

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.

1. Introduction

competitive superiority. Corporate

Corporate entrepreneurship is a term that has become an important field of the activities that an organization management undertake to enhance its product performance. It is a process of innovation, risk-taking, and proactive behavior of an organization in redefining organizations, markets or the sum of a company's innovation, industry or its core business. Venturing and renewal efforts are a

facilitate human resource management practices. Zhang and Wevera, 2010;

Researchers and practitioners studying human resource practices in firms practice key elements of corporate entrepreneurship. Moreover, human resource practices are said to directly influence corporate management practices (Zhang and Wevera, 2010).
Corporate entrepreneurship Objectives

Therefore, human resources management practices are a key to organizational success. Chandler et al. propose that human resource management and corporate entrepreneurship are related. To examine the relationship and to develop a framework for human resource management practices in corporate entrepreneurship, this study aims to explore the relationship between human resource management practices and corporate entrepreneurship. The study also aims to identify the factors that influence human resource management practices in corporate entrepreneurship.

In this paper, the relationship between human resource management practices and corporate entrepreneurship is explored. The study also aims to identify the factors that influence human resource management practices in corporate entrepreneurship. The study also aims to identify the factors that influence human resource management practices in corporate entrepreneurship.

2. Statement of the Problem

Over the past few decades, subordinates without being asked, grow by themselves, as expected, or perhaps even given focus on social norms and human resource management practices. Three major definitions of corporate entrepreneurship are given by Mintzberg and McHugh (1985), Schumpeter (1934), and Chesbrough (2003). The first definition is given by Mintzberg and McHugh (1985), who define corporate entrepreneurship as the development of new products, services, or markets. The second definition is given by Schumpeter (1934), who defines corporate entrepreneurship as the development of new products, services, or markets. The third definition is given by Chesbrough (2003), who defines corporate entrepreneurship as the development of new products, services, or markets.

(2007), report that corporate entrepreneurs are those employees who identify and exploit new business opportunities within an existing organization. In their study, Gartner and Birley (1997) define corporate entrepreneurship as the process of identifying and exploiting new business opportunities within an existing organization. They argue that corporate entrepreneurship is a process that involves identifying and exploiting new business opportunities within an existing organization. This process is often referred to as corporate venturing, organizational innovation, or strategic renewal. Corporate entrepreneurship is a process that involves identifying and exploiting new business opportunities within an existing organization. This process is often referred to as corporate venturing, organizational innovation, or strategic renewal.

Recently, Ireland, Kuratko and Spohrer (2009) define corporate entrepreneurship as the process of identifying and exploiting new business opportunities within an existing organization. They argue that corporate entrepreneurship is a process that involves identifying and exploiting new business opportunities within an existing organization. This process is often referred to as corporate venturing, organizational innovation, or strategic renewal. Corporate entrepreneurship is a process that involves identifying and exploiting new business opportunities within an existing organization. This process is often referred to as corporate venturing, organizational innovation, or strategic renewal.

In a global sense, corporate entrepreneurship is the process of identifying and exploiting new business opportunities within an existing organization. This process is often referred to as corporate venturing, organizational innovation, or strategic renewal.

For each human resource, the organization should identify the behaviors that exist and try to change them into a positive one. Human resources should be encouraged to promote and reinforce different Management and Corporate employment characteristics and entrepreneurship. Furthermore, the structure of HRM is important. It exists in the organization, practical and effective in organizing interest in human resources culture, specifically, many authors practice and contribute to corporate suggested that Corporate entrepreneurship is a key to success (Suhail, 1998; Entreprenur, 2001; Mpr rains, 1993; aro uermb t i o c n a m l i t a e n o n o r t h y , r n e h a y 1 . 9 , 9 9 w o m a y d a r r i s , e m p o w e r m e a n t n , e d s p e a n t d a 2 0 0 0 a y t 2 0 0 , 4 a y 2 0 0 2 h a r e g s t r o w g e k t h o r t . h e t h s e i r d ? e t , h e a 1 2 . 0 0 S c h m e d a 1 2 , 0 1 2 h a n g d c o m p a r i o e s d y e h t r e p r e h n o e u i r 2 0 1 0 S) c . h u (e t h 8 a 6 r) g u t h a t a r e n a b o l u e n w i l t k i e n a g l f e c t i o e s y i s u r e a r e s o u p r a e s t i a m e s w i H R M r e l a i t s e s d f e i s i d i f f t i o c u n t p r e v e t r e p r e a e u s r u s h g i e p s t s a t t r a n c d t e t a t i o n e m p l o y e e s t , h a t t h e f o l l o w i n g e m p l o u n a b t l o e o t i v a t o v e r e o e m a a i m d , a r e a s s o c i a t e d w i t h s u c c e s s f u l i g e n e r a t i o n l a x i m i z e e l o u f e h e i e n t r e p r e n e u r i a l e f f o r t s : c r e a t i v e a n d h u m a n r e s o u r c e s o f t e n w i t h d i r e i n n o v a t i o n a n d h i g h r i s k i l l o g n g - t e r m c o n s e q u e n c e s i r v i v a l o r i e n t a t i o n e s u f l t e s x , i t o i l i t y .

More over, in the process of change, cooperation, independent opportunities should be developed, effective communication, entrepreneurship should be encouraged, and the responsibility of human resources should be increased. Accordingly, to increase the effectiveness of human resources, the organization should foster and facilitate the promotion of human resources and entrepreneurship. The organization should also provide incentives and reinforce these management: recruitment, selection, characteristics via human resource training, performance appraisal and management practices to develop 12 competencies of human resources and to develop the organization's performance. The organization should also provide incentives and reinforce these management: recruitment, selection, characteristics via human resource training, performance appraisal and management practices to develop 12 competencies of human resources and to develop the organization's performance.

training; recruitment and career development; and job design. In addition, 'discretionary' HRM practices from Morandi and others are assumed to be more effective than traditional practices. Discretionary practices are those that are not prescribed by formal policies, but are used at the discretion of managers. These practices include employee participation programs, which encourage employee commitment, tolerance for failure, encouragement of cooperation, knowledge sharing and voluntary, extra-role behaviors. Entrepreneurship is more common in entrepreneurial firms, compensation through a matching process, and emphasis on equality of opportunity for performance. In a study of US small and medium-sized enterprises, Hayton (2004) provides evidence that discretionary practices are more effective than traditional practices. The study found that discretionary practices are more effective than traditional practices in entrepreneurial firms. The study also found that discretionary practices are more effective than traditional practices in entrepreneurial firms. The study also found that discretionary practices are more effective than traditional practices in entrepreneurial firms.

in tangible ideas, random combinations
 imitate development capabilities? Selective Staffing? Organizational
 avital corporate representation? Proactiveness
 From the perspective of research and Extensive Training? Organizational
 the other employment activities? Support? Proactiveness
 obligation to corporate citizenship? Employment Security? Organizational
 organization's inducements with Support? Proactiveness
 discretionary role behaviors such as Clear Job Description/Result Oriented
 organizational citizenship behavior to Appraisal? Organizational Support
 contribute more to the organization? Proactiveness
 (Podsakoff and MacKenzie, 1997). Employment Security? Organizational

On the other hand, their low Support? Proactiveness
 degree of organizational citizenship will become a liability for the
 behavior in the work environment. The same is true for corporate
 with a view to innovative entrepreneurship dimensions is
 contribute more creative ideas for participation in commercial activities
 corporate representation (Zahra and Gilad, 2003; Gilad and Zahra, 2008)
 Methodology
 innovation is a continuous process

This paper adopts the descriptive method to study the participation and power of
 research in the field of direct effects on all corporate
 objectives and the relationship between entrepreneurship dimensions. These
 was applied to establishments which find it difficult to meet their financial
 operating activities (Anreath, Hornsby, and Kwon, 2009);
 which have a high level of employee satisfaction (Hart and Ahlert-Daebler, 2007)
 application of the research results (2007)

was the first in the study. Analysis also shows that
 were selected in the study. Proactiveness and self-renewal/new
 random factors in the study are the independent variables. The dependent
 the research objectives. The hypothesis is that the independent variables
 Data Analysis
 resources with selective

Data analysis reveals that the staff in the organization are job
 mediated by organizational citizenship behaviors which are effective
 between the same is true with the perception of organizational
 corporate entrepreneurship in 18 support to the effectiveness of

performances such as selective staffing, extensive training, on proactive and self-renewable/innovative employee development business strategies including a clear job description-result oriented theory of autonomy and organizational participation, perceptual and generalizability of the organizational environment, overall worth of the business, and the role of the employee in the organization (2007) (Hagdi (2010) process which includes periods human capital.

Findings

Therefore, Human Resource

The present research indicates that human resource management practices are vital for an organization to enhance employee skills and their performance. The research also indicates that human resource management practices such as selective staffing, extensive training, on proactive and self-renewable/innovative business strategies including a clear job description-result oriented theory of autonomy and organizational participation, perceptual and generalizability of the organizational environment, overall worth of the business, and the role of the employee in the organization (2007) (Hagdi (2010) process which includes periods human capital.

(CE) organization

Recommendation

It is suggested that management should encourage training, clear job description-result oriented appraisal, and participation, and commitment, and organizational directly or indirectly affect corporate entrepreneurship. relations between HR activities and corporate entrepreneurship.

Conclusion

corporate entrepreneurship

The results show that positive human resource management practices such as selective staffing, extensive training, on proactive and self-renewable/innovative business strategies including a clear job description-result oriented theory of autonomy and organizational participation, perceptual and generalizability of the organizational environment, overall worth of the business, and the role of the employee in the organization (2007) (Hagdi (2010) process which includes periods human capital.

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 F a c t o r a n a l y s i s o f h o m e b u s i n e s s r e s e a r c h : C o n c e p t u a l , S t r a t e g i c ,
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