

Enhancing Employee Engagement and Organizational Performance through HR Delivery

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Abstract: *This study demonstrates how Human Resource Management (HRM) functions as an essential element for employee commitment development along with business operational success improvement. The review paper uses research to demonstrate that strategic HRM practices of talent management training and development and communication systems work together to create motivation, satisfaction, and commitment among employees. Acts of employee engagement drive better performance results and creative output while boosting employee retention, which leads organizations to achieve superior accomplishments, including financial growth and, elevated satisfaction from customers and innovation development. The investigation demonstrates how contemporary technological systems with automation platforms and analytical tools decrease HR administrative operations while providing evidence-based management decisions. The advantages of HR delivery function stand out clearly but organizations encounter various barriers including staffing shortages and employee resistance to transformation and personalized methods for employee engagement which create challenges for sustained engagement in diverse organizations. The analysis concludes by recommending businesses integrate innovative HR solutions with traditional approaches to develop a successful workforce that ensures continuous organizational success across dynamic modern markets.*

Keywords: Human Resource Management (HRM), Employee Engagement, Organizational Performance, Talent Management, Training and Development, HR Automation, HR Analytics, Strategic HR Practices, Workforce Motivation, Employee Retention

