

A STUDY ON STRATEGIC HUMAN RESOURCE MANAGEMENT

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ABSTRACT

In recent years, there has been a significant expansion in the field of strategic HRM. This article synthesizes the literature in this field by doing a meta-review, which is a study of reviews that have addressed different facets of strategic HRM. The authors also discuss conceptual frameworks and empirical findings from studies carried out in the field over the preceding three decades, pointing out methodological issues and challenges in the earlier research. They also analyze contemporary developments in the study of strategic HRM. The author concludes with a meta-review of some interesting literature and important lines of inquiry. PRISMA was used for the preferred review of systematic and Meta-analysis of available review items.

Keywords: literature, meta-review, synthesis, strategic HRM

INTRODUCTION

In light of the continued importance of SHRs in contemporary companies, strategic HRM has evolved over the past 30 years into a distinct field of study. According to Almashyakhi (2022), strategic HRM scholarship is the "study of HRM systems (and/or subsystems) and their interrelationships with other elements constituting an organizational system, including the organization's external and internal environments, the multiple players who enact HRM systems, and the multiple stakeholders who evaluate the effectiveness of the organization and determine its long-term survival" (p. 4). According to Jackson et al., the definition of strategic HRM places an emphasis on HRM systems and their connections to other organizational elements including organizational performance and effectiveness. This agrees with definitions provided by other academics (Verma et al., 2022). Strategic HRM has gotten more and more attention from management experts and practitioners over the last few decades. Figure 1 shows the expansion of the strategic HRM literature since its inception in the 1990s. The Scopus database contains a list of about 8126 publications from 1990 to 2023 that include the phrase "strategic human resource management." Over 150 publications published these papers, which included scholars from over 120 different countries. Google Scholar now has about 32,000 publications on the topic of strategic HRM, and this figure is rapidly increasing. Understanding what has been done in the past and what can be done in the future is crucial for the advancement of the strategic HRM profession. A number of significant conceptual and meta-analytic reviews of strategic HRM have been published,

including those by Kim et. al., (2022); Verma et al., (2022); Almashyakhi (2022). However, as demonstrated in Figure 1, the area of strategic HRM has rapidly expanded during the past ten years, with 5896 out of 8216 total publications in the topic being published between 2007 and 2016. There is a need for an updated evaluation to address the major conclusions from earlier reviews as well as new trends and areas of recent empirical study. The current paper takes focus on this purpose. Considering this goal in mind, the current research employs a "meta-review" methodology to compile the conclusions of earlier conceptual and empirical strategic HRM review studies. Given the vast body of work in this field, the meta-review approach is a useful tool to comprehend the state of the strategic HRM paradigm. This method also goes beyond a conventional review by exposing the theoretical and methodological problems that permeate this discipline, providing a fundamental and thorough grasp of the current situation and the key difficulties it faces. To identify the main theoretical frameworks used in strategic HRM research, summarize the main findings of empirical work, and discuss the key methodological issues (such as measurement issues and research design), we reviewed 68 reviews that have covered various theories and topics of strategic HRM. Additionally, when addressing specific points, we connect readers to examples of reviews. Furthermore, we examine 183 empirical studies on strategic HRM to supplement the meta-review. When analysing the empirical studies, we pay close attention to how the research questions have evolved over time, highlighting, in particular, the recent decade's new trends. Finally, we talk about some fascinating and crucial issues for future research on strategic HRM.

RESEARCH METHODOLOGY

Numerous review articles have reviewed the theoretical underpinnings and empirical results of strategic HRM in addition to discussing methodological concerns. As shown in Table 2, we divided the frequently debated methodological difficulties into five categories: level of analysis, assessment of HRM systems and measurement of performance outcomes, research design, and missing data. Since measuring HRM systems has received the most attention from previous reviews and is strongly tied to other methodological concerns, we focus primarily on these topics in the current review. We advise researchers interested in additional methodological issues to consult numerous earlier reviews.

LITERATURE REVIEW

The terms "strategic human resource management" and "review" were searched for in academic articles and book chapters in the EBSCO Business Source Premier, Web of Science, and Scopus databases. The conceptual and meta-analytic reviews were included in this meta-review based on two criteria. First, we included papers whose main goal was to summarize and synthesize earlier research. We didn't include theoretical articles (such as Adula et. al., (2023); Kim et. al., (2022), Verma et al., (2022); Almashyakhi (2022) that were primarily concerned with formulating theoretical models and assertions. Second, we excluded articles about specific HRM practices (such as Yu, Yuan, Han, Li & Li (2022) and international HRM (such as Adula, Kant & Birbirs (2023); instead, we included review articles about HRM systems and their relationships with other variables. 68 review articles about strategic HRM, including 64 conceptual reviews and 4 metaanalyses, were produced using these two criteria. Based on the theoretical framework/perspectives, methodological

issues, and review articles' coverage of those topics, we classified conceptual reviews. The meta-analytic reviews were not coded, and the main conclusions from them are just briefly covered in the part that follows.

CONCLUSION

The strategic function of HRM in organizations has received a lot of attention during the past 30 years. The field's theoretical and empirical development has improved the rigor of scholarship and the Caliber of conclusions that can be made. But a lot is still uncertain. The key theoretical frameworks, empirical findings, methodological issues, and current trends in strategic HRM research are hoped to be better understood by scholars with the aid of this review. Additionally, we believe that this publication will offer illuminating advice for future strategic HRM research. In the twenty- first century, strategic management of human capital will probably be a distinguishing characteristic of success, necessitating a greater emphasis on the ideologies, regulations, and procedures used to maximize SHRs. Strategic HRM is in a good position to contribute to this debate as long as the industry keeps posing and addressing worthwhile, strategic research topics.

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