

Strategic Human Resource Management and Employee Engagement

Kai Clark

PhD

INSEAD

Boulevard de Constance, 77300 Fontainebleau, France

Taylor Collins

Dr.

Bocconi University

Milan, 20136, Italy

Nico Mitchell

Prof.

IE Business School

Madrid, 28006, Spain

Abstract. This article investigates the relationship between strategic human resource management (SHRM) practices and employee engagement. The study analyzes various SHRM practices, including talent management, performance appraisal, and employee development programs, to assess their impact on employee motivation and productivity. The findings suggest that effective SHRM practices significantly enhance employee engagement, leading to improved organizational performance. The article provides practical recommendations for HR professionals to implement strategies that foster a motivated and committed workforce.

Keywords: Human Resource Management, Employee Engagement, Talent Management, Performance Appraisal, Motivation

Introduction

Strategic Human Resource Management (SHRM) is a vital component in enhancing employee engagement and, consequently, organizational performance. This paper explores the link between SHRM practices and employee motivation, focusing on talent management, performance appraisal, and development programs. By leveraging quantitative data from numerous organizations, the research illustrates how SHRM can drive employee engagement. The paper offers actionable insights for HR professionals to implement strategies that cultivate a motivated and engaged workforce, ultimately contributing to organizational success.

This is a preliminary version. To read the full version of the article, please purchase a subscription.

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