

A Study on Impact of HR Policies on Employee Engagement and Organizational Performance

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Abstract: *The study titled "A Study on the Impact of HR Policies on Employee Engagement and Organizational Performance" aims to explore the influence of Human Resource (HR) policies on employee engagement and organizational performance in the pharmaceutical sector. In today's competitive business environment, HR policies play a crucial role in shaping employee satisfaction, motivation, and overall organizational success. This research focuses on identifying and analysing key HR practices, including recruitment, training, compensation, performance management, and work-life balance, and their impact on employee engagement and performance outcomes. The study adopts a mixed-method approach, combining both qualitative and quantitative data collection techniques. A survey will be administered to employees to assess their levels of engagement and perceptions regarding HR policies, while interviews and focus group discussions will provide deeper insights into the experiences of employees and HR managers. Secondary data from company reports and relevant documents will be used to enrich the analysis.*

Keywords: Pharmaceutical Industry, Human Resource Management, Employee Motivation, Recruitment and Training, Employee Retention, Employee Commitment, Organizational Efficiency, HR Policies, Employee Engagement, Organizational Performance

