

# **Governance of Human Resources Management and its Impact on Organizational performance in Jordanian Industrial Companies**

**By  
Hind Ali Sheblawi**

**Supervisor  
Dr. Najm Abood Najm**

**Al-Zaytoonah University of Jordan, 2023**

## **Abstract**

This study aimed to identify the impact of the governance of human resources, with its organizational, employee efficiency, and ethical dimensions on the organizational performance in the Jordanian industrial companies.

The governance of human resources is one of the important issues that have recently received great attention due to its significance in increasing the efficiency of employees and improving the ethical dimension in managing these resources. This study sample consisted of 230 respondents from ten industrial companies, the researcher used a questionnaire to collect data from the sample members.

The results of the study showed that there is a positive impact of two dimensions of human resources governance (for the organizational dimension and the efficiency of workers) on the market share. The researcher recommended maintaining this level and continuing follow-up, as the organizational dimension contributes significantly in

enhancing the company's market share, its reputation and the customer satisfaction, which are essential criteria in determining the organizational performance of different organizations, while the ethical dimension did not have a significant effect on the market share. There is a significant impact of corporate governance in its three dimensions on the organizational performance in two criteria: the company's reputation and the customer satisfaction.

**Keywords:** human resource governance, organizational dimension, employee efficiency, ethical dimension, organizational performance.