

THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES ON THE PERCEIVED ORGANIZATIONAL PERFORMANCE OF MANAGERS; THE MEDIATING ROLE OF ORGANIZATIONAL CULTURE IN SELECTED STATE-OWNED BUSINESS ENTERPRISES IN SRI LANKA

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Most of the public sector organizations in Sri Lanka are facing difficulties to render a quality service or goods for their customers. This has been occurring absence of proper human resource management practices (HRMPs) and having inferior human resource management strategies. The purpose of this study is to assess the impact of HRMPs on the perceived organizational performance (POP) of managers in selected State-Owned Business Enterprises (SOBEs) in Sri Lanka whilst considering the mediating role of organizational culture (OC). The study employed a quantitative research method using a structured questionnaire through a survey method to collect data from 300 managers incorporating a multi-stage stratified sampling method. Descriptive and inferential statistics were used in data analysis employing SPSS 23 and AMOS 23. The findings of the study are presented that the extended model achieved a good fit for the factor model and the hypothetical paths are observed significantly. Accordingly, the study has found that selected HRMPs such as recruitment and selection, training and development, performance appraisal, and reward management have a significant impact on POP whilst considering the mediating role of OC on that relationship. Resource-based View Theory and Valuable, Rare, Imperfectly Imitable, Non-Substitutable model backed this study. Theoretical, managerial and practical implications have been identified for strategic policy formulators to determine employee and organizational burgeoning to grow. The limitations of the study have been identified and would be treated with the use of different variables, samples, methodology, and time horizons in different contexts. Henceforth, future studies may be conducted to overcome the limitations experienced.

Keywords: *Human resource management practices; Organizational culture; Organizational performance*
