
THE IMPACT OF HUMAN RESOURCE MANAGEMENT PRACTICES IN INTERNATIONAL COMPANIES ON SOCIAL RESPONSIBILITY



Dr. Adel K.N. Ben Abdullah* – Fayza K.N. Ben Abdulla**

Abstract

The present study aimed at identifying the impact of human resources management practices on international companies on social responsibility. An applied study on a sample of Kuwaiti international companies and an examination of the impact of: selection and appointment, content of job description, identification of training needs, and moral and material motivation for social responsibility. The study was implemented using the comprehensive inventory method for the Human Resource Management and the Kuwaiti Chamber of Commerce who have direct access to these companies. The results showed that there are relationships and influence between human resources management practices in international companies and social responsibility, as well as between each dimension of human resources management practices in Kuwaiti international companies

* Associate Professor – Faculty of Business Studies Consultant & Trainer in Administrative Sciences Public Authority for Applied Education & Training.

** Associate Professor – Faculty of Business Studies Consultant & Trainer in Administrative Sciences Public Authority for Applied Education & Training.

and the social responsibility of these companies at a significant level of $0.05 = \alpha$.

The study recommended that HR officials in Kuwait's international companies should take care of human resource management practices in a manner that is appropriate to the nature of the company's social responsibility and the international markets in which it operates and the humanitarian, voluntary and charitable issues that companies can offer. In their implementation.

Key words:

Human resource management practices - International companies - Selection and appointment - Job description - Training needs - Moral and physical motivation - Social responsibility - Kuwaiti international companies.