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A Study of Human Resource Strategic for Organizational Effectiveness

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ABSTRACT

Human Resource (HR) strategies play a vital role in achieving organizational effectiveness by aligning employees' capabilities, motivation, and performance with organizational goals. Strategic human resource management focuses on attracting talented employees, developing their skills, improving performance, and retaining valuable human resources. Effective recruitment and selection strategies ensure that organizations appoint employees whose qualifications and competencies match job requirements. Training and development programs further enhance employee knowledge, skills, creativity, and adaptability, enabling organizations to respond effectively to changing business environments. Performance management systems help establish clear objectives, evaluate employee contributions, provide constructive feedback, and recognize high performance. Similarly, appropriate compensation, rewards, and recognition strategies motivate employees and improve their commitment to organizational objectives. Employee engagement strategies also contribute to a positive work environment by encouraging communication, participation, teamwork, and a sense of belonging. In addition, organizations can use workforce planning and HR analytics to identify future staffing requirements and make evidence-based HR decisions. Effective leadership, career development opportunities, and succession planning help build a capable workforce and ensure organizational continuity.