

Relationship between Size of the Organization and Human Resource Management Practices: A Case of Sri Lanka Companies

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This particular research has been conducted to identify the relationship between size and the organization and human resource management practices. This research area has been covered in international context. But considering more than one human resource practices not has been covered. This research is conducted with special reference to private limited companies incorporated under no 07 of 2007 Companies Act. The sample consists of 30 companies. The main purpose of this research is to identify the relationship between size of the organization and human resource management practices.

The researcher started the study by going through relevant literatures by many ways. The data was collected by companies operating in Sri Lanka. A questionnaire was included 30 questions. First five questions indicate background information of the company. Other 25 questions indicate human resource management practices. The Statistical Package for Social Sciences (SPSS) version 20.0 was used to analyze the data. Descriptive statistical analysis, Independent sample T Test, means value, aided in the analysis of the data. The findings revealed that there is no relationship between size of the organization and human resource management practices. Implication of the findings is that irrespective of the size of the organization it is possible to established good practices of Human Resource Management which is contribute to provide the organization with a more appropriate and contended employee force that gives the maximum contribution its success.

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