

The Impact of Human Resource Development on Employee Performance and Organizational Effectiveness: An Empirical Study

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The world of employment has changed dramatically, technology is impacting practices and experiences, and societies are becoming more global and multicultural. With the rise of globalization, employability is becoming one of the main goals for any organization. Effectiveness of an organization depends on the quality of its human resources and human resources development strategy being an integral part of organizations' strategic plan and its practicability. The aim of the study is to examine the impact of human resource development on the employees' performance and Organizational effectiveness at sample of universities in Iraq. In this study we employed cross sectional institutional based descriptive analytical method. Data were collected using Likert's scale tool and a random sample was selected which consists of (100) employees of the surveyed organizations, including a number of deans, heads of departments, faculty members and principals of the executive units. (80) complete questionnaires with a response rate of 80% were considered during analysis. The result indicates that HRD has an impact on employee performance which in turn is instrumental in improving organizational effectiveness. Also, HRD has positively correlated and claimed statistically significant relationship with employee performance and effectiveness. Furthermore, this study is recommended that the decision makers of universities should strive to develop HRD strategies which will enable them to improve employee competency and enhance the capability of the employees to achieve desired goals and objectives of the organization. The article contributes to the human resource development literature, integrating HRD and employee performance and competencies into a comprehensive research model that influence organizational effectiveness.

Keywords: human resource development, employee performance and organizational effectiveness.