THE RELATIONSHIP BETWEEN HUMAN RESOURCE MANAGEMENT AND CORPORATE ENTREPRENEURSHIP

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Abstract

This paper examines the relationship between human resource management and corporate entrepreneurship. The objective of this paper among others include to examine the relationship between human resources management (HMR) and corporate entrepreneurship (CE), to analyze the influence of specific human resources practices on corporate entrepreneurship. This paper reviews some related literature alongside theoretical framework which have bearing on the subject matter. This paper adopts the descriptive survey design in achieving the stated objective. The population of this study consists of establishment operating in Jalingo metropolis which has more than 50 employees the study used secondary data for its analysis. The findings show that that there is a relationship between human resources management (HMR) practices and the promotion of corporate entrepreneurship (CE) in an organization, it is also found out that all dimensions of Human Resource management activities, which are selective staffing, extensive training, internal mobility, and employment security, clear job description-result oriented appraisal, and participation, directly or indirectly affect corporate entrepreneurship. Based on the findings, the researcher recommended Organization should encourage organizational support, as it does not only mediate the relations between HR activities and commitment, and organizational citizenship behavior, but also mediates the relations between HR activities and corporate entrepreneurship.

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Findings

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References
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