


**Outstanding academic performance meaning**

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Understanding the results of recent research on this high trust and high strengthening management philosophy can allow business professionals to avoid errors that "conventional wisdom" can lead to and that have been increasingly recognized as the cause of many dysfunctions and organizational decline. [1]The HPWS systems emphasize the involvement of and reflect the commitment to create an organisational culture based on commitment that control. At the same time, the cultures of high-performance organizations emphasize the search for excellence and expect workers to be well qualified, highly competent and constantly engaged in the improvement of the organization. [2] Management experts have extensively studied HPWS and have identified common management practices that create competitive advantages and improve organizational performance. [3] The following is a summary of seven human resource practices to produce more profits by engaging employees as full owners and partners in an organization 4 128; success. [4]1. Ensure employee safety Despite the tendency of many companies to resize and hire part-time and contract employees to avoid creating obligations towards employees, the evidence has shown that organizations engaged in these practices rarely created new wealth or improved the long-term fund line of their organizations. HPWS systems are in favour of creating high-confidence partnerships with employees who build commitment and promote extra-big and extra-role behaviors that are key to success in modern organizations. Lincoln Electric, a successful electric company, adopted a program years ago that guaranteed employment to workers after three years of work. Safety policies for employment that demonstrate a commitment to workers and their welfare work better if combined with the careful selection and recruitment of workers who meet the needs of organizations and that meet their working needs. Some scholars have reported that organizations that implement policies that guarantee workers' safety build confidence with people who are hired and find that their employees do better work and are more in their organization? [6]2. The selective evaluation of new recruits requires that organisations be precise in first identifying the critical competences and attributes of their employees. [7] Hire to meet work needs more common sense than simply hire candidates with the best academic pedigrees or they seem the best on paper. Identify attributes like character, respect for others, and a service orientation that does not change through training effectively improve employee retention and long-term suitability. [8]Enterprise Rent-A-Car, now the largest car rental company in the United States, has successfully used selective hires to identify a "A" half the university class that makes the upper half possible. [9] Their focus on hiring former university athletes and conferees or members of brotherhoods with excellent interpersonal skills helped the Enterprise create its superb reputation of customer service that helped the company gain its leading position in the car rental industry. [10] Focusing on hiring the right people was cited by the Jim Collins management scholar as a fundamental difference in companies that are successful rather than simply average; Good. "[11]3. Decentralised decision-making organisations that establish HPWS cultures recognise the importance of clearly identifying goals and objectives. In implementing these objectives, HPWS companies delegate decision-making across the organization and allow their employees to provide excellent service to customers and achieve optimal organizational results. The integration of well-trained and supported self-managed groups that enjoy autonomy and wide discretion in making decisions demonstrates high confidence in HPWS employees. The creation of teams can lead to a greater initiative, but an effective self-managed team requires broad training, responsibility for reporting the progress of assignments and constant support to optimize their effectiveness. Effectively using corporate work team trained and supported by an organization, the high management team creates organisational responsibility. This is the point where responsibility among the members of the interdependent team is most important and vital work related to the customer is carried out. [13] Creating a culture of collaborative responsibility strengthens organisational values and increases personal ownership at all levels. [14]The Ritz-Carlton Hotel chain is famous for the quality of its customer service. The management approach of the Ritz-Carlton reaches the excellence of services by decentralising the decision-making process to a 11 employees. Each of these employees has the discretion to spend up to \$2.500 when they believe that this best serves the customer and fulfills the mission of the hotel. A series of convincing evidence about organizations that excel in providing a great service confirms that decentralizing the decision-making process and empowering employees can pay with greater customer satisfaction and greater profits. [15]4. Compensation based on results The development of a compensation system that rewards employees at 11 levels when the organisation has succeeded promotes commitment to shared goals and increases employee awareness of their role in contributing to profitability. Compensation of employees subject to the benefits of the organisation is most effectively adopted as part of a high-performance culture that incorporates profit sharing across the organisation. [16] The logic of contingent compensation is implicitly fair and equitable and confirms to employees that they will share the fruits of their work. Sharing group profits or earnings also creates a social system of responsibility towards the organisation and other members of the team. Whole Foods, an American supermarket chain specialising in natural and organic food, is an exceptional example of an organization that has created such a social system as part of its commitment to excellence and high quality. [18] The company has been added to the list of the best companies Fortune will work every year since it was created and has received numerous awards for honouring company values. Paying for services also requires businesses to develop much more Measures of excellence, while also communicating to employees as they create value for customers and the company. 5. Training by the Committee practically every HPWS organization underlines the training for commitment, in conflict with training focused on control-oriented management systems. The training of employees on how to solve problems, take on public responsibility and take the initiative to suggest changes in the organization's work methods shows confidence in the quality of employees assumed and the recognition of the purchase of employees to a based compensation program On the results. In contrast to many organizations that believe that training is a skill who can be eliminated, HPWS systems carefully determine the time of training that is more necessary to achieve organizational goals and then invest heavily to help employees optimize their ability to success. Research tests suggest that involving employees in the training of work teams increases their property and commitment and their ability to contribute to achieving critical organizational goals. [19] The menu of a c s wearing chain clothes is known to invest much more in training of employees than its competitors and create a culture of support. Employees [20] and has prospered by sos226; a c c e A "Recently acquisition of the Joseph A. Banks brand in 2014. In every day, 226; 128; A "™ The highly competitive world market, large companies comprise that they must create una e s ~ ~ learning culture t t a e a e a e a e a e a e A corporation-wide so that all members of the company can help add value e Improve service quality. [21] 6. The reduction of fundamental prerequisite barrera of an HPWS is that good ideas and organizational improvements can come from employees at all levels of the organization. Inequality and the use of symbols such as language, clothing, physical space and benefits can send a message to employees that an organization sees the hierarchical state, rather than treating each employee as if he is esteemed and Stephen R. Covey has repeatedly observed that large organizations seek to build cultures of high trust by nurturing and developing people, rather than controlling them.[22] Treating employees as valuable partners by reducing status barriers, empowering them, and treating them with dignity and respect creates trust and commitment.[23]The two co-founders of Kingston Technology, the largest independent manufacturer of DRAMs for personal computers in the world, witness the reduction of status barriers in their highly successful and extremely profitable company 1) working in open cubicles, and 2) not having private secretaries. While the artifacts of an organizational culture can send a message about status barriers and how employees are valued, the most important way leaders demonstrate their attitude towards employees is to create a culture that values, trusts, and empowers employees.[24] Organizational leaders communicate the importance of how employees are valued. Employees at all levels are assessed by the policies, practices, and rewards that are provided throughout the organization.[25]7. Sharing Key InformationSharing financial, strategic and performance information gives employees who are trusted partners that they can use this important information to help their organization achieve its goals. Highly motivated and well-trained employees need information in order to contribute to the success of their organization. Sharing information and providing training on how to use it to achieve goals has an implicit meaning, but many traditional organizations refuse to do both and to pay the price for lost opportunities and loss of trust.[26]Springfield ReManufacturing Corporation, the highly successful employee-owned division of Harvester specializes in the remanufacturing of transport products, has developed an "open book management" system which basically amounts to sharing information with employees to enable them to their work, achieve common goals and gain greater control over their individual lives. [27] Information shared throughout the organization is critical in a global economy based on the knowledge and wisdom that the organization applies. [28]Integrate All Seven Practices that employ HPWS most effectively incorporate all of these seven human resources practices. Research on HPWS has confirmed that companies that try to boycott the application of these concepts are far less effective than those that develop an integrated way to build a high level of commitment, trust and performance. [29] Today226; 128;s organization must be able to achieve both alignment and adaptability, although the simultaneous realization of these two qualities may seem inherently counterintuitive. However, achieving these seemingly unique organizational results can be achieved by incorporating the Human Resource Management (HRM) key elements that make up an HPWS. Organizations that are successful in the modern economy require employees to stretch out to achieve challenging goals, demonstrate discipline to meet performance demands, show willingness to support and assist team members in executing assignments, and gain the trust of others by demonstrating their commitment to the long-term well-being of the organization and its members. [31]Ultimately, the commitment of the top management team and leadership at the top are responsible for creating an aligned and committed corporate culture that is essential to creating an effective HPWS organization. A growing body of evidence suggests that organizational leaders adopting HPWS aligned systems are rewarded by employees who are more engaged in their organizations and more willing to engage in extra-role behaviors than essential for organizing profitability and competitive advantage. [32] Those who run large organizations must understand the complexities that are critical to success in modern modern Being committed to values that resonate with employees, and embody these values in their lives. [33] The good news for small and medium organizations is that when implemented with a focus on cultural integration of values, HPWS systems can take advantage of these organizations and large and more complex enterprises. Companies and their leaders who fail to incorporate the features of aligned HPWS are likely to be in a competitive position that deteriorates rapidly in the modern rapidly evolving economy, ultimately putting these companies out of the market, as they fail to Stay up with a constantly evolving world. [34] [1] Stanfrey Pfeffer is the most well-known scholar who addressed the dangers associated with organizational leaders who apply this conventional wisdom in organizations. Its description of this recurrent error is well articulated in Pfeffer, J., (1998). The human equation: the profits of the building putting people in first place. Boston, MA: Harvard Business School Press. Stephen R. Covey, I repeatedly observed that a high commitment and a high degree of competence were essential elements of organizations that were based on the creation of cultures of high trust organization and observed that these organizations had extremely high expectations on their obligations towards Customers and interested parties and have tried to constantly increase the level of organizational excellence. CFR, Covey, S. R., (2004). The 8 habitat: from efficacy to size. New York: Free Press. [3] Among those who identified these practices include Zhang, M., Fan, D. and Zhu, C. (2014). A e a e a e - High performance work systems, corporate social benefits, and employee outcomes, exploring missing links. A e a e Journal of Business Ethics, Vol. 120, ISS. 3, pp. 423-435; Huseled, M. A. (1995) ~ a e a e The Impact of Human Resources Practices on Turn, Productivity and Corporate Financial Performance. A e a e a e to management's academy, vol. 88, Issu. 3, pp. 635-672; Lawler, J. Chen, S. J. 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[6] Information on occupational safety and its integration with other integrated HRM programs and practices at Lincoln Electric and other organizations is described in Gramm, C. and Schnell, J., (2013). aLong-Term Employment and Complementary Human Resource Management Practices. a Journal of Labor Research, Vol. 34, Iss. 1, pp. 120-145. Pfeffer (1998), op. cit. also provides evidence on companies benefiting from rewriting employment contracts to provide employees with greater job security. [7] Carefully assessing the expectations and performance characteristics of new employees is identified as a key to success in Collins, J., (2001). Good to Great: Why some companies make the jump . . . and others don't. HarperCollins. [8] The importance of organization and the role of the leader in identifying the importance of the key elements that determine a candidate's suitability within an organization are identified in Böttger, P. and Barsoux, J.L., (2012). recruitments e Strategy & Leadership, Vol. 40, ISS. 1, pp. 33-39. [9] The company approach to the Assumption was quoted in B., a e "The rent-a-car beats that made the company #1 a e fortuna, vol. 134, ISS. 8. [10] Ibid. [11] Collins, J., (2001), op. cit. The importance of identifying and hiring the best people and getting a e "The right people on the bus" are well explained as a critical feature of the best organizations. [12] The relationship between delegation and employee empowerment and creating a culture of high-performance organization is reported in Catermole, G. Johnson, J. and Roberts, K., (2013). a e "The commitment of the deposit welcomes the dawn of a culture of empowerment." Strategic revision HR, Vol. 12, ISS. 5, Pp. 250-254. 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H., (2010), op. cit.[26] Pfeffer, J., (1998), op. cit.[27] The big business game, expanded and updated: the only sensitive way to run a company (2nd Ed.), New York: Crown Business.[28] Both Covey, S. R., (2004), op. cit. and Christensen, C. M., (2011). The Innovation Dilemma: The Revolutionary Book will change how you do business. NewHarperbusiness emphasizes this point. [29] For a detailed explanation of key elements in creating aligned HRM practices, please refer to Ulrich, D., Younger, J., Brockbank, W. and Ulrich, M., (2012). HR from the outside in: six competencies for the future of human resources. New York: McGraw-Hill. [30] See Patel, P. C., Messersmith, J. G. and Lepak, D. P., (2013). Walking the Tightrope: an assessment of the relationship between high-performance work systems and organizational ambidesteries. The Academy of Management Journal, Vol. 56, ISS. 5, PP. 1420-1442. [31] Gibson, C. B. and Birkinshaw, J., (2004). 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