DIPLOMA THESIS
MASTER'S DEGREE

AKRAM AL-NOFESH

2023

Hungarian University of Agriculture
and
Life Sciences

Károly Róbert Campus

**The Relationship Between Human Resource Management and Business Strategy:
A Case Study University of Saba Region**

Supervisor

Dr. István Réthy

Professor, Lead Trainer

Made by

Akram Hamid Ali AL-nofesh

MA in Business Administration and Management

Specialization In Management and Leadership

Full-time education

2023

SUMMARY

6.1   Introduction

In this final chapter, we provide a brief summary of the entire master's thesis, including the research objectives, methodology, key findings, and implications of the study. This summary will serve as an overview of the research and its contribution to the understanding of the relationship between Human Resource Management (HRM) and business strategy in the context of the University of Saba Region.

6.2   Research Objectives

The primary objective of this research was to evaluate the relationship between HRM and business strategy at the University of Saba Region. The specific objectives were to investigate the relationship, identify key HRM practices that align with the university's business strategy, and analyze the impact of this alignment on the university's performance.

6.3   Methodology

A quantitative research approach was employed, utilizing a cross-sectional survey design. A questionnaire was administered to 80 respondents, primarily consisting of mid-management level employees at the University of Saba Region. The data collected was analyzed using descriptive statistics and inferential statistical tests to address the research questions and hypotheses.

6.4   Key Findings

The main findings of this research are as follows:

The relationship between business strategy and HRM performance is currently weak at the University of Saba Region.

Factors contributing to this weak relationship include poor communication between departments, lack of clear goals, low employee morale, and inadequate training programs.

Support of top managers and the presence of HR representation at the board level play significant roles in mediating the alignment of HRM with business strategy.

Demographic information of the respondents, such as gender, age, educational background, and job positions, was found to be important in tailoring recommendations for developing a framework to meet the needs of these particular demographics.

6.5   Recommendations

Based on the findings, several recommendations were provided for improving HR practices and aligning them with the University of Saba Region's strategic goals. These recommendations include improving communication between departments, establishing clear goals and objectives, enhancing employee morale, developing comprehensive training programs, and strengthening the role of top managers and HR representation at the board level.

6.6   Implications

The findings of this research have significant implications for the University of Saba Region, higher education institutions, and policymakers. By understanding and addressing the challenges faced in aligning HRM and business strategy, these institutions can enhance their organizational performance, promote employee satisfaction, and remain competitive in the higher education sector. Additionally, the research provides insights for future studies aiming to further explore the complexities of the HRM and business strategy relationship in higher education institutions.

6.7   Conclusion

This master's thesis has contributed to the understanding of the relationship between HRM and business strategy at the University of Saba Region. By identifying the factors affecting this relationship and providing practical recommendations for enhancing strategic alignment, the study serves as a foundation for future research and the development of more effective HRM practices in higher education institutions.