Chapter 1
Application of Strategic Human Resource Management Models for Organizational Performance

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ABSTRACT

Modern organizational management must include strategic human resource management (SHRM). It is an improvement over the conventional human resources management methods, mostly concerned with operations and connections with employees. Contrarily, SHRM recognizes that workers are one of a company's most significant assets and works to match HR practices with those aims and objectives. This method strongly emphasizes long-term planning, proactive decision-making, and a close connection between HR strategies and overarching corporate plans. Strategic human resource management includes all those activities affecting the behavior of individuals in their efforts to formulate and implement the strategic needs of the business. It is the pattern of planned human resource deployments and activities intended to enable the firm to achieve its goals.

1. INTRODUCTION

Food waste has become a pervasive and urgent global issue, with far-reaching implications for Guest in 1997 asserts that SHRM should externally align HR practices with business goals that correspond to the organization's stage of development, organizational dynamics, and features and internally align as Strategic relationship connecting the external context and HR (Abu-Rumman, 2021). The potential to connect internal practices to the characteristics of the external market. Best practices that other organizations use as a standard (Abu-Rumman and Qawasmeh, 2021). Gestalt to use the appropriate methods in concurrence. Combinations of powerful complementary techniques (Al Shraah et al., 2022).

1.1. Challenges of Strategic Human Resources Management

Organizations can benefit greatly from implementing Strategic Human Resource Management (SHRM), but many difficulties and barriers must be overcome (Al Shraah et al., 2013). The key to successfully implementing SHRM is for HR professionals and enterprises to understand these issues (Evans & Davis, 2005). Here are a few issues that SHRM frequently faces:

Employee and manager resistance to change is possible, especially if they have grown accustomed to established HR methods (Anand et al., 2023). The successful execution of SHRM initiatives can be hampered by resistance (Alayli, 2023).

Lack of Senior Leadership Support: For SHRM efforts to be successful, senior leadership must support them (María et al., 2023). It may not be easy to obtain the required resources and dedication if upper management does not completely back SHRM (Arslan et al., 2021).

Resource Restrictions: Putting SHRM into practice frequently calls for investments in technology, education, and talent development (Ogunmola et al., 2021). Resource restrictions can be a problem (Khaled Lafi Al-Naif and Ata E. M. Al Shraah, 2018).

Complexity: SHRM is not an all-encompassing strategy. It can be challenging and time-consuming to modify HR procedures to align with an organization's goal and this requires considerable skill (Atasever, 2023).

Talent Scarcity: Finding and keeping top talent can be difficult, particularly in sectors with fierce competition. The global talent war can make finding the proper candidates for key positions challenging.

Data and Analytics Capabilities: Data analytics are a key component of many SHRM strategies. The effectiveness of measuring the impact of HR initiatives may be a challenge for organizations lacking strong data and analytics skills (Said & Tripathi, 2023).

Legal and Regulatory Compliance: HR procedures must adhere to all applicable legal and regulatory requirements. A complex balancing act may be required to guarantee compliance while coordinating HR with strategy (Srinivas et al., 2023).

Cultural Alignment: SHRM might call for a change in the organization's culture. Getting the intended SHRM culture and the current culture to coincide can be difficult.

Change Management: Successfully adopting SHRM frequently necessitates adjustments to employee expectations and HR procedures. To reduce opposition and disruptions, change management must be done effectively (Balas-Timar & Ignat, 2015).

Measuring ROI: It can be difficult to demonstrate the return on investment (ROI) of SHRM initiatives. Advanced measurements and analytics may be needed to quantify the effect of HR strategies on organizational performance (Ocoró et al., 2023).

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