

Editorial

Effectiveness of Organization through Effective Human Resource Planning and Leading

Anjay Kumar Mishra

Associate Professor and Program Coordinator, Madan Bhandari Memorial Academy, Nepal & Pokhara University, Nepal.

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I N F O

**E-mail Id:**

anjaymishra2000@gmail.com

Orcid Id:

<https://orcid.org/0000-0003-2803-4918>

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E D I T O R I A L

Being at the end of year 2019, we are pleased to meet you through our new issue of Journal of Advance Research in HR & Organisational Management, Volume 6, Issue 3 & 4. We are grateful to your continuous support and encouragement and hope the same to all the coming years. It is human resource of organization which distinguishes between a success and failure of the organisation. So we are offering five researches to the globe through which our dedicated researchers and authors have tried to solve the organizational problem by their new knowledge.

The strong effect of HRM practice and organisational sustainability in the Government sector in Nigeria has been established with a strong methodological approach. It means acquisition, development, maintenance, motivation and utilization of your HR decides your organizational sustainability.

An empirical relationship between the dimensions of progressive planning and the measures of organisational resilience of Oil Companies in Nigeria has significantly illustrated the affects of measures of organisational resilience, benevolence enhances personal excitement, benevolence enhances personal endorsement and corporate culture on independent variable (progressive planning) and the dependent variable (organisational resilience).

For organisational effectiveness of oil companies in Nigeria, oil companies should focus on increasing the human resources to manage conflict strategies of strategic alliance to increase their corporate performance. And that management should be sensitive to conflicts and set up effective communication channels to facilitate an improvement in conflict management. Conflict is natural and should not be above optimal level by effective strategic decisions.

The Idealized Influence can predict Employees' Engagement. So, the decision makers should endeavor to ensure that managers and individual heads of organisational units are properly motivated so that they will not send wrong signals to their subordinates which might in turn influence their perception about their jobs. As manager, we should strive for excellence by employee motivation and commitment.

By a case study of private commercial banks of Nepal, the direct relationships between leadership style and employee commitment mediated by organizational commitment among employees has been

established. So, we are in position to provide excellency to the organization through excellency of employee motivation and commitment at highest standard. Hope your corporate manager will get a chance to readjust the reference of employee management through our current issue.

As Abraham Lincoln suggested, few things are wholly evil or good for which our best judgment of the preponderance between them is continually demanded. We always expect you to share your experience and scientific knowledge with us. Hope you will enjoy benefit of good technology by applying it in practice and sharing of experience.

At the end, wish you a Happy New Year 2020 and all the years to come with a starvation and obesity free world.