

ABSTRACT

Intense worldwide competition and rapidity of changes put emphasis on the importance of having dedicated & talented human assets inside organizations. As well as on strategic Human resource management system because SHRM practices aligns the human resource management with the business strategy to achieve the goals of organizations competently and effectively.

This research investigates the Factors that affect human resource management & the basic focus of this research study is to identify the firms which have implemented HRM system into their organizations. To find out the factors that relates the human resource management to business strategy. To examine these factors in order to develop a model for the organizations to implement the SHRM system. This research study has been conducted on two firms Dawlance and PTCL Regional offices Hyderabad.

This research has come up with a list of 199 firms out of 205 public companies that have implemented HRM system in their organizations, then it has come up with factors that aligns HR's with the business strategy through literature review on the basis of those factors research has been conducted & then results of the questionnaire survey tested by various statistical tests & on the basis of those results six models has been developed separately for each factor on the basis of most influential major and sub aligning factors, along with this research has presented seventh model which has incorporated all models in one, Model of Human resources alignment with the Business strategy which is very crucial for implementing the SHRM system into organizations this will bring good fit within the HR and Business strategy inside the organizations & employees will turn out to be more devoted to their organizations and more pleased with their jobs and earn more and work more proficiently and effectively to attain organizational goals plus provides sustainable competitive advantages to firms.

Key Words: Human resources, Human resource management, Strategic Human resource management, Alignment, Aligning & Affecting factors, HR strategy, Business Strategy.