



A STUDY ON THE ROLE AND EFFECTIVENESS OF SHRM ON ORGANIZATIONAL PERFORMANCE WITH RESPECT TO FISHERIES ORGANIZATION.

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ABSTRACT

The fishing industry is still predominately a reactive one, with decisions and actions being taken in reaction to issues or catastrophes; hence, this is something that frequently occurs. The decisions that are taken in the face of a crisis are frequently made in an effort to address the most urgent issues, but they do not always take into account the broader context or the goals that extend further into the future. The objective of the research was to determine the efficiency of SHRM in organisation performance. The study is based on quantitative analysis to achieve the objective. The primary data collection method that is questionnaire is used. A Samples of 200 respondents who are HR employees were taken from fisheries organization in North eastern region. Frequency distribution has been used for the analysis. It was concluded that the efficiency of SHRM in organization performance is important and leads to better organizational performance.

Keywords: SHRM, Fisheries Organisation,

INTRODUCTION

The term "Strategic Human Resource Management" (SHRM) refers to the process of aligning the strategic business goals of an organisation with its human resources in order to encourage innovation, as well as to improve motivation, satisfaction, productivity, and ultimately overall performance (Donnelly & Hughes 2022). The term "strategic human resource management" is relatively new. It distances itself from "conventional human resource management," which was merely a function of a company.

The fishing industry is still predominately a reactive one, with decisions and actions being taken in reaction to issues or catastrophes; hence, this is something that frequently occurs (Sajeevanie et al., 2020). The decisions that are taken in the face of a crisis are frequently made in an effort to address the most urgent issues, but they do not always take into account the broader context or the goals that extend further into the future. It is highly unlikely that this strategy will result in the most efficient use of the water resource available to the fisheries, despite the fact that it might be effective in lowering levels of discontent to a point where they do not result in serious acts of violence.

The decisions and activities that leaders of an organisation take to accomplish desired organisational objectives can be referred to as strategic management. It entails evaluating the internal business and external environments of the present and future, setting goals, carrying out specific activities, and making management decisions that are aimed at accomplishing those goals in the current and prospective settings (Donnelly & Hughes 2022).

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There are various researches being conducted in this topic like:

According to **Alaraqi (2017)** revealed a direct correlation between organisational success and SHRM practises (recruitment and selection, training and development, and remuneration and rewards). The study's conclusions can help the Iraqi oil industry improve organisational performance by implementing sensible SHRM procedures. According to **Donnelly & Hughes (2022)** concluded the idea of strategic human resource management is regarded as essential since it calls for a connection between human resources policies and practises and organisational strategic goals. In other words, businesses must make sure that the policies and practises they develop are in line with the desired aims and objectives in order to achieve the desired results. In similar context, **Sajeevanie et al. (2020)** discovered that the instrument has sufficient degrees of validity and reliability in its design and operation. It is believed that the instrument can be used for future research studies examining the Practice of Strategic Human Resource Management in firms. Managing Human Resources strategically has been essential, and this research might use



the instrument to investigate these topics. In a similar vein, quantifying the many strategic human resource management methods has proven to be a challenging endeavour.

Thus, it is proved that various researchers had shown their interest in SHRM but very few researchers have conducted their study on analyzing the efficiency of SHRM in organisation performance in fisheries organization. Thus, the aim of the research is to study the efficiency of SHRM in fisheries organisation performance.

OBJECTIVES

From the above discussion it is found that the research has not been conducted in this area specifically. So the aim of this study is:

- To determine the efficiency of SHRM in organizational performance with respect to fisheries organizations.

METHODS

The study is based on quantitative analysis to achieve the objective. The primary data collection method that is questionnaire is used. Sample of 200 respondents HR employees are taken from fishing organization in North eastern region. Frequency distribution has been used for the analysis.

Results and Discussions

Objective: To determine the efficiency of SHRM in organization performance

Table 1.1: Does the ability to improve the practice SHRM and the organization have a good relationship and are found to be effective within fisheries organization?

Opinion	No. of respondent
Agree	70
Strongly Agree	63
Disagree	37
Strongly Disagree	30

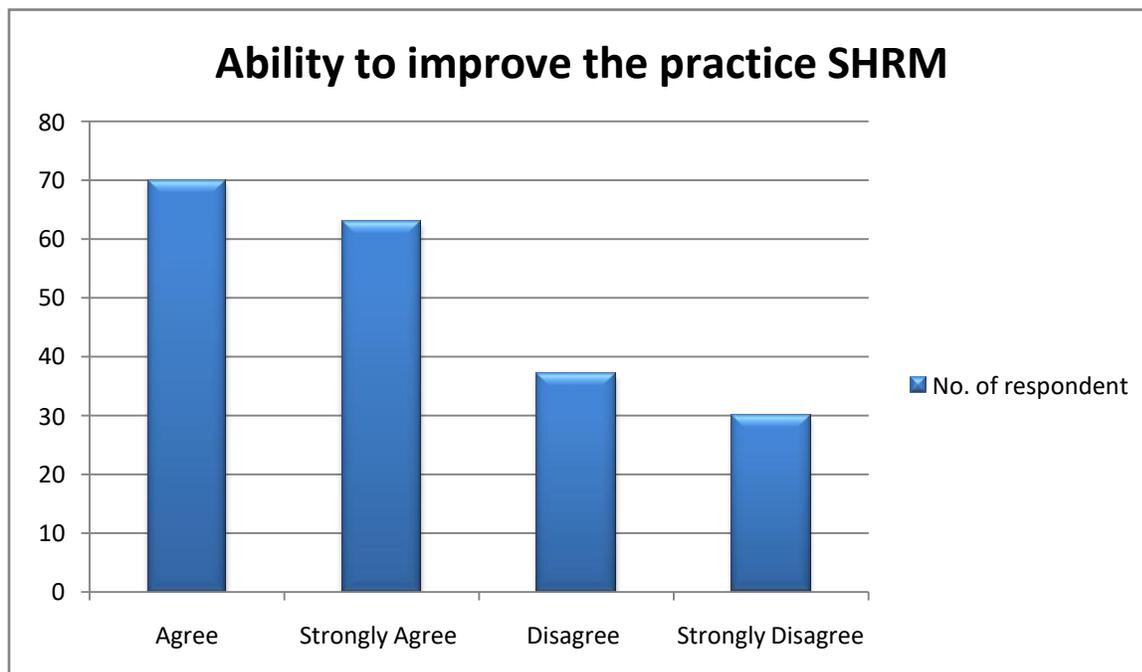


Figure 1.1: Does the ability to improve the practice SHRM and the organization have a good relationship and are found to be effective within fisheries organization?

Above table 1.1 and figure 1.1 showed the ability to improve the practice SHRM and the organization have a good relationship and are found to be effective within fisheries organization,

70 respondents are agreed, 63 respondents are strongly agreed, 37 respondents are disagreeing and 30 respondents are strongly disagreeing.

Table 1.2: Is the impact of Strategic Human Resource Management (SHRM) on the organizational performance on Indian Fisheries sector found effective?

Opinion	No. of respondent
Agree	69
Strongly Agree	62
Disagree	39
Strongly Disagree	30



Figure 1.2: Is the impact of Strategic Human Resource Management (SHRM) on the organizational performance on Indian Fisheries sector found effective?

Above table 1.2 and figure 1.2 concluded that in a survey on the effectiveness of Managing Human Resources (SHRM) on operational efficiency in the Indian fishing industry, 69 people agreed, 62 wholeheartedly agreed, 39 disagreed, and 30 severely disagreed.

Table 1.3: In the sector of fisheries organisation will the industrial sector will thrive better as compared to that of other sectors

Opinion	No. of respondent
Agree	67
Strongly Agree	61
Disagree	39
Strongly Disagree	33

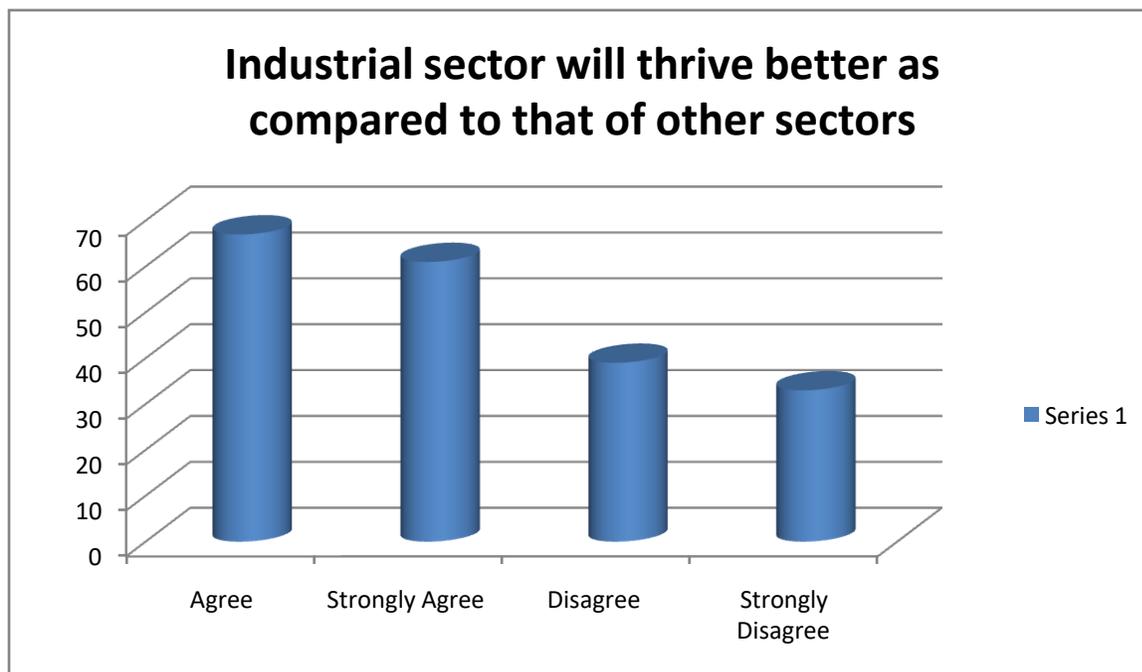


Figure 1.3: In the sector of fisheries organisation will the industrial sector will thrive better as compared to that of other sectors

Above table 1.3 and figure 1.3 concluded that in the sector of fisheries organisation will the industrial sector will thrive better as compared to that of other sectors, 67 respondents are agreed, 61 respondents are strongly agreed, 39 respondents are disagreeing and 33 respondents are strongly disagreeing.

Table 1.4: Does the effectiveness of human resource development in the aquaculture sector will lead to better organizational performance?

Opinion	No. of respondent
Agree	66
Strongly Agree	60
Disagree	42
Strongly Disagree	32

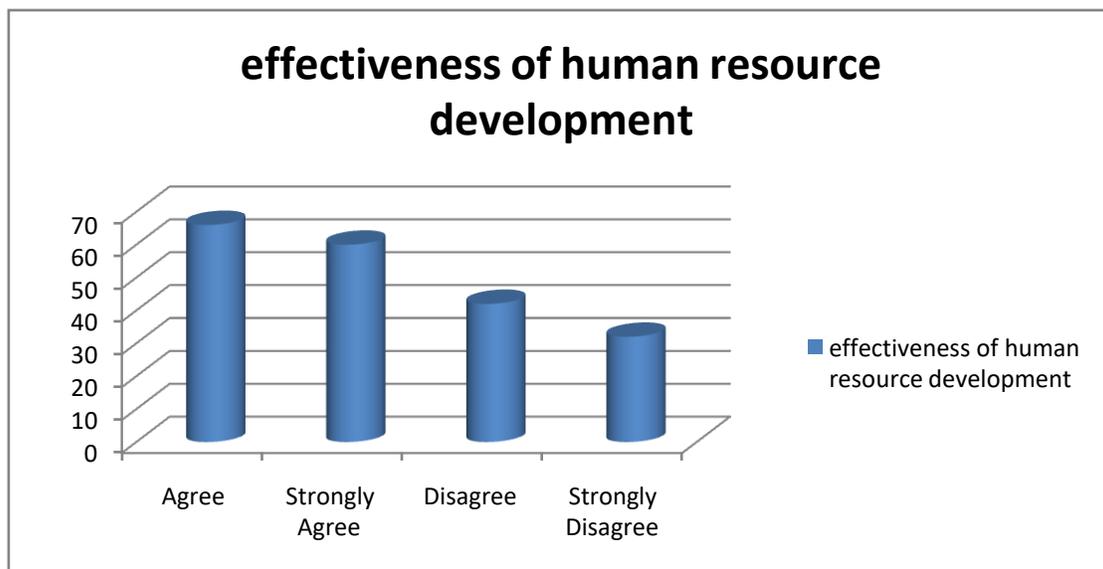


Figure 1.4: Does the effectiveness of human resource development in the aquaculture sector will lead to better organizational performance?

Above table 1.4 and figure 1.4 concludes that the effectiveness of human resource development in the aquaculture sector will lead to better organizational performance, 66 respondents are agreed, 60 respondents are strongly agreed, 42 respondents are disagreeing and 32 respondents are strongly disagreeing.

Therefore, it can be concluded from the above discussion that the efficiency of SHRM in organization performance is important and leads to better organizational performance.

CONCLUSION

Since the fishing sector is still primarily one that is reactive, with decisions and actions being taken in reaction to problems or catastrophes, this is something that frequently takes place. When faced with a crisis, judgements are frequently made in an effort to address the most pressing problems; nevertheless, these decisions may not necessarily take into account the larger context or the objectives that reach further into the future. The actions and choices that are made by the leaders of an organisation in order to achieve the goals that the organisation has set for itself are examples of what is known as strategic management. The purpose of this study was to investigate how effectively SHRM contributes to the overall performance of an organisation. In order to accomplish what was set out to do, the study relied heavily on quantitative analysis. The use of questionnaires as the major method of data gathering is demonstrated here. From the fishing organisations located in the north-eastern region, a sample of two hundred human resources professionals was taken. For the purpose of the analysis, frequency distribution was utilised. As a result of this investigation, we came to the conclusion that the effectiveness of SHRM in relation to organisation performance is both significant and contributes to improved organisation performance.

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