2.1000	.56408
PD	100	1.00	5.00	1.9517	.53743
Valid N (listwise)	100				

Table 1 tell us that the minimum value for all variable is 1.00 and maximum variable is 5.00. And according to their means it seems that mostly all the respondent shows a positive (Strongly agree, Agree) response to all questions.

Table 2. Pearson's correlation coefficient.

Correlations		JS	CP	R	RT	PM	P	PD
JS	Pearson Correlation	1	.650**	.574**	.642**	.572**	.334**	-.201*
	Sig. (2-tailed)		.000	.000	.000	.000	.001	.045
	N	100	100	100	100	100	100	100
CP	Pearson Correlation	.650**	1	.580**	.659**	.531**	.353**	-.060
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.551
	N	100	100	100	100	100	100	100
R	Pearson Correlation	.574**	.580**	1	.638**	.497**	.312**	-.073
	Sig. (2-tailed)	.000	.000		.000	.000	.002	.469
	N	100	100	100	100	100	100	100
RT	Pearson Correlation	.642**	.659**	.638**	1	.705**	.344**	-.073
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.471
	N	100	100	100	100	100	100	100
PM	Pearson Correlation	.572**	.531**	.497**	.705**	1	.461**	-.193
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.054
	N	100	100	100	100	100	100	100
P	Pearson Correlation	.334**	.353**	.312**	.344**	.461**	1	.096
	Sig. (2-tailed)	.001	.000	.002	.000	.000		.340
	N	100	100	100	100	100	100	100
PD	Pearson Correlation	-.201*	-.060	-.073	-.073	-.193	.096	1
	Sig. (2-tailed)	.045	.551	.469	.471	.054	.340	
	N	100	100	100	100	100	100	100

The Pearson's correlation coefficient (r), which measures the degree of the linear relationship between two variables, is a method for examining the relationship among two

quantitative, continuous variables. This table shows that there is significant correlation of all variables with professional development.

Table 3. Reliability analysis.

Items	Cronbach's alpha (study N=100)	Number of items
Job security	.650	6
Compensation Package	.665	5
Reward	.608	3
Recruitment & Training	.802	6
Performance Management	.745	3
Promotion	.697	2
Professional Development	.629	6

As seen in table 3 that the job security is the recent study's assessment of reliability. Five distinct human resource

management techniques were employed by the researcher as impartial ways to determine the effects on professional development. In terms of job security for six items the Crohnbach's alpha is $0.650 > 0.6$ it means that the six-item use to measure the job security is reliable for the study.

Similarly In terms of compensation package for five items

the Crohnbach's alpha is $0.665 > 0.6$ it means that the five-item use to measure the compensation package is reliable for the study. Crohnbach's alpha value for all remaining variables is greater than 0.6 which means all the item use to measure their corresponding variables is reliable for this current study.

Table 4. Multiple Regression.

Coefficient		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
Model		B	Std. Error	Beta		
1	(Constant)	1.854	.152		12.166	.000
	JS	-.149	.079	-.269	-1.882	.063
	RT	.094	.077	.205	1.226	.223
	P	.147	.066	.245	2.211	.030
	PM	-.131	.058	-.335	-2.270	.026
	CP	.038	.077	.071	.497	.620
	R	-.001	.058	-.002	-.013	.990

a. Dependent Variable: PD

Additionally, using multiple regressions, one may assess the model's convergent validity and the proportional contributions of each predictor to the total variance explained. When it entered the six SHRM practices into regression formula and professional development as a dependent variable. It was found that the job security, Reward and performance management have not significantly predicted with the professional development. Table shows that promotion, compensation package and recruitment & training have significantly predicted professional development and these have positive direct relation with professional development. Mohamad (2009) added that there is a strong correlation between compensation package and professional development. Moreover, there is positive relation between job security and promotion with professional development.

5. Conclusion & Recommendation

The present study aimed to investigate that how SHRM practices influence the professional development and how we can enhance our professional life if these variables support us. Different scholars and academics have reached different findings on the relationship between human resource management practices and organizational success. researches. Several earlier studies, including Mohamad (2009), Vlachos (2009), and Katou & Budhwar (2009), Arumugam, et al. (2011); Alişkan, (2010); Waiganjo, et al. (2012) and Gbolahan, (2012) have demonstrated that there is indeed a link between human techniques for resource management and the professional development. SHRM practices play a valuable role in professional development. The current study tells us that there is a positive relationship between these SHRM practices with the professional development. And through this study we come to know this that there is positive relation among job security, compensation packages and other practices with the professional development.

It is advised that the organization's management review its

sustainable HRM practices by taking into account employee issues, recognizing them, and addressing the injustices they experience.

Launching the acknowledgment process is necessary so that an employee's work can be properly recognized. recognized and honored. In order to accomplish the necessary goals, the organization should promote the employee's performance through an award program and inspire them in various ways, as opposed to excluding them due to mediocre performance or unfavorable circumstances.

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