

Effect of Human Resource Management Practices on Employees Satisfaction: An  
Empirical Study of Iraq

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Abstract

The purpose of the study is to analyze the human resource management practices effects the employee satisfaction. Human resource management involves in providing the services to facilitate working culture and develop satisfaction among the employees. It is suggested that organization profitability and growth in the market is directly associated with the human resource management efficiency and effectiveness in the organization. A sample of 380 respondents was used to analyze the data. To analyze the data SPSS was used. The data analysis included demographic analysis, descriptive statistics, correlation and regression analysis. The result showed that of planning and recruitment, training, compensation and performance appraisal have significant impact on employee satisfaction. The discussion of the result is presented and the limitation and future avenue of the research were discussed.

Keywords: Human Resource Practices, Employee Satisfaction, Iraq