

**A MONOGRAPH ON AN EXPLORATORY STUDY ON EFFECT OF HIGH PERFORMANCE
HR SYSTEM ON THE PERFORMANCE OF EMPLOYEES OF AUTOMOBILE INDUSTRY IN
MAHARASHTRA(2010-2017)**

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ABSTRACT

This monograph seeks to identify what factors affect employee attitudes regarding the company decision and discusses how these attitudes impact organizational outcomes. The participants, including Managers, Assistant Managers, Supervisors, Foreman, Workers and Office staff, representing organizations that either outsource some or the majority of HR related activities or are providers of HR outsourcing services were involved in the study. The research findings point to three main conclusions: (1) that organisations typically undertake outsourcing of the HR function in order to gain competitive advantage, (2) there is a relationship between the decision-making process of outsourcing and employee attitudes, and (3) organisational policies, including effective communication, being aware of the knowledge perspective of the outsourcing decision, and employee involvement in the decision, can minimum negative emotions, attitudes and behavior towards the outsourcing decision. The research established a range of theoretical and practical recommendations, about the outsourcing decision-making process and the implications on employee perceptions. Many research works on HIWS looked at the impact the systems had on performance, but did not look at how many organizations use HIWS, and whether having a more extensive HIWS with more components has a greater impact on performance than a system with fewer components. Also, previous works did not adequately describe what the key elements of high involvement organizations were, or show whether the sky elements appeared to have an effect on performance. Hence this study has been undertaken in order to investigate the impact of HIWS on organizational performance, particularly employee turnover

KEYWORDS: *Employee Attitudes, Organizational Performance, Employee Turnover and Employee Perceptions*