



AN EFFECT OF STRATEGIC HUMAN RESOURCES MANAGEMENTS ON FISHERIES ORGANIZATIONAL PERFORMANCE: A STUDY OF NORTH EASTERN INDIA

Neitho O Kuotsu¹, Dr. SK Bhogal²

Ph.D. Scholar¹, Professor²

Venkateshwara Open University, Arunachal Pradesh¹

Venkateshwara Open University, Arunachal Pradesh²

ABSTRACT

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. SHRM entails evaluating the internal business environments of the present and future, as well as the external environments, as well as setting goals, carrying out specific activities. The objective of the study was to assess the impact of strategic human resources managements on fisheries organizational performance in north eastern India. 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 that are HR employees are taken from fishing organization in North eastern region. Frequency distribution has been used for the analysis. Therefore, it can be concluded that there is the impact of strategic human resources managements on fisheries organizational performance in north eastern India.

Keyword: Strategic Human Resources Managements, Organizational Performance, Fisheries

INTRODUCTION

Strategic human resource management is the process of coordinating an organization's human resources with its strategic business goals in order to promote innovation and enhance employee satisfaction, productivity, and, ultimately, overall performance (Donnelly & Hughes 2022). Strategic human resource management is a very recent thought. It sets itself apart from



International Journal of Research in IT and Management (IJRIM)

Available online at: <http://euroasiapub.org>

Vol. 11 Issue 6, June- 2021

ISSN(o): 2231-4334 | ISSN(p): 2349-6517 | Impact Factor: 8.106

"traditional human resource management," which was just a company-specific role.



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 (Sajeevanie et al., 2020). 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 strategy of SHRM will result in the water resource utilisation that is making it most efficient that is available to the fisheries. This is despite the fact that it is highly unlikely that this strategy will result in the most efficient use of the water resource that is available.

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. It entails evaluating the internal business environments of the present and future, as well as the external environments, as well as setting goals, carrying out specific activities, and making management decisions that are aimed at accomplishing those goals in the settings of both the present and the future.

LR

There are various researches being conducted in this topic like:

According to **Sajeevanie et al. (2020)** found that the instrument's design and operation both had sufficient Validity and dependability are measured in degrees. The tool is thought to be useful for future research studies in firms that investigate the Practice of Strategic Human Resource Management in enterprises. This research may employ the instrument to investigate the aforementioned topics, as strategic management of human resources has become increasingly important in recent years. Quantifying the numerous different strategic approaches to human resource management has also proven to be a difficult undertaking for this particular endeavour. According to **Saha et al. (2016)**, the backdrop of this research uncovered SHRM's key concept that inspired and increased knowledge, skills, and abilities (KSAs) of workers



within a company. In conclusion, this article offered some recommendations for future research according to emphasised propositions that improved organizational performance along with increased cutthroat skills. Further, **Farndale&Paauwe (2018)** shows how critical organizational actors could really strike a balance among competitor, historical, and institutional mechanisms to develop a strategic HRM (SHRM) framework that can generate organisational outcomes that balance economic and worker well-being outcomes, which has in turn have a long-term impact on societal well-being and reimagine the firm's operational environment. The framework is built around an iterative process between the environment and the SHRM system that produces a suitable amount of dynamic fit across the different components.

Thus, it is proved that various researchers had shown their interest in SHRM but very few researchers have conducted their study on analyzing the effect of strategic human resources managements on fisheries performance of the organization. Thus, the study's goal is to determine the effect of strategic human resource management on fisheries organisational performance.

OBJECTIVES

- To assess the impact of strategic human resources managements on fisheries organizational performance in north eastern India.

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 that are HR employees are taken from fishing organization in North eastern region. Frequency distribution has been used for the analysis.

RESULTS AND DISCUSSION

Objectives: To assess the effect of strategic human resources managements on fisheries organizational performance in north eastern India

Table 1.1: Does the communication of the essence of this type of analysis worked out to stakeholders have been observed effectively?

Opinion	No. of respondent
Agree	65
Strongly Agree	58
Disagree	39
Strongly Disagree	38

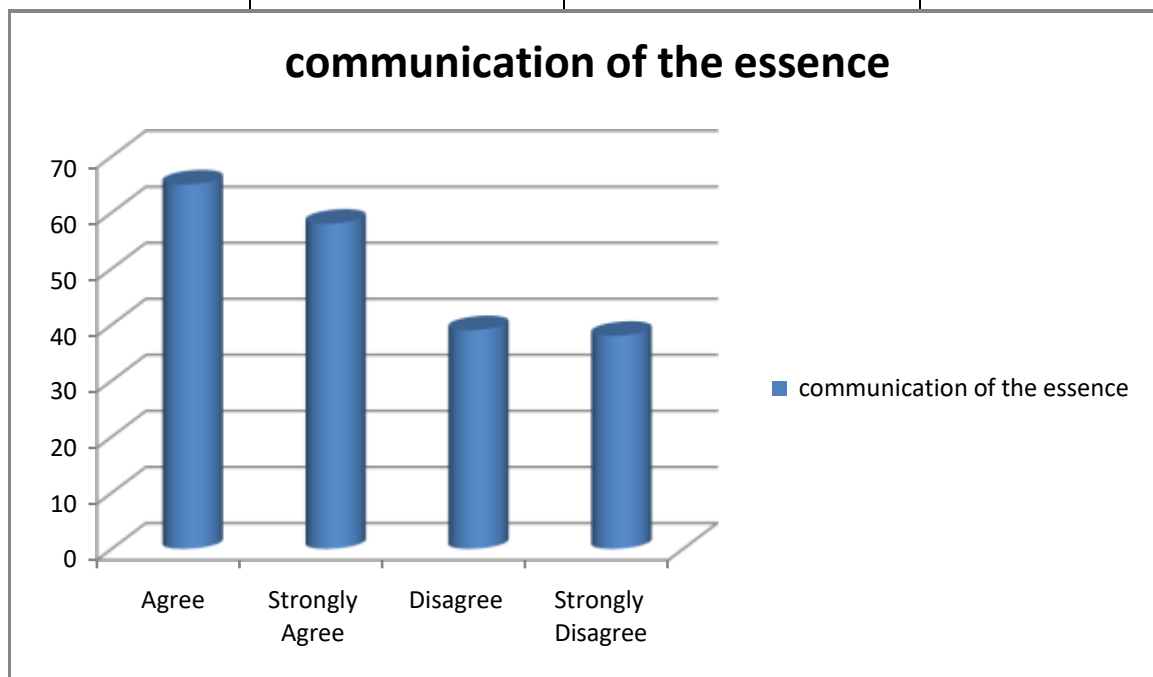


Figure 1.1: Does the communication of the essence of this type of analysis worked out to stakeholders have been observed effectively?



Above table 1.1 and figure 1.1 found that the communication of the essence of this type of analysis worked out to stakeholders have been observed effectively as 65 respondents are agreed, 58 respondents are strongly agreed, 39 respondents are disagreeing and 38 respondents are strongly disagreeing.

Table 1.2: Is the effect of strategic human resources managements on fisheries organizational performance in north eastern India found to be effective?

Opinion	No. of respondent
Agree	69
Strongly Agree	62
Disagree	37
Strongly Disagree	32

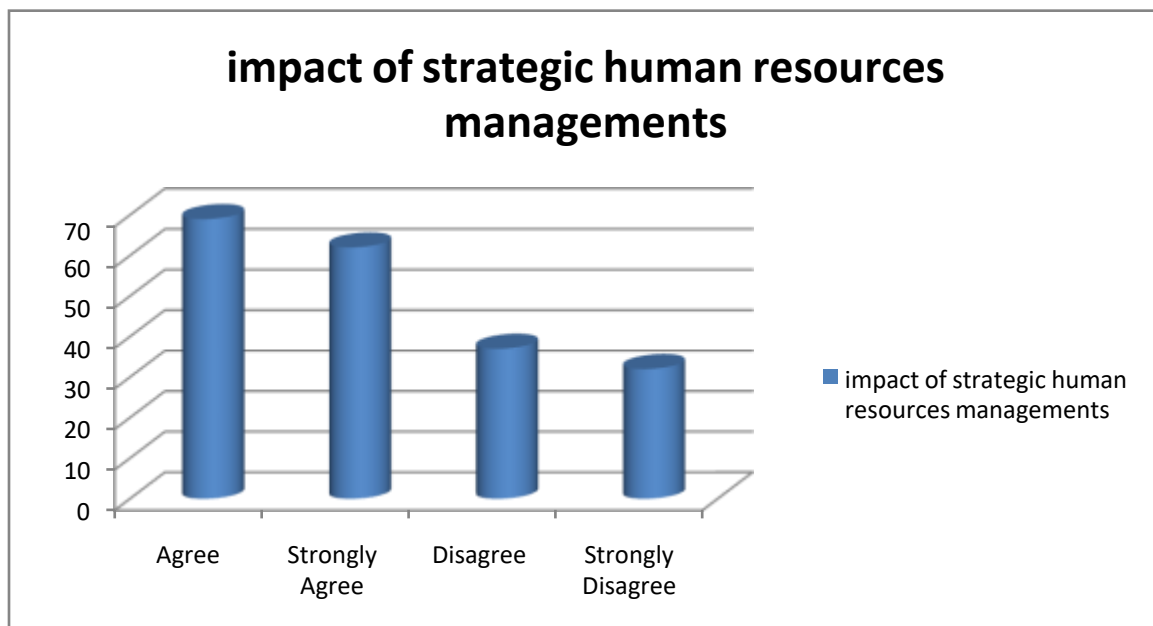


Figure 1.2: Is the effect of strategic human resources managements on fisheries organizational performance in north eastern India found to be effective?

Above table 1.2 and figure 1.2 described that the effect of strategic human resources managements on fisheries organizational performance in north eastern India found to be effective as the results showed that 69 respondents are agreed, 62 respondents are strongly agreed, 37 respondents are disagreeing and 32 respondents are strongly disagreeing.

Table 1.3: Does the strategies performance of the fisheries organizations found effective?

Opinion	No. of respondent
Agree	66
Strongly Agree	60
Disagree	40
Strongly Disagree	34



Figure 1.3: Does the strategies performance of the fisheries organizations found effective?

Above table 1.3 and figure 1.3 described about the strategies performance of the fisheries organizations found effective, 66 respondents are agreed, 60 respondents are strongly agreed, 40 respondents are disagreeing and 34 respondents are strongly disagreeing.

Table 1.4: Does the extent to which food processing companies practice SHRM found effective as per that of dealing with fisheries organization?

Opinion	No. of respondent
Agree	65
Strongly Agree	58
Disagree	42
Strongly Disagree	35

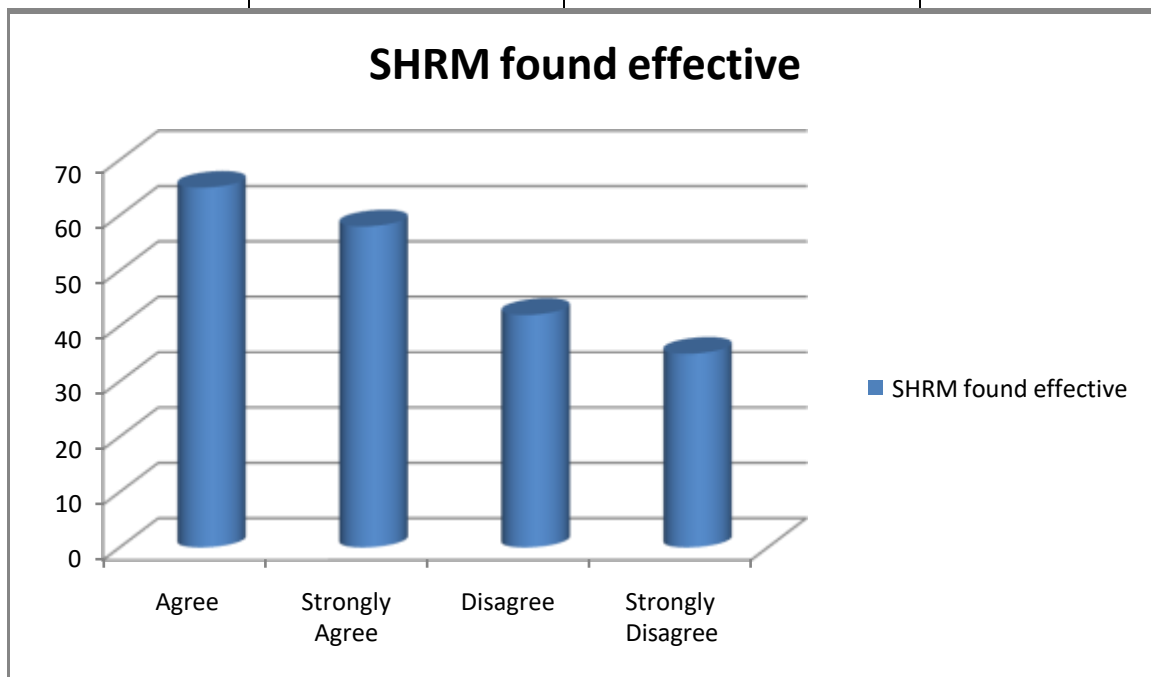


Figure 1.4: Does the extent to which food processing companies practice SHRM found effective as per that of dealing with fisheries organization?

Above table 1.4 and figure 1.4 described the extent to which food processing companies practice SHRM found effective as per that of dealing with fisheries organization, 65 respondents are agreed, 58 respondents are strongly agreed, 42 respondents are disagreeing and 35 respondents are strongly disagreeing.

Table 1.5: Does the analysis of regulating the number of SHRM practices affecting organizational performance found effective?

Opinion	No. of respondent
Agree	68
Strongly Agree	62
Disagree	39
Strongly Disagree	31

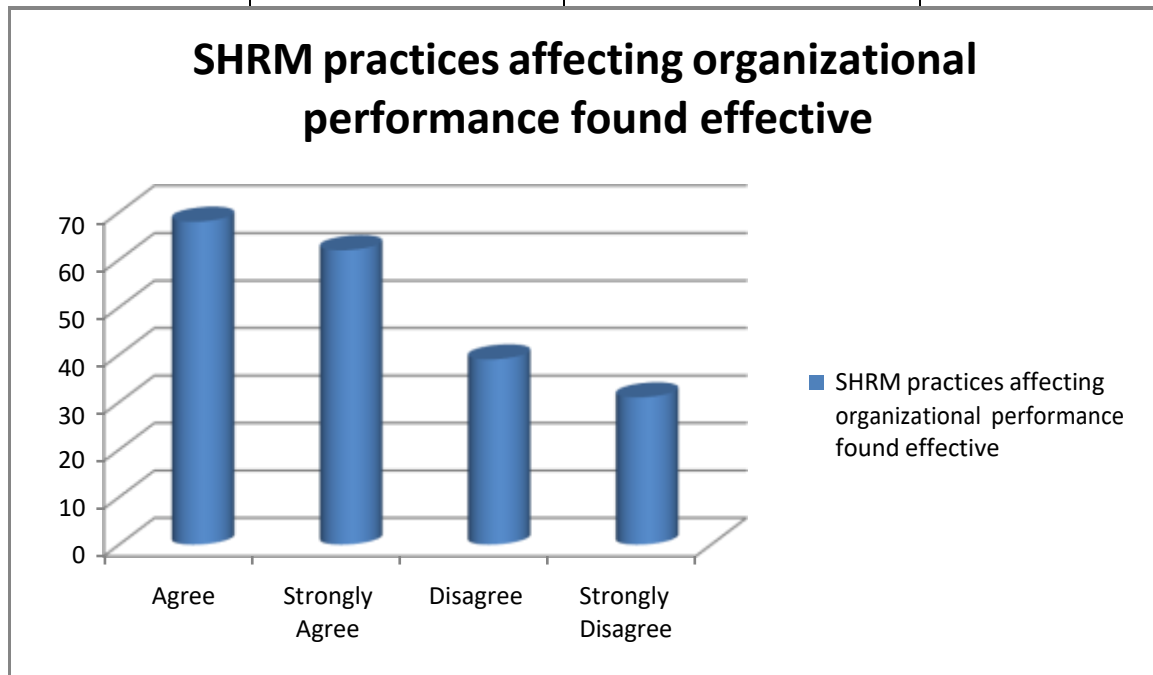


Figure 1.5: Does the analysis of regulating the number of SHRM practices affecting organizational performance found effective?



Above table 1.5 and figure 1.5 described the analysis of regulating the number of SHRM practices affecting organizational performance found effective, 68 respondents are agreed, 62 respondents are strongly agreed, 39 respondents are disagreeing and 31 respondents are strongly disagreeing.

Therefore it can be concluded that there is the effect of strategic human resources managements on fisheries organizational performance in north eastern India.

CONCLUSION

The fishing industry since it is still predominantly a reactive industry, where choices and actions are performed in response to issues or disasters. In order to practise SHRM, one must assess both the internal and external corporate environments as well as their past, present, and future states. One must also create objectives and carry out specific tasks. The study's goal was to evaluate how well fishing organisations in north-eastern India were performing in relation to strategic human resource managements. To accomplish the goal, the study's methodology is based on quantitative analysis. Questionnaires are the main tool used to collect data. Fishing organisations in the North Eastern region provided a sample of 200 HR employee responders. The analysis has made use of the frequency distribution. Thus, it can be inferred that strategic human resource managements have an impact on the performance of the fishing organisations in north-eastern India.

REFERENCES

- Donnelly, R., & Hughes, E. (2022). The HR ecosystem framework: Examining strategic HRM tensions in knowledge-intensive organizations with boundary-crossing professionals. *Human Resource Management*. <https://doi.org/10.1002/hrm.22115>
- Farndale, E., & Paauwe, J. (2018). SHRM and context: why firms want to be as different as legitimately possible. *Journal of Organizational Effectiveness People and Performance*, 5(3), 202–210. <https://doi.org/10.1108/joepp-04-2018-0021>



Saha, N., Chatterjee, B., Gregar, A., & Saha, P. (2016). The impact of SHRM on sustainable organizational learning and performance development. *International Journal of Organizational Leadership*, 5(1), 63–75. <https://doi.org/10.33844/ijol.2016.60291>

Sajeevanie, T. L., Opatha, H. H. D. N. P., & Dissanayake, K. (2020). An instrument to measure the practice of strategic human resource management in private sector organizations. *Sri Lankan Journal of Human Resource Management*, 10(1), 1. <https://doi.org/10.4038/slghrm.v10i1.5647>