



**Libyan International Medical University**  
**Faculty of Business Administration**

**Department of Business Administration**  
**Graduation Project**

**Spring 2023**

**The Impact of Human Resource Management Practices on  
Employee's Performance: The Case of Golden Crown  
Company**

**By:**

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**Prof. Dr. Sabri Elkrggli**

## **Acknowledgment**

I would like to thank the Almighty God for his guidance and blessings throughout my academic journey. His unwavering support has been my source of strength and motivation.

I would like to extend my sincere appreciation to my advisor, Dr. Mailoud Alabdly, for his invaluable guidance, feedback, and support during this project. Expertise, patience, and dedication have been instrumental in shaping my research and helping me achieve my goals.

I am also grateful to Prof. Dr. Sabri Elkrghli Dean of Faculty of Business Administration for his encouragement, mentorship, and support, and for providing me the necessary support to carry out this research.

Finally, I want to express my heartfelt appreciation to my family and friends for their unwavering support, encouragement, and belief in my abilities. Love and encouragement have been a constant source of motivation for me.

To everyone who has contributed to my academic journey, I extend my deepest thanks and appreciation. I hope this acknowledgement serves as a humble tribute to unwavering support and contributions to my graduation project.

## **Declaration**

I declare that the work in this graduation project was completed in accordance with the rules and regulations of the Libyan International Medical University. Unless otherwise noted or recognized as referenced work, it is original and the result of my effort. This graduation project is a property to the Faculty of Business Administration at LIMU, and it is not allowed to reuse it completely or partly in any form without a written permission from the faculty.

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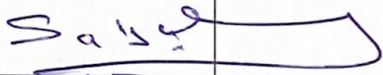

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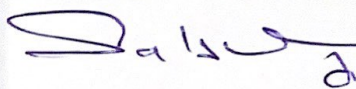
Graduation project title: The Impact of Human Resource Management Practices on employee's Performance: The Case of Gloden Crown Company.

**Signature of Student.....**

## Acceptance and Approval

The graduation project titled "The Impact of Human Resource Management Practices on employee's performance: The Case of Golden Crown Company" was prepared by Abdullah Abdalsalam Jumma Algomati, and has been:

Project Committee	Signature	
	Accepted	Rejected
Dr. Mailoud Alabdly (Supervisor)		
Prof. Dr. Sabri Elkrghli (Co-supervisor)		
Dr. Abdulsalam Elmugerbi		



Prof. Dr. Sabri Elkrghli

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## Abstract

The purpose of the study is to investigate the impact of human resource management practices on employees' performances at Golden Crown Company in Libya.

The population of the study consisted of 75 employees working in the company. Data were collected through questionnaire instrument developed and validated for that end. Some relevant statistical techniques were used such as descriptive statistics, Cronbach's Alpha, and multiple regressions.

The results showed that there is a significant impact of human resource management practices on employees' performances of Golden Crown Company. The career planning and employee engagement have the most impact on employees' performances. Training & development and recruitment & selection management had the lowest impact on employees' performances.

The key limitations of the study were that the data was not normally distributed (non-parametric data), and the access to the official published research on Libyan businesses was very limited.

The research concludes with its recommendations by focusing on other businesses in Libya. Also, other aspects of HRM practices would be a great area of future research.

**Keywords: HRM, Employees' Performances, Golden Crown Company, Libya.**

## Abstract (Arabic version)

الغرض من هذه الدراسة هو دراسة تأثير ممارسات إدارة الموارد البشرية على أداء الموظفين في شركة التاج الذهبي في ليبيا، حيث شملت الدراسة 75 موظفًا، وقد استخدمت إستمارة إستبانة بعد تحكيمها لأجل تجميع بيانات الدراسة.

وقد استخدمت بعض الأدوات الإحصائية لتحليل البيانات منها: الإحصاء الوصفي، ألفا كرونباخ، والانحدار المتعدد، وقد أظهرت النتائج أن هناك تأثيرًا كبيرًا لممارسات إدارة الموارد البشرية على أداء الموظفين في شركة التاج الذهبي. كما أظهرت النتائج أيضًا أن متغيرات التخطيط الوظيفي، ومشاركة الموظف لها التأثير الأكبر على أداء الموظفين، وكان للتدريب والتطوير، وإدارة التوظيف، والاختيار أقل تأثير. وقد كان من أهم قيود الدراسة هي أن البيانات لم تكن موزعة بشكل طبيعي (بيانات غير معلمية)، وكذلك محدودة الدراسات السابقة المنشورة عن ليبيا.

وتقترح الدراسة إجراء المزيد من الأبحاث عن ممارسات إدارة الموارد البشرية في الشركات الليبية الأخرى.

**الكلمات المفتاحية:** ممارسات إدارة الموارد البشرية، أداء الموظفين، شركة التاج الذهبي، ليبيا