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<p>(51) International classification :G06Q0010060000, G06Q0010100000, G06Q0099000000, G06Q0030020000, G09B0019180000</p> <p>(86) International Application No :PCT// Filing Date :01/01/1900</p> <p>(87) International Publication No : NA</p> <p>(61) Patent of Addition to Application Number :NA Filing Date :NA</p> <p>(62) Divisional to Application Number :NA Filing Date :NA</p>	<p>(71)Name of Applicant : 1)Dr. J. Niruba rani Address of Applicant :Professor / Head, RVS institute of management studies, Kumaran kottam campus, Kannampalayam, Coimbatore - 641402 ----- 2)Dr. Raji Jennet 3)Dr. P.Bhanumathi 4)Mr. Sarath Kumar Y 5)Mrs. G. Revathi 6)Ms. A. Harini 7)Dr. S. Umamaheswari 8)Dr. K. Ravindran 9)Mrs. Varshini S K 10)Dr. R. Ramprabu 11)Dr. S. Parameswaran Name of Applicant : NA Address of Applicant : NA (72)Name of Inventor : 1)Dr. J. Niruba rani Address of Applicant :Professor / Head, RVS institute of management studies, Kumaran kottam campus, Kannampalayam, Coimbatore - 641402 ----- 2)Dr. Raji Jennet Address of Applicant :Assistant Professor, Department of Management – MBA KV Institute of Management and Information Studies, Sathy Road, Kurumbupalayam Post, Coimbatore – 641107 ----- 3)Dr. P.Bhanumathi Address of Applicant :Assistant Professor, Ramaiah Institute of Management, Gate No – 8, General Science Building, 'C' Block, MSRIT Post, MSR Nagar, MSRIT Campus, Bangaluru - 560 054 ----- 4)Mr. Sarath Kumar Y Address of Applicant :Assistant Professor, School of Commerce, Reva University, Rukmini Knowledge Park, Kattigenahalli, SH 104, Srinivasa Nagar, Bengaluru - 560064 ----- 5)Mrs. G. Revathi Address of Applicant :Head and Assistant Professor, Department of Commerce, AIMAN College of Arts and Science for Women, K.Sathanur, Trichy - 620021 ----- 6)Ms. A. Harini Address of Applicant :Assistant Professor, Department of Commerce, AIMAN College of Arts and Science for Women, K.Sathanur, Trichy - 620021 ----- 7)Dr. S. Umamaheswari Address of Applicant :Assistant Professor, Department of Commerce, VET Institute of Arts and Science (Co- education) College, Thindal, Erode -638012 ----- 8)Dr. K. Ravindran Address of Applicant :Associate professor, Department of Business Administration, Kalasalingam Academy of Research and Education (Deemed to be University), Krishnankoil - 626126 ----- 9)Mrs. Varshini S K Address of Applicant :Assistant Professor, Department of Commerce and Management, Seshadripuram College, Nagappa street, kumara Krupa road, Seshadripuram, Bangalore-560020 ----- 10)Dr. R. Ramprabu Address of Applicant :Assistant professor, Department of Commerce, Theni college of Arts and Science., veerapandi, Theni District- 625531 ----- 11)Dr. S. Parameswaran Address of Applicant :Assistant Professor, Department of Social Work, Periyar Maniammai Institute of Science & Technology, Vallam, Thanjavur - 613 403 -----</p>
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(57) Abstract :

[010] The research work determined to know the nature of strategic human resource management, people and process-oriented role of HR, HR architecture dimension, quality of linkage of HR strategy with business strategy and the impact of HR strategy linkages with business strategy on organizational effectiveness. The causal relationships between 19 independent variables and four dependent variables have been established. The subject matter of the work was 60 sample firms under Fortune 1000 companies operating in India. The results indicate that strategic human resource management is having considerable impact on firm performance in the form of financial, customer, employee and social performances. The empirical data were provided by 60 top and line management respondents, 60 HR professionals and 360 employee respondents covering 60 sample companies. It has been observed that strategic human resource management is firm-specific and industry-specific. The success of SHRM relies on top and line management support, encouragement, and commitment. The HR professionals have learnt the rope of business paradigms in terms of the knowledge, exposure, and wisdom of corporate strategy, corporate objectives, technology, customer focus, production intricacies, and economic conditions.

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