

Enhancing Organizational Agility through Strategic Human Resource Management

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Abstract. This article examines the role of strategic human resource management (SHRM) in enhancing organizational agility. By integrating HR practices with business strategies, organizations can respond more swiftly to market changes and uncertainties. The research provides a comprehensive framework for implementing SHRM to improve agility, based on case studies and empirical data. It highlights the benefits of aligning HR functions with strategic objectives, contributing to more resilient and adaptive organizations.

Keywords: Organizational Agility, Strategic Human Resource Management, HR Practices, Business Strategy, Market Dynamics

Introduction

In an increasingly volatile business environment, organizational agility has become a key determinant of success. Strategic human resource management (SHRM) offers a pathway to enhance agility by aligning human resources with organizational goals. This paper explores the critical role of SHRM in fostering agility, presenting a framework that integrates HR practices with strategic business objectives. Through case studies and empirical analysis, the research demonstrates the positive impact of SHRM on organizational adaptability and resilience. The insights provided are invaluable for organizations striving to navigate complex market dynamics.

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