

The Role of Strategic Human Resources Management in Achieving Government Institutional Performance

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Abstract

Strategic planning and management face many challenges that help it to distinguish the institutional performance of human resources and the research aims to identify challenges to the implementation of strategic planning in achieving excellence in the institutional performance of human resources, Thus, to identify proposed solutions to overcome these challenges, and with this in mind the current research objective to explore the relationship between strategic planning and the distinction of institutional performance of human resources, Know to what extent strategic planning can improve the performance of human resources in organizations and institutions, and what factors contribute to the success of strategic planning initiatives. The analytical descriptive method was selected in the study and the elements of strategic planning and its impact on the excellence of institutional performance of human resources were addressed. The research reached several results, the most important of which is that strategic planning is one of the basic tools that institutions and organizations can use to achieve the excellence of institutional performance of human resources strategic planning is a continuous and integrated process that includes analysing current performance, identifying strong points, weaknesses, opportunities and challenges, developing and implementing action plans and evaluating and continuously improving results. The research recommends the need to introduce a culture of strategic planning in institutions and organizations, promote awareness of their importance, train managerial staff in their use and the need to effectively utilize human resources, develop staff members' abilities and skills, motivate them to innovate and improve, and continuously learn to perform.

Keywords: Government Administration, Strategic Management, Human Resources, Government Performance.

Introduction:

All public and private organizations look forward to achieving success, excellence and excellence in all their operations and activities and race for efficiency and institutional effectiveness, thereby achieving their goals and objectives, and building a strong and distinct strategic center to achieve growth, survival, improvement and development performance in the environment in which they operate. (Allui & Sahni, 2016), which is constantly changing, Protective competition for resources of all kinds and for the purpose of achieving these goals It requires these organizations to have a deep strategic vision, A clear message and a solid strategy, through which you can look at the prospects for the future with insight and a right vision to see what they can be in the long run in the context of the environmental, technological, competitive, economic, political, social, informational and managerial variables facing business organizations in a globalizing world and the opportunities and risks that surround them. (Khan & Liu, 2023), hence the role of strategic human resources management in achieving government institutional performance should be examined.

Significance of the Study

The importance of research lies in addressing the most important topics facing government institutions in the light of the State's new role within the knowledge society, namely, the effectiveness of the Organization. This emphasizes the need to implement modern systems for the strategic management of human resources that support the Organization's efficiency in government bodies. This necessarily requires the development of the capacities of workers at the level of the State machinery, which suffers from many problems associated with institutional stalemate and poor public services provided to beneficiaries. In an era when the concept of competitive advantage and the large number of beneficiaries of public services prevail, government organizations have come to operate under considerable pressure, underscoring the need for people to be distinguished through the importance of applying techniques that emphasize achieving higher efficiency in delivery and raising awareness among government agencies of the importance of improving the organization's performance efficiency and performance excellence through the following.

- Improve the level of services provided to beneficiaries.
- Use IT in job performance.
- Develop human resources and activate channels of communication with the community.
- Best utilization of available potential.
- Alignment between the application of strategic human resources management leading to the Organization's efficiency and thus the operationalization of its role in development management.

Study Problem:

The research problem revolves around the problem of achieving the efficiency and effectiveness of the performance of governments and service institutions through the strategic management of

human resources On the other hand, there are the aspirations of citizens benefiting from these services for digital transformation and the development of services provided to beneficiaries, which calls for the importance of a change in order to meet the aspirations of society to access distinct services and achieve public satisfaction. The research problem is the following research questions:

To what extent have NGOs successfully used strategic human resources management to achieve human resources efficiency?

What are the requirements and results of using strategic human resources management to achieve the efficiency and effectiveness of government institutions?

Study hypotheses:

- The study relied on a key hypothesis and had a meaningful impact on the strategic management of human resources in achieving the efficiency of the government organization. The sub-hypotheses were formulated as follows:
- Understanding and absorbing the role, relevance and concept of the strategy have a moral impact on the efficiency and effectiveness of the government's institutional performance.
- Good planning and strategy formulation affects the efficiency and effectiveness of institutional performance.
- Departmental strategy development affects the efficiency and effectiveness of Governments' institutional performance.
- Identifying strategic management application mechanisms that affect the efficiency and effectiveness of the institutional performance of ministries.

Study Objectives:

Recognize the strategic management requirements of human resources and their role in achieving the organization's efficiency in government organs.

Strategic human resources management system analysis against global variables.

Identifying obstacles to the strategic management of human resources taking their role in organizations' competence in government bodies.

Review of Literature:

Study (Alawag, et al., 2023): The study addressed the following problem: can strategic human resources management through managing and developing competencies, knowledge management and overall quality management (can affect an economic enterprise's competitive advantage? It has reached a number of results, the most important of which being: the most important endeavour of economic institutions under their strategic orientation and in their possession of individual and collective human resources and competencies; It is the possession and preservation of competitive advantage. All this depends on the application of modern management to help develop human

competencies and consider them as originals and partners in the enterprise's strategies, so the management of human resources especially individual ones, above all the management of total quality which is a method to improve and increase the performance of resources.

Study (Piwowar-Sulej, 2021): The enterprise's human resources development strategy. The study aimed to determine the impact of the human resources development strategy in the economic institution, in which the following problem was raised: What are the effective strategies for human resources development in the economic institution under the new variables? A number of results have been achieved, most notably: human resources development is a prerequisite for the survival and development of institutions of all kinds; Human resources development is imposed by changes in institutions' internal and external environment. Unless institutions are prepared to respond to such changes from a follow-up; Investing in human resources development is an imperative for maintaining the sustainability of the enterprise. Strategies are in keeping with the requirements of change and development, the most important of which is the development of its human resources.

Study (Zhang & Kimathi, 2022): e-government system as an entry point for organizational development: The aim of this study is to identify the elements of organizational development to be successful in applying the e-government system in government agencies and to determine the impact of the introduction of e-government on the development of labour systems in government bodies. It also aims to design a model that clarifies the elements required for the successful implementation of the e-government system in any government body. The study has yielded several results, the most important of which are: The e-government system must be applied in any government body in Egypt; The organizational development input must follow the three dimensions of human, structural and technological development, and the e-government system must be considered before it is implemented in any government body.

Study (Chowdhury, et al., 2023): The study examined artificial intelligence and the barriers to access to the huge advantages and benefits of ICTs that can be taken as a key focus of developing countries' research agenda in the field of information development. It should be noted that this study differs from other studies in that it helps to develop a research agenda for developing countries leading to the availability of information technology to those States. Notwithstanding the problems of poverty, the environment supportive of development and capacity-building within those States' governmental organizations can be provided under information technology.

Study (Malodia, Dhir, Mishra, & Bhatti, 2021): The study aims to illustrate the future of e-government why it increases the efficiency and quality of government services provided electronically. The study found that raising government services depends only on new technology, but also on a clear vision and objectives, along with an appropriate business strategy. The application of such technology required preparatory work in organizations and a new philosophy to reorient information systems to serve the beneficiary's information management service.

Commentary on previous studies:

- There is an increasing tendency to examine issues related to management development within government organizations in the light of external variables, and it is clear that the improvement of public services and the development of workers' capacities within governmental organizations in the context of models of excellence should be based on an integrated system and foundations based on electronic governance within the organization.
- Different levels of strategic human resources management exist within governmental organizations; There is a level within the Organization's borders that consists of the processes and activities of the Organization's management in the area of organizational efficiency.
- With regard to the development of strategic management of human resources, we find that it is not only accessible to sources of knowledge, but also other sources such as training and education and their economic and social employment. Emphasis is placed on the role of strategic management of human resources in the expansion of social services and the management of the overall development process, as well as the use of existing knowledge and the generation of new knowledge through research and development institutions.
- With regard to the extent to which the current study differs from previous studies, the current study reflects the attempt to link the Organization's efficiency with the use of strategic human resources management.

Study methodology:

Based on the analytical descriptive curriculum, as one of the most widely used in social and humanitarian studies, including the use of the field survey method, to collect data through the survey procedure, as well as desk work to familiarize itself with previous literature, references and studies, as well as the design and analysis of the identification, Recognize the role of strategic human resources management in achieving the efficiency and effectiveness of the Government's institutional performance to discuss the problem of the study and to learn about its different dimensions, research assumptions, objectives and relevance.

Study terms:

Public Administration is the activity that depends on coordination and collaboration among diverse human resources, contributing to a set of goals that are highly efficient (Nguyen, Phuc, & Tam, 2023), public administration is defined as the means of guiding individuals and organizing their work within enterprises in order to contribute to the achievement of specific goals for all individuals rather than a particular category of individuals, and public administration can be defined as a specialized type of administration, concerned with activities associated with government business, which seeks to apply private policy; Public administration is therefore a specialized type of administration (Huberts, 2020).

Government performance: Measuring the performance of the state administrative apparatus, according to the latest international standards, in order to achieve outstanding government performance (Ongena, 2023). The message provides a sophisticated and effective electronic

tool, the first of its kind, that will enable the Egyptian government to monitor, monitor and evaluate the performance of all state organs, to achieve the ability to address shortcomings with urgent intervention procedures.

Human resources development: that it is to properly prepare human elements that correspond to the specific needs of society (Zhao, Chen, & Liu, 2023), and that it is to be prepared on the understanding that increasing human capacity and knowledge helps to increase the exploitation of natural resources and increase efforts and capacities.

Strategic planning: As the process involving an analysis of an organization's current situation, with a view to achieving strategic objectives (Bryson & George, 2020), strategic planning can be seen as a long-term view of detailed plans to be developed to achieve future goals (Awan, Dunnan, Jamil, & Gul, 2023).

Table (1) About the role and importance of strategic management and human resource development of government services.

Phrases	Test Value (v)	Connectedness	Average statistical	Standard deviation	Grade
Strategy means a regular plan implemented by specialists in the organization.	14.89	0.00	4.09	1.08	Approved
All individuals in the company are periodically trained in good planning and strategy formulation processes.	15.48	0.00	4.11	1.06	Approved
Employees of the company understand the role of everyone in the process of good planning and strategy formulation	13.49	0.00	3.97	1.07	Approved
Employees have full freedom to modify and change strategic objectives	15.64	0.00	4.08	1.03	Approved
The organization's strategic plans are developed in full consultation between all employees and managers.	12.20	0.00	3.98	1.19	Approved
All personnel are involved in the strategic assessment of elements of the external	13.85	0.00	4.07	1.15	Approved

Phrases	Test Value (v)	Connectedness	Average statistical	Standard deviation	Grade
environment					
All staff involved in the strategic assessment process of the organization's internal environment	14.09	0.00	4.05	1.05	Approved
Strategy is a way to improve the performance of the organization and increase its productivity	13.13	0.00	4.05	1.18	Approved
Strategic management gives all operational functions within the organization	13.66	0.00	4.05	1.15	Approved
Formulation of functional strategies for each region	12.19	0.00	4.00	1.22	Approved
Overall axis average	13.95	0.00	4.05	1.12	Approved

The results of Table 1 show descriptive statistics and testing (v) The understanding and understanding of the role, importance and concept of the strategy. We find that the total average of the axis (4.05) means the degree of approval of the axis as a whole We note that the standard deviations of the axis phrases are low, indicating that the answers are concentrated around the arithmetic medium. We find that there is a discrepancy in the responses of the study sample members to the average (3), The statistical indicator values for all phrases are equal to (0.00) and are statistically significant at a morale level (0.05). The first is the phrase that stipulates that all employees of the Ministry are periodically trained in good strategic planning and strategy formulation processes with an average arithmetic (4.11), Second, the phrase "strategy" means a regular plan to be applied by the organization's specialists with an average arithmetic (4.09). And, to an acceptable degree, last ranked the phrase for employees of the Ministry who fully understand the role of each individual in the good preparation of strategic planning and strategy formulation with an average calculation (3.97), and to the degree of approval (OK), and the trends in individuals' opinions in the sample have come with a high degree of approval with respect to the first axis of understanding and understanding the role, relevance and concept of the strategy.

Conclusion

The impact and consequences of the strategic management's use of human resources on the efficiency of institutional performance have varied. The strategic management of human resources has contributed to the obligation of government institutions to provide and provide the necessary

information for the number of strategies that have helped to improve the level and quality of training services provided to human resources.

Understanding and absorbing human resources for the role, importance and concept of strategy has helped to achieve efficiency and effectiveness of government performance.

There is no ideal model for leveraging the different applications of human resources strategies on the efficiency and effectiveness of government institutional performance, which can be disseminated to all government bodies.

The Author suggest many recommendations as follow: The need to improve the level of services provided to beneficiaries; the need to use information systems technology for functioning; work to develop human resources by activating channels of communication with the community; the need to make better use of available possibilities in order to harmonize the application of the Department with government institutions of human resources, thereby achieving the Organization's efficiency, thereby activating its role in human development management and enhancing government performance.

- Encouraging employees of different ministries and sectors to develop technological capabilities through approved training plans.
- Develop and equip some sectors that provide services to citizens by automating the methods used and introducing information technology systems into the delivery of quality services.

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