Abstract—HR is a department that enhances the power of employee performance in regard with their services, and to make the organization strategic objectives. The main concern of HR department is to organize people, focus on policies and their system. The empirical study shows the relationship between HRM (Human Resource Management practices) and their Job Satisfaction. The Hypothesis is testing on a sample of overall 320 employees of 5 different Pharmaceutical departments of different organizations in Pakistan. The important thing as Relationship of Job satisfaction with HR Practices, Impact on Job Satisfaction with HR Practices, Participation of Staff of Different Departments, HR Practices effects the Job satisfaction, Recruitment or Hiring and Selection effects the Job satisfaction, Training and Development, Performance and Appraisals, Compensation affects the Job satisfaction , and Industrial Relationships affects the Job satisfaction. After finishing all data analysis, the conclusion is that lots of Job related activities raise the confidence of Job satisfaction of employees with their salary and other benefits.

Keywords—HRM, HR practices, job satisfaction, TQM.

I. INTRODUCTION

HR born in earlier 20th century and the person was Frederick Taylor. He introduced scientific management later known as Taylorism. He also introduced the Economic efficiency that eventually plays a principle result oriented in different process. [1] “The Elton Mayo research leads the growth of human relations while Hawthorne studies unrelated to financial compensation and working conditions as a result more productive workers” [2]. During the same period of time, Abraham Maslow, Hurt Lewin, Max Weber, Frederick Herzberg and David McClelland make basic studies in different organizations. They formed Organizational psychology, Organizational behavior and organization theory.

In 1913, “The Chartered institute of Personnel and development found in United Kingdom as the name is welfare workers associations, the institute of industrial welfare workers and in next 10 years, its change and become Institute of Labor Management” [3]. “In the United Sates, The School of Industrial and labor Relations was founded at Cornell University in 1945” [4].

In 21st Century lots of advancements come, different organizations, corporations began the employees and workers their assets. Human Resource management consequently, became the dominant term for the function as the ASPA even changing its name to SHRM in 1998 [5]. “The Organizational performance and employee attitudes towards the growth of companies are the main area of research in the developed world for years” [6]-[9]

II. RESEARCH METHODOLOGY

Research strategy should be chosen as a function of the research situation, while both qualitative and quantitative methods involve weaknesses and strengths. [10]. It is important that suitable techniques should apply and get the authentic results [11].

III. SAMPLE

The data is collected from Pakistan pharmaceutical factories, in which overall 320 employees of 5 different Pharmaceutical departments of different companies include. The questionnaire samples were distributed to 320 employees. The minimum sample size is 310. 350 questionnaire samples were distributed. 320 filled questionnaire samples were received and result and analysis. This survey conducted out within the July-September 2013.

IV. DEPENDENT VARIABLE AND INDEPENDENT VARIABLES

The questionnaire samples estimated five High performance HRM practices and its effect on job satisfaction. The Impact of HR Practices on Job Satisfaction are 4 items, Training and Development are 5 items, Performance and Appraisal are 4 items, Compensation Effects 5 items, Industrial Relations contained 5 items.

The employers write their choice on 5 scale system in which 5 for strongly agree. 4 for Agree. 3 for Neutral. 2 for Disagree and 1 for Strongly Disagree. After collection of data we analyze our results.
V. Theoretical Model

VI. Results and Data Analysis

To obtain the results we used different statistical tools IBM SPSS 20. And different techniques were used to analyze data that are as ANOVA, Histogram, Regression, Correlation, Descriptive statistics (Mean and Standard deviation). The statistical package used was IBM SPSS Statistics 20.

VII. Validity and Reliability of Data

The Reliability Statistics clearly evident that Cronbach’s alpha is 0.711 which indicates that it’s up to the standard value and clearly show that the study is strongly reliable and used for further analysis as shown in Table I.

VIII. Demographic Analysis

The Questioner sample of overall 320 employees, Most of the employers are male workers about 50.1%, and female workers were 49.1%. From Age 21 to 30 years are 48.1% and having work experience from 1 to 5 years as well. From Age 31 to 40 years are 24.1% and they have working experience from 6 to 10 years. From Age 41 to 50 years are 17.2% and they have working experience from 11 to 15 years. From above 51 years 10.6% and they have work experience above 16 years respectively. Production department is the biggest department having 28.1% employees, followed by manufacturing department having 21.3%. The marketing department having 16.6% followed by management department having 15.9% employees and others have 18.1% respectively. The Educational department of 10th Grade having 17.5%, 12th Grade having 47.5%, Bachelors are 15.9% followed by Masters and PhD having 19.1% respectively.

IX. The Regression Analysis Results

The multiple regression analysis conducts to measures the results. The HR model fit for regression and shows that Model has Positive significant effects. To prove the model is fit for findings we use R, R2, and Coefficient of determination, variance, analysis of variance (ANOVA) and the t statistic. To prove the impact of independent variable on dependent variable we perform linear regression and the results shown in Tables II-VI.

X. Correlation Analysis

The descriptive statistics result shown as in tables that the highest value is 3.2164 and the lowest is 2.8212. The Range of correlation between HRM practices is 0.154 to 0.511. All attributes shown positive relationship to significant p values < 0.001 as shown in Tables VII, VIII.
The variance in employee job satisfaction is 51.1% which shows relationship of job satisfaction with HR practices are positive and the value of $R=0.511$ $F=112.6$ at $p=0.000$ and $t=10.6$ shows the results, and indicates that positive relationship of job satisfaction with HR practices. Therefore, based on measurement of calculations and results that Hypothesis I accepted.

The Statistically Analysis shows independent variables (industrial relation, training and development, compensation affect, performance and appraisal) impact of HR on job satisfaction with HR practices are positively related to job satisfaction.

The Research shows 5 High performance HRM practices were used as hypothesis to check the role of the employee job satisfaction in pharmaceutical companies and the statistically results show High performance HRM practices are positively related to job satisfaction.

The Statistically Analysis shows independent variables (industrial relation, training and development, compensation affect, performance and appraisal, impact of HR on job satisfaction) have a direct and positive impact on the dependent variable that relationship of job satisfaction and human resource practices is independent variable causes the relationship of job satisfaction and Industrial relations shows negative relationship. All hypotheses accepted at the significance value of .05. Hence we concluded High performance HRM system positively significant related to employee job satisfaction in different departments of different pharmaceutical factories in Pakistan.
** Correlation is significant at the 0.01 level (2-tailed).

## REFERENCES


