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Research Gaps in High Performance Work Practices, Organisational Justice, Employee Engagement and Employee Job Performance

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Lakmini Vajira Kumari Jayatilake², Ph.D.

Abstract

This paper intends to find out research gaps concerning four variables, namely, high-performance work practices (HPWP), organisational justice, work engagement, and job performance for future systematic empirical investigation. The ultimate objective is to provide a conceptual framework for empirical research study of the relationships among these four variables. The present researchers have identified four theoretical and six empirical gaps through a desk research study by reviewing research works published from 1990 to 2020. As there is no evidence on investigating how perceived high-performance work practices, organisational justice and employee engagement related to employee job performance in a theoretical model simultaneously, the present researchers have developed a theoretical framework showing association among these four variables for future empirical studies. The ten research gaps identified through literature review can be used in future studies to contribute to the existing knowledge of these four variables.

Keywords :

High performance work practices, Employee engagement, Organisational justice, Job performance, Sri Lanka.

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Employee Profile as a Determinant for Commitment and Motivation in Corporate - An Exploratory Study

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Abstract

The quest has always been on for the secret recipe to a perfect employee-role fitment. This fitment is the key success factor for professionals engaged in the journey of acquiring and developing the right talent for the organisation. Positive engagement improves individual and corporate productivity, performance, and by extension, business growth and success. There are multiple influencers for getting the best out of an employee – leadership styles, organisational culture, policies and prevalent practices, reward and recognition and so many other extrinsic factors. Similarly, the entire internal ecosystem of values, attitude, perception and behaviour, which makes up the employee, also influences performance. This study is an extension of a broader study that aimed at investigating the factors that influence employee motivation and commitment. Undertaken in select PSUs in the past, the study highlighted the impact of leadership styles (transformational, transactional and laissez-faire) on employee commitment and motivation. By running a confirmatory factor analysis on all demographic variables, a latent variable named Employee Profile (EP) was created and the impact of it on different types of commitment and motivation was studied. The current study firmly establishes that Employee Profile deals positively with normative commitment and negatively with affective and continuance commitment. EP also deals positively with both intrinsic and extrinsic motivation. The study helps to provide insights into the complex domains of employees achieving motivation and commitment, and proving to be good contributors for organisational success.

Keywords :

Employee profile; Employee engagement; Commitment; Motivation; Leadership styles

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The Concept of 'Cluster': A Theoretical Approach

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Ing. Omar Cristian Vargas Gonzalez²

Abstract

A cluster is an important way to promote economic development in a region. The discussion about the most suitable meaning of a cluster is breadth. For this reason, the main aim of this research is to provide a general overview of the concept of the cluster. The methodology adopted is a review of literature of the main theoretical-empirical studies and models and some proposed models as well, as a strategy for regional development and its operation. The main conclusions are that all the theoretical approaches to the concept are relevant and that there does not exist a unique approach to define cluster.

Keywords :

Cluster, Regional development, Analysis of concept

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Dividend Policy: Evidence of Clientele Effect in India

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Abstract

The present study explores the effect of dividend payment behavior on firm value. The research looks into the effect of varying dividend behavior on Tobin's Q, a proxy for firm value. For determining the dividend behavior of the corporates, total sample of 269 companies is distributed into four quartiles based on average dividend yield. The result shows that dividend payout ratio and change in dividend fail to have a significant effect on firm value in the least dividend-yield companies. However, it is interesting to see that for the high dividend paying companies, dividend payout and change in dividend affect the firm value positively suggesting evidence of clientele effect in the Indian context.

Keywords :

Tobin's Q; Dividend payout ratio; Clientele effect; Dynamic panel; System GMM

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Corporate Governance and Material Loss – A South African Investigation

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Abstract

The objective of this research study is to investigate the non-compliance of corporate governance principles and practices in South Africa that results in material losses in business organisations. The King Committee led by Dr Mervyn King has developed four reports on corporate governance. The suggested principles have been adopted by the public sector and the Johannesburg Stock Exchange (JSE) as part of the regulation governing the operation of various companies. The research uses secondary data and is qualitative in nature. The results from the study confirm a parallel and complementary relationship between the application of corporate governance best practices and corporate growth, profitability, and sustainability. The inverse is also true, that is, non-application of corporate governance best practices results in material losses. The paper recommends that the leadership and the management should ensure that background checks of those charged with governance are done effectively and efficiently. The governing board should develop and implement policies and procedures aimed at maintaining high levels of integrity and ethical standards, in order to simplify the application of corporate governance standards and best practices. Further research should develop a model for regulation that focuses and facilitates the reporting of corporate governance best practices.

Keywords :

Corporate governance, Ethics, Material losses, Governing Board, King Committee, King IV Code-

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