

An exploratory study of humble leadership and innovation practices on human resources management

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Humble leadership emphasizes the importance of self-awareness, humility, and a focus on the needs of others, while innovation involves the introduction of new ideas, products, or processes that improve organizational performance. The combination of these two approaches lead to a positive work culture that promotes trust, collaboration, open communication, and development of new practices and processes that can improve talent management, recruitment, training and development, and performance management. The objective of the study is to explore the key characteristics of humble leadership and how they relate to innovative human resources practices and examine the relationship between humble leadership, innovation, and human resources practices. The study tried to fulfill the research gap in the area of humble leadership and innovation practices and its overall impact on human resources practices. The study primarily employs both qualitative and quantitative methods to gain a nuanced understanding of how humble leadership behaviors impact innovation within human resources management. Using a qualitative research design, this study draws data from in-depth interviews with human resources professionals across diverse industries. Quantitative data were collected from three tech-giants -Apple Inc, IBM Inc. & Microsoft Inc. In this study we have considered humble leadership as independent variable and innovative human resources practices as dependent variable. Qualitative data has been analyzed using content analysis. Thematic writing was included in this area. The findings suggest that the impact of humble leadership and innovation can be significant in improved organizational performance, employee engagement, and competitive advantage. The quantitative data analysis reveals that there is a very strong correlation between research and development costs with Return on Assets, Return on Equity & Net Profit After tax separately and as well as holistic way of the selected three global multinationals tech giants of the world. This finding implies that if a company encourages humble leadership and innovation, its valuable human resources might outperform and enhance the overall financial performance continuously.

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