

Quality of the Human Resource Management System and Its Relation to Achieve Organizational Goals

Running Title: Quality of the Human Resource Management System

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Abstract: - *Introduction: Human Resource Management system is an integral component of any organization; overall efficiency of the company's processes is dependent on the adaptation of an effective HRM system. Organizational objectives can be achieved with the presence of an efficient and capable system; all the stakeholders and departments involved in the business process play an effective role for ensuring that organization is able to achieve the desired results This study aims to identify the relationship between the use of Human Resource Management system and quality of administrative work to achieve the objectives of organizations. Materials and Methods: Data was collected from 116 professionals using survey-based questionnaire. Descriptive statistics, correlation analysis, and linear regression analysis were used for examining data. These methods were applied for examining the impact of independent and dependent variables on the research outcomes; similarities and differences present among the research variables were examined. Furthermore, a diversified approach was adopted for evaluating the different aspects associated with the research problem. Results: The results have shown that there is a positive relationship between the quality of the Human Resource Management system and the development of the management ($p = 0.000$). Similarly, the findings have also shown increased probability of employment for raising the efficiency of employees ($p= 0.000$). Conclusions: Moreover, the results have also indicated a positive and statistical significant relationship between the achievement of the organizational objectives and the quality of Human Resource Management system. The role of human resource department is critical in improving the efficiency of processes.*

Keywords: - *Decision-making, Goals, Quality, Human Management system.*

Introduction

A successful organization is competent enough to take advantages of the efficiency and effectiveness of its staff. The management plays a major role to improve the professional efficiency of the human resources by linking the core objectives with the strengths of employees that would positively affect their performance (Berne, et al., 2015). Strategy has been identified as the most significant aspect for developing a successful organization. This valuable element is able to develop, seek, achieve, and maximize the objectives of the organization by

considering loyalty and sincerity among employees (Yue, 2014). The growing economic value and the advancements of modern technologies have developed a need to provide systems and methods (Jackson, Schuler & Jiang, 2014). Similarly, it also provides all administrative functions of planning, organization, monitoring, and control. These requirements ranged from the operational level to the strategic management requirements (Gu, et al., 2014). Information systems are capable of providing the benefits of flexibility and accuracy in

all the functions of marketing, production, and finance (Baumgartner, 2014). Thereby, this study has addressed the objectives of the organizations following the human resource management system.

Research Problem

Managing human resources is adequately important for the organizations. It refers to develop positive aspects and limiting the negative effects for the successful completion of organizational objectives. Therefore, information plays a prominent role in human resource management and human resource decision-making (Sujan et al., 2016). Enterprises maintain their continuity, data, and information to be collected, stored, and used. However, if the competition is strong, it must excel and expand the use of information systems. It is necessary for the institutions to build high quality and effective information systems that are capable of meeting their needs and achieving various objectives through providing advanced information technology (Bromley & Meyer, 2017). Following research question has been structured to accomplish the objective of this study.

- How does the quality of the human resource management system achieve the goals of the organizations?

Research Objectives

- To identify the relationship between the use of human resource management system and the quality of administrative work to achieve the objectives of organizations.
- To identify the relationship between the use of the human resource management system and increase the human resource management capability of the organization.
- To identify the relationship between training and rehabilitation in the use of human management resource system and employment in the administrative organs of the organizations.

Significance of Research

The study deals with an important subject, concerned with the increase in the efficiency of employees' performance, increasing the productivity, and raising the efficiency of human energy to achieve the goals of the organizations. The development of management is not less important as compared to economic or social development because it is the basic pillar for achieving development in all fields. The existence of efficient, effective, and forward-looking administrative bodies and strategic planning is comprehensive and innovative. Therefore, the organizations have recognized the importance and effectiveness of institutional development methods.

Research Hypothesis

H1: There is a positive relationship between the quality of human resource management system and the development of organizational systems.

H2: There is a direct relationship between the development and improvement of human resource management system and increased possibility of employment to raise the efficiency of the employees.

H3: There is a direct relationship between the quality of human resource management system and the achievement of the organizations' objectives.

Theoretical Framework

Theory X and Theory Y

Theory X and Theory Y revolve around the concept of human management and motivation. The theory reflects on identifying the impact of individual perceptions on the style of management. According to MacGregor (1960), if the members of a group or team are dissatisfied with their nature of work, it is more than likely that a team leader will use authoritative style of management. This methodology focuses on micro-managing individual's responsibilities; so that the designated tasks are completed in an effective manner. The methodology adopted by the team lead have an influence in motivating the individuals. Theory X adopts a pessimistic approach and considers that the

employees are demotivated in performing their duties. The team leaders adopt an authoritative approach to control the employees. The Theory Y team leads about an optimistic approach. In this scenario, the team lead encourages work and active involvement of employees in suggesting changes in the current procedures. The focus is on improving the overall efficiency of the system (Lawter et al., 2015). Theory Y results in producing highly motivated employees. Most team leads and managers adopt both Theory X and Theory Y concepts in motivating the employees.

Management by Objectives (MBO)

Management by Objectives provides an effective methodology for improving the efficiency of business operations. The objective is to set organizational goals, which are mutually agreed upon by the employees and management. Setting common goals ensures that there is active involvement and participation of the employees in improving the productivity of the system. The employees perform their duties considering the overall goals of the organization (Drucker, 1954). The involvement of the management and employees ensure that the organizational targets are realistic and achievable. There are various benefits associated with MBO theory such as enhancing motivation among employees, defining concise goals, encouraging collaboration between management and employees and improving the level of communication between staff members and top executives (Satyashankar et al., 2016). Adopting an MBO approach enhances the commitment of employees in performing their duties. Hence, the productivity of the business operations is enhanced and the employees feel satisfied in performing their duties. The improved communication level ensures that the feedback provided by the employees to the management is considered before making key decisions. The overall concept behind the theory is to improve the performance of the organization and encourage employees to share their opinions in front of the top management.

Literature Review

Tiskevits (2016) developed a broader perspective about human resource management system. Furthermore, the study aims to identify the issues that are resolved by the system. The study analyzed the past studies conducted in this area. Therefore, a methodology for improving the human resource management system has been provided. Similarly, Merkevicus et al. (2015) developed a human resource framework for virtual organization. The focus of the framework was to effectively manage the individuals located at geographical diverse locations. The methodology adopted include systematic analysis of the personal management system. Multiple methodologies were used in the study such as surveys, summarization, document analysis and comparison. The findings of the study reveal that the proposed model has a positive impact on the performance of individuals.

Burma (2014) examined the impact of human resource management system on the operational efficiency of an organization. The study used past studies for examining the factors that affected the efficiency of human resource management. The variables included organizational effectiveness, management functions, and human resource strategies. The results have shown that human resource management has a significant and positive relationship with organizational performance.

Adetoye and Kehinde (2014) developed an employee management system for National Iron Ore Mining Organization. A database model was used for designing an employee management system application. The application acquired personal details of employees, employee earnings, employee deductions, and employee allowances. The visual studio and java software were used for designing and development of the application. The results suggested that the developed application has a positive influence on the employee's performance.

Georgiou (2015) has conducted a study for comparing the efficiency of human resource management and personal management systems. A

survey questionnaire was distributed among the participants of the study. All the subjects of the study were human resource Human. The interviews sessions were also carried out during the study. The findings of the study reveal that human resource professional is more focused towards adopting personal management system in their organizations. The personal management system has a positive influence on the operational efficiency of the organization.

Zhang (2016) have developed a human resources management framework. An SSH based fuzzy framework has been used for designing the system. The fuzzy mathematics technique plays a critical role in improving the efficiency of the system. The relation matrix and evaluation index approach has been used for examining the efficiency of the system. The results of the study reveal that SSH fuzzy technique has a positive impact on the overall efficiency of the human resource management system.

Moriguchi (2014) analyzed the effectiveness of human resource management system adopted by the Japanese. The focus of Japanese style methodology is on ensuring employment security. The historical origins of Japanese human resource management system were critically examined. The Japanese human resource management system is effective in enhancing the productivity of employees. Hence, the employee's management through Japanese model worked in the organization for long periods of time. There are seven principles associated with the model, which have a positive influence on the operational efficiency of an organization.

Cania (2014) has determined the impact of human resource management system in enhancing the efficiency of the organization. The human resource management is an integral element of maintaining competitiveness of the company in the market. The study examines the past research papers, which have been published in this area. The data for the study was acquired through questionnaires. The study focused in examining the data of service sector and manufacturing sector. The sample size of

the study included thirty companies. The secondary and primary sources were used for data collection. The findings of the study suggest that human resource management is an effective tool for enhancing the performance of an organization.

Koryakovtseva et al. (2016) have conducted a study for examining the role of motivation in Human management. The methodologies adopted in the study involve system analysis, synthesis, scientific observation and classifications. According to the study Porter and Lawler Model is most appropriate in understanding the various components that trigger motivation in an individual. as per the results of the study, motivation is an integral factor in enhancing the productivity of the employees and business operations.

Materials and Methods

Research Design

A descriptive research design has been used to fulfill the research objective. The researcher follows the analytical descriptive approach, which is based on the phenomenon as it exists and is concerned as a precise description. It allows the researcher to collect information about the phenomenon to investigate its manifestations and its different relations, but also to analyze the phenomenon and interpret it to reach conclusions.

Data Collection

Data has been collected from professionals in different administrative fields. A total of 120 professionals were approached based on their responsibilities and their practice experience. In contrast, a total of 116 professionals agreed to participate in the study.

Instruments

The questionnaire was distributed to the 120 targeted participants and 116 (96.7%) sample participants were received. They returned the forms after completing all the required information in the questionnaire. The responses were coded numerically so that they can be easily analyzed

using statistical analysis based on a five-point Likert scale (Table1).....SectionBreck(Continuos).....

Table 1: Five-point Likert Scale

Category	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
	1	2	3	4	5

Source: Abdulla Abd Al-Daim, Education and Educational Research, (Beirut: Dar Al-Ilm for millions, 1, 1984), p. 355.....Section Breck (Continuos).....

Validity and Reliability

The validity and reliability of the questionnaire was ascertained from different researchers in the field of study. After the questionnaires were returned from the researchers, the amendments proposed were

made. While a number of researchers pointed out that the questionnaire in its current form meets the requirements of the study. The validity and reliability of the questionnaire was performed through Spearman Brown coefficient and Alpha-Cronbach equation (Table 2).....

Table 2: Validity and Reliability of Study Hypotheses

M		Spearman Brown Coefficient	Cronbach-Alpha Coefficient	Correlation Coefficient
1	The first phase	0.200	0.333	0.577
2	The second phase	0.683	0.812	0.901
3	The third phase	0.784	0.879	0.938
Total		0.764	0.866	0.931

Source: Preparation of the researcher from the results of the questionnaire, 2017.....

Table 2 shows the extent to which each phase of the questionnaire is related to the overall score of the questionnaire and shows that the content of each phase of the questionnaire has a strong relation to the study at the level of significance (0.05).

Pearson Correlation analysis to determine relationship between respondents' answers and simple linear regression analysis.

Results

First Phase: Demographics

Table 3 is providing complete details about the demographic data related to the sample size of the study.....Section Breck(Continuos).....

Statistical Analysis

The data collected was analyzed through descriptive statistics (Percentage and Frequencies), Spearman-Brown equation to calculate the validity coefficient,

Table 3: Frequencies for Gender Variable

Type	Frequencies	Percentage (%)
Male	21	50%
Female	21	50%
Total	42	%100

Source: Preparation of the researcher from the results of the questionnaire, 2017.

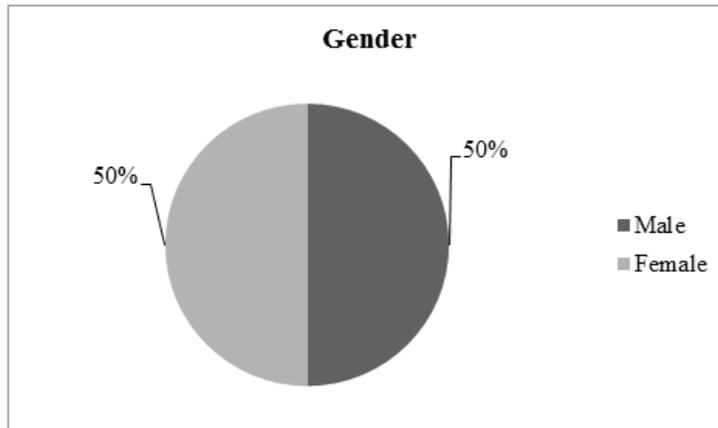


Figure 1: GenderSection Breck(Continuos).....

A total of 21 males (50%) and females (50%) respectively participated in the study (Figure 1). Moreover, 20 respondents belonged to the age category 40 and less than 50 years (47.6%), 8

belonged to 50 and less than 60 years (19%) and 6 belonged to 20 and less than 30 years (14.3%) (Table 4) %) (Figure 2).....

Table 4: Age

Age	Frequency	Percentage
Less than 20 years	0	%0
20 and less than 30 years	6	%14.3
30 and less than 40 years	8	19%
40 and less than 50 years	20	47.6%
50 and less than 60 years	8	19%
60 years and over	0	%0.90
Total	42	%100

Source: Prepared by the researchers from the results of the questionnaire, 2017.

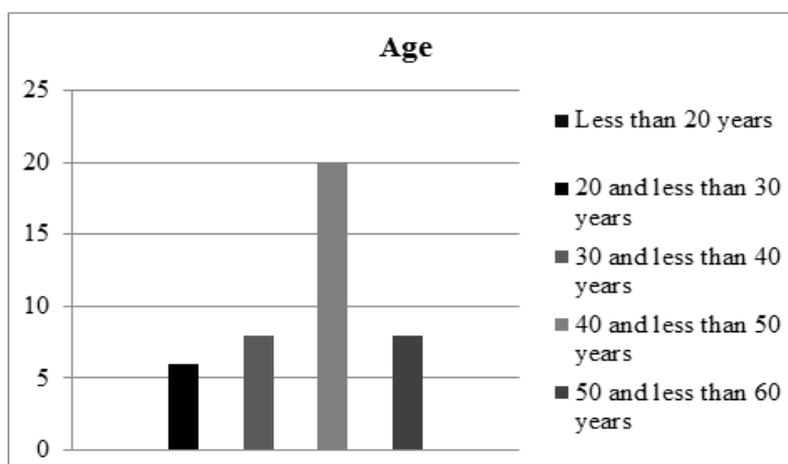


Figure 2: Age

Table 5: Academic Qualification

Academic qualification	Frequency	Percentage
Secondary	9	21.4%
Diploma	3	7.1%
University	19	45.2%
Postgraduate studies	11	26.2 %
Total	42	100%

Source: Preparation of the researcher from the results of the 2017 survey

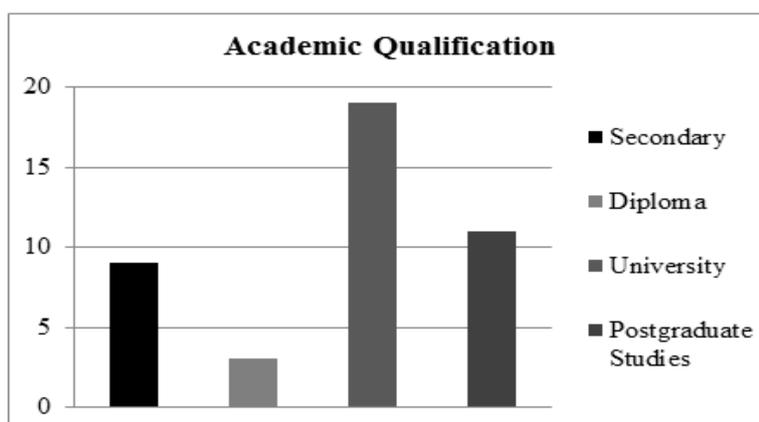


Figure 3: Academic QualificationSectionBreck(Continuos).....

The results have shown that participants received secondary education (21.4%), intermediate diploma (7.1%), university education (45.2%) and post-graduate education (26.2 (Table 5) (Figure 3)..... SectionBreck(Continuos).....

Table 6: Specialization

Function	Repetition	The Ratio
Inspector	22	%52.4
First writer	5	% 11.9
Head of the Department	1	%2.4
Employee	4	9.5%
Writer	3	7.1 %
Assistant Director	2	%4.8
Assistant Inspector	3	7.1%
Deputy Director	2	4.8%
Total	42	% 100

Source: Preparation of the researcher from the results of the 2017 survey.

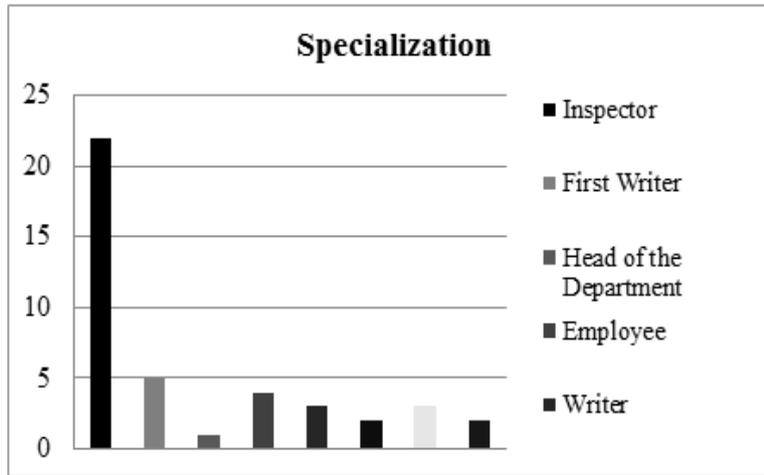


Figure 4: Specialization..... Section Breck(Continuos).....

The results have shown that participants were employees (9.5%) (Table 6) (Figure 4)..... employees (52.4%), editor (11.9%), assistant director (4.8%), writer (7.1%) deputy director (4.8%) and Section Breck(Continuos).....

Table 7: Department

Department	Frequency	Percentage
Affairs workers	16	13.8%
Finance department	14	12.1%
Procurement	7	6.0%
Entries	6	5.2%
Revenue	9	7.8%
Total	116	100%

Source: Prepared by the researcher from the results of a questionnaire 2017.

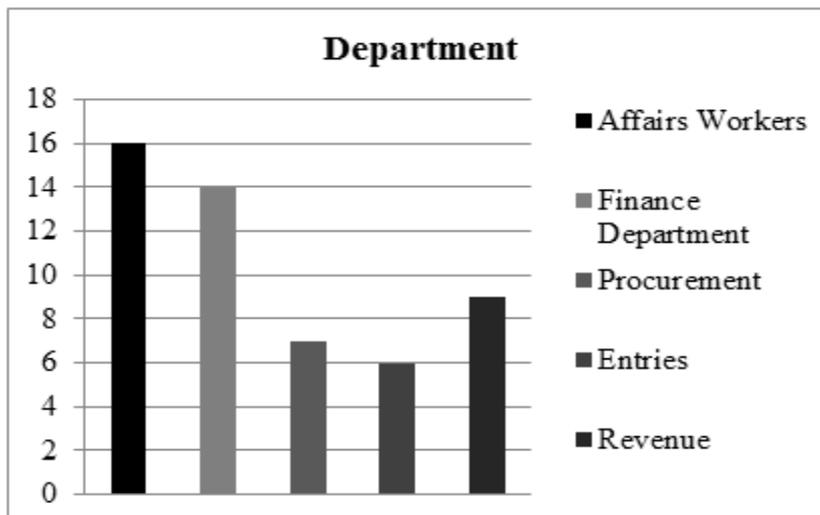


Figure 5: Department..... Section Breck(Continuos).....

The results have shown that majority of respondents were specialized in affairs workers (13.8%), financial department (12.1%), procurement (6.0%), entries (5.2%) and revenue (7.8%) (Table 7) (Figure 5).....Section Breck(Continuos).....

Table 8: Practical Experience

Practical experience	Frequency	Percentage
Less than two years	3	7.1%
2 and less than 6 years	4	9.5%
6 and less than 10 years	5	11.9%
10 years and over	30	71.4%
Total	42	100%

Source: Prepared by the researcher from the results of a questionnaire 2017.

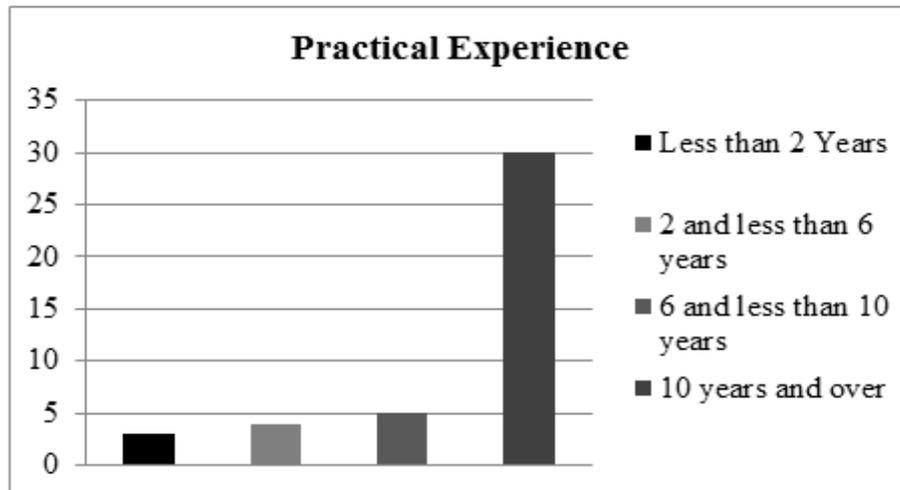


Figure 6: Practical Experience..... Section Breck(Continuos).....

The results have shown that participants have less than two years (7.1%), 2 and less than 6 years (9.5%), 6 and less than 10 years (11.9%) and 10 years and above (71.4%) (Table 8) (Figure 6)..... Section Breck(Continuos).....

Table 9: Good Information System Works

M	Phrase	I totally agree	I agree	neutral	disagree	Strongly Disagree
1	Development in the performance of work style, achieving the organization’s objectives	32 (76.2%)	8 (76.2%)	0 (0%)	2 (4.8%)	0 (0%)
2.	The system has grown workers the ability to innovate and develop work, achieving the organization’s objectives	25 (59.5%)	16 (38.1%)	1 (2.4%)	0 (0%)	0 (0%)
3.	Increase communication and engagement with staff to achieve the organization’s goals	23 (54.8%)	16 (38.1%)	3 (7.1%)	0 (0%)	0 (0%)
4.	The system used leads to raise the level of performance of employees and to achieve the organization’s goals	15 (35.7%)	21 (50%)	4 (9.5%)	1 (2.4%)	1 (2.4%)
5.	User system contributes to the speed of	18	20	2	0	2 (4.3%)

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	completion of the work, leading to the success of the institution	(38.1%)	(47.6%)	(3.4%)	(44.8%)	
6.	Improve the quality of services provided by the institution	16 (38.1%)	20 (47.6%)	4 (9.5%)	1 (2.4%)	1 (2.4%)

Source: Preparation of researchers from the results of the survey 2017..... Section Breck(Continuos).....

The results have further identified that participants' performance was developed through their work and assist in achieving the organizational objective (76.2%) (Table 9). Similarly, the results have shown that participants' communication and liaison with staff was increased in achieving the organizational objectives (92.9%). The results have shown the system used measures to raise the level of

performance of employees and to achieve the organization's goals (85.7%). Moreover, 90.5% participants have shown that a user system contributes to the speed of completion of the work, leading to the success of the institution. The findings have shown that organization assist employees to improve the quality of services (85.6%).....

Table 10: Chi square test for using Good Information System Works

T	Phrase	Chi-square value	Degrees of freedom	Probability value	Mediator	Measurement degree
1.	Development in the performance of work style, achieving the organization's objectives	36.000	2	0.000	2	I agree
2.	The system has grown workers the ability to innovate and develop work, achieving the organization's objectives	21.000	2	0.000	2	I agree
3.	Increase communication and engagement with staff to achieve the organization's goals	14.714	2	0.000	2	I agree
4.	The system used leads to raise the level of performance of employees and to achieve the organization's goals	39.429	4	0.000	2	I agree
5.	User system contributes to the speed of completion of the work, leading to the success of the institution	27.714	3	0.000	2	I agree
6.	Improve the quality of services provided by the institution	38.238	4	0.000	2	I agree

Source: Prepared by the researcher from the results of 2017 questionnaire.....Section Breck(Continuos).....

The chi-square value of significance (36.00) has shown differences between the responses of study participants while it shows a statistically significant difference between “developments in the performance of work style, achieving the

organization's objectives” at 5% level of significance (Table 10). The chi-square value of significance (21.00) has shown differences and a statistically significant difference between “the system has grown workers the ability to innovate

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and develop work which achieve the organization’s goals” at 5% level of significance. The chi-square value of significance (14.714) has shown differences and a statistically significant difference between “increase communication and engagement with staff to achieve the organization’s goals” at 5% level of significance. The chi-square value of significance (39.429) has shown differences and a statistically significant difference between “the system used leads to raise the level of performance

of employees and to achieve the organization’s goals”. The chi-square value of significance (27.714) has shown differences and a statistically significant difference between “contribute to the system used in the speed of completion of the work, leading to the success of the institution”. The chi-square value of significance (38.238) has also shown differences and a statistically significant difference between “improving the quality of services provided by the institution”.....

Table 11: Development and improvement of the affairs of the management system and staff employed to raise the efficiency of the human institution staff

M	Phrase	I totally agree	I agree	neutral	disagree	Strongly Disagree
1.	The Foundation is always seeking to evolve towards the provision of electronic services	24 (57.1%)	17 (40.5%)	0 (0%)	1 (2.4%)	0 (0%)
2.	There is a continuous development of processes for the user’s system	10 (23.8%)	22 (52.4%)	7 (16.4%)	3 (7.1%)	0 (0%)
3.	Administration sees human resources as an important resource of enterprise resources	13 (21.4%)	20 (47.6%)	8 (19%)	1 (2.4%)	0 (0%)
4.	Administration is keen to attract more qualified human cadres to be attached to its workforce	9 (21.4%)	20 (47.6%)	9 (21.4%)	3 (7.1%)	1 (2.4%)
5.	Direct supervision and ongoing follow-up and follow-up by the presidents leads to improved staff performance level	24 (57.1%)	14 (33.3%)	1 (1.4%)	1 (1.4%)	2 (4.8%)
6.	The Foundation works on modernization and development of hardware and software information technology constantly	9 (21.4%)	21 (50%)	8 (19%)	2(4.8%)	2 (4.8%)
7.	Characterized by systems used in the organization and its evolution keep up with everything new	10 (23.8%)	21 (50%)	8 (19%)	3 (2.6%)	0 (0%)
8.	The staff training on the use of novel systems and deal with them	14 (33.3%)	8 (42.9%)	3 (7.1%)	6 (14.3%)	1 (4.2%)
9.	The institution is interested in knowing the distribution and promotion methods of the facilities and services provided by the management of the affairs of other institutions working	6 (14.3%)	17 (40.5%)	10 (23.8%)	7 (16.7%)	2 (4.8%)
10.	Human affairs management interested in the future aspirations of the other	9 (21.4%)	15 (35.7%)	11 (26.2%)	5 (11.9%)	2 (4.2%)

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	institutions					
11.	Human affairs management concerned with keeping pace with the technology used for local and foreign institutions	9 (21.4%)	16 (38.1%)	9 (21.4%)	7 (16.7%)	1 (2.4%)

Source: Prepared by the researcher from the results of a questionnaire 2017... Section Breck(Continuos)...

It is identified that the foundation is always seeking to evolve towards the provision of electronic services (97.6%) (Table 11). Similarly, the results have shown that there is a continuous development of processes for the user’s system (76.2%). The results have shown consider management to human resources as an important resource of enterprise resources (78.6%). Moreover, 69% participants have shown that administration is keen to attract more qualified employees to be attached to its workforce. The findings have shown that direct supervision and ongoing follow-up by the presidents and follow-up leads to improved staff performance level (90.4%). The findings have shown that the Foundation is working on the modernization and development of hardware and software information technology constantly (71.4%).

The findings have further mentioned that the organization is characterized by systems used in the organization and its evolution keeps up with everything new (73.8%). The findings have shown that workers are trained on the use of novel systems and deal with them (76.2%). The findings have shown that the institution is interested in knowing the distribution and promotion of the facilities and services offered by the affairs of the working institutions other ways (54.8%). The findings have shown that the affairs of the concerned workers to keep pace with the technology used for local and foreign institutions (57.1%). The findings have shown that the affairs of the workers concerned to identify the future aspirations of the other institutions (59.5%).....

Table 12: Chi Square for development and improvement of the affairs of the management system and staff employed to raise the efficiency of the human institution staff

M	Phrase	Chi-square value	Degrees of freedom	Probability value	Mediator	Measurement degree
1.	The Foundation is always seeking to evolve towards the provision of electronic services	19.857	2	0.000	2	I agree
2.	There is a continuous development of processes for the user’s system	19.143	3	0.000	2	I agree
3.	Administration sees human resources as an important resource of enterprise resources	18.381	3	0.000	2	I agree
4.	Administration is keen to attract more qualified human cadres to be attached to its workforce	26.095	4	0.000	2	I agree
5.	Direct supervision and ongoing follow-up and follow-up by the presidents leads to improved staff	50.619	4	0.000	2	I agree

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	performance level					
6.	The Foundation works on modernization and development of hardware and software information technology constantly	28.714	4	0.000	2	I agree
7.	Characterized by systems used in the organization and its evolution keep up with everything new	16.476	3	0.001	2	I agree
8.	The staff training on the use of novel systems and deal with them	25.381	4	0.000	2	I agree
9.	The institution is interested in knowing the distribution and promotion methods of the facilities and services provided by the management of the affairs of other institutions working	14.905	4	.005	2	I agree
10.	Human affairs management interested in the future aspirations of the other institutions	12.286	4	0.015	2	I agree
11.	Human affairs management concerned with keeping pace with the technology used for local and foreign institutions	13.714	4	0.008	2	I agree

Source: Prepared by the researcher from the results of a questionnaire 2017... Section Breck(Continuos)...

The chi-square value of significance (19.857) has shown differences between the responses of study participants, while it shows a statistically significant difference between “the Foundation is always seeking to evolve towards the provision of electronic” at 5% level of significance (Table 12). The chi-square value of significance (19.143) has shown differences and a statistically significant difference between “there are processes to develop an ongoing system user” at 5% level of significance. The chi-square value of significance (18.381) has shown differences and a statistically significant difference between “the administration sees human resources as an important resource of enterprise resources” at 5% level of significance. The chi-square value of significance (26.095) has shown differences and a statistically significant difference between “the administration is keen to

attract more qualified human cadres to be attached to its workforce”.

The chi-square value of significance (27.714) has shown differences and a statistically significant difference between “contribute to the system used in the speed of completion of the work, leading to the success of the institution”. The chi-square value of significance (50.619) has shown differences and a statistically significant difference between “direct supervision and ongoing follow-up by the presidents and follow-up leads to improved employee performance level”. The chi-square value of significance (28.714) has shown differences and a statistically significant difference between “the foundation is working on the modernization and development of hardware and software information technology constantly”.

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The chi-square value of significance (16.476) has shown differences and a statistically significant difference between “advantage of the systems used in the organization and its evolution keep up with everything new”. The chi-square value of significance (25.381) has shown differences and a statistically significant difference between “workers are trained on the use of novel systems and deal with them”. The chi-square value of significance (14.905) has shown differences and a statistically significant difference between “the organization is interested in knowing the distribution and

promotion of the facilities and services provided by the management”. The chi-square value of significance (12.286) has shown differences and a statistically significant difference between “the affairs of the workers concerned to identify the future aspirations of the other institutions”. The chi-square value of significance (13.714) has shown differences and a statistically significant difference between “Human affairs management care about keeping pace with the technology used for local and foreign institutions”.....

Table 13: Quality of Human affairs system is working to achieve the goals of the institution

M	Phrase	I totally agree	I agree	neutral	disagree	Strongly Disagree
1.	Minimizing problems and performance errors	19 (45.2%)	19 (45.2%)	0 (0%)	0 (2.4%)	0 (0%)
2.	Increased flexibility in working procedures	15 (35.7%)	19 (45.2%)	3 (7.1%)	5 (11.9%)	0 (0%)
3.	Reduce work performance costs	12 (28.6%)	22 (52.4%)	7 (16.7%)	1 (2.4%)	0 (0%)
4.	Facilitate and speed of communication within the premises	10 (23.8%)	24 (57.1%)	7 (16.7%)	1 (2.4%)	0 (0%)
5.	Finding qualified human cadres and effective	19 (45.2%)	17 (40.5%)	4 (9.5%)	2 (4.8%)	0 (0%)
6.	Facilitate the work of existing human resources management institution	20 (47.6%)	15 (35.7%)	3 (7.1%)	3 (7.1%)	1 (2.4%)
7.	Employees make enough time to complete the work properly	15 (35.7%)	22 (52.4%)	4 (9.5%)	1 (2.4%)	0 (0%)
8.	Quality management system’s commitment to help improve employee performance level	19 (45.2%)	16 (38.1%)	5 (11.9%)	2 (4.8%)	0 (0%)
9.	The staff available capacity to innovate and develop work	12 (28.6%)	20 (47.6%)	6 (14.3%)	4 (9.5%)	0 (0%)
10.	Human affairs management interested in the future aspirations of the other institutions	9 (21.4%)	15 (35.7%)	11 (26.2%)	5 (11.9%)	2 (4.2%)
11.	There is the ability of the staff to correct the resulting from the performance of their work errors	22 (52.4%)	13 (31%)	3 (7.1%)	3 (7.1%)	1 (2.4%)

Source: Prepared by the researcher from the results of a questionnaire 2017.... Section Breck(Continuos)...

The results have shown that the quality of personal affairs system assist to minimize problems and

errors of performance (90.4%) (Table13). Similarly, the results have shown that there is a greater

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flexibility in working procedures (80.9%). The results have shown that quality of personal affairs system reduce work performance costs (81%). Moreover, 80.9% participants have shown that personal affairs system facilitate the speed of communication within the premises. The findings have shown that personal affairs system assist in finding qualified human resource and effective direct supervision (85.7%). The findings have shown that the personal affairs system facilitate the work of existing human resources organization (83.3%). The findings have shown that workers make enough time to complete the work correctly

(58.1%). The findings have shown that quality management system's help to improve employee performance level (83.3%). The findings have shown that personal affairs system access the workers ability to innovate and develop work (76.2%). The findings have shown that the affairs of the concerned workers to keep pace with the technology used for local and foreign institutions (57.1%). The findings have shown that the affairs of the workers concerned to identify the future aspirations of the other institutions (59.5%).....

Table 14: Chi Square Test for the Second Phase

M	Phrase	Chi-square value	Degrees of freedom	Probability value	Mediator	Measurement degree
1.	Minimizing problems and performance errors	10.714	2	0.000	2	I agree
2.	Increased flexibility in working procedures	17.048	3	0.000	2	I agree
3.	Reduce work performance costs	22.571	3	0.000	2	I agree
4.	Facilitate and speed of communication within the premises	27.143	3	0.000	2	I agree
5.	Finding qualified human cadres and effective	21.810	3	0.000	2	I agree
6.	Facilitate the work of existing human resources management institution	34.667	4	0.000	2	I agree
7.	Employees make enough time to complete the work properly	27.143	3	0.000	2	I agree
8.	Quality management system's commitment to help improve employee performance level	19.524	3	0.000	2	I agree
9.	The staff available capacity to innovate and develop work	14.762	3	0.000	2	I agree
10.	Human affairs management interested in the future aspirations of the other	18.952	4	0.000	2	I agree

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	institutions					
11.	There is the ability of the staff to correct the resulting from the performance of their work errors	38.000	4	0.000	2	I agree

Source: Prepared by the researcher from the results of a questionnaire 2017.... Section Breck(Continuos)..

The chi-square value of significance (10.714) has shown differences between the responses of study participants while it shows a statistically significant difference between “reduce the problems and performance errors” at 5% level of significance (Table 14). The chi-square value of significance (17.048) has shown differences and a statistically significant difference between “increase flexibility in working procedures” at 5% level of significance. The chi-square value of significance (22.571) has shown a statistically significant difference for “reduce work performance costs” at 5% level of significance. The chi-square value of significance (27.143) has shown a statistically significant difference for “facilitate the speed of communication within the premises”.

The chi-square value of significance (21.810) has shown a statistically significant difference between “finding qualified and effective human resource”. The chi-square value of significance (34.667) has shown differences and a statistically significant difference between “facilitate the work of existing human resources organization”. The chi-square value of significance (28.714) has shown differences and a statistically significant difference between “the Foundation is working on the modernization and development of hardware and software information technology constantly”.

Table 15: Quality of Human Management System

Quality of Human Management System	Constant	β	Correlation coefficient R	The coefficient of determination R ²	Values t	Probability value
	0.757	.411	0.570	0.324	3,659	0.000

Source: Prepared by the researcher from the results of a questionnaire 2017... Section Breck(Continuos)...

The findings have shown that the value of coefficient of determination (R-square=0.324)

The chi-square value of significance (16.476) has shown differences and a statistically significant difference between “advantage of the systems used in the organization and its evolution keep up with everything new”. The chi-square value of significance (25.381) has shown differences and a statistically significant difference between “workers are trained on the use of novel systems and deal with them”. The chi-square value of significance (14.905) has shown differences and a statistically significant difference between “the organization is interested in knowing the distribution and promotion of the facilities and services provided by the management”. The chi-square value of significance (12.286) has shown differences and a statistically significant difference between “the affairs of the workers concerned to identify the future aspirations of the other institutions”. The chi-square value of significance (13.714) has shown differences and a statistically significant difference between “Human affairs management care about keeping pace with the technology used for local and foreign institutions”.

Hypothesis Validity

Hypothesis 1: There is a positive relationship between the quality of human resource management system and the development of organizational systems..... Section Breck(Continuos).....

represents a better model (Table 15). Similarly, the value of the correlation coefficient (R=0.570),

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which means that there is a positive relationship between the variables. The findings of the t-test show that there is a significant relationship, which leads to the acceptance of the hypothesis 1.

Hypothesis 2: There is a direct relationship between the development and improvement of human resource management system and increased possibility of employment to raise the efficiency of the employees.....

Table 16: The development and improvement of Human Management System

The development and improvement of Human Management System	Constant	β	Correlation coefficient R	The coefficient of determination R ²	Values t	Probability value
	.741	.711	0.688	.474	2.916	0.006

Source: Prepared by the researcher from the results of a questionnaire 2017... Section Breck(Continuos)....

The findings have shown that the value of coefficient of determination (R-square = .474) represents a better model (Table 16). Similarly, the value of the correlation coefficient (R=0.688), which means that there is a positive relationship between the variables. The findings of the t-test showed that there is a significant relationship, which leads to the acceptance of the hypothesis 2.

Conclusion

This study aimed to identify the relationship between the use of human resource management system and the quality of administrative work to accomplish the organizational objectives. A quantitative research design is used to fulfill the research objective. It has been concluded that there is a positive relationship between the quality of the human resource management system and the development of the management. This finding has been verified and accepted through correlation analysis and simple linear regression model. Moreover, the study has concluded that there is a direct relationship between the development and improvement of the human resource management system and increase the probability of employment for raising the efficiency of employees. Lastly, the study has concluded that there is a direct relationship between the achievement of the organizational objectives and the quality of human resource management system. Based on the findings, it has been recommended that the organizational targets should be realistically achievable by setting common goals and

involvement of employees. Team leaders should use authoritative style of management to incur its employees and lead toward the organizational objectives. Employees should also be encouraged by a team leader. The level of communication between staff members and top executives should be enhanced by defining concise goals and stimulating collaboration between management and employees.

Conflict of Interest

The research has no conflict of interest and is not funded through any source.

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