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शासकीय जर्नल

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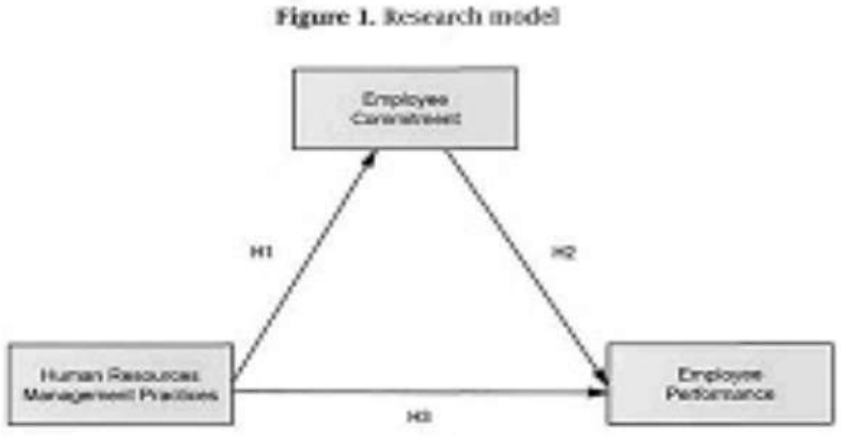
(57) Abstract :
The present invention provides the impact of Human Resource Management (HRM) on Employee Performance. Employees represent the essential assets of any organization. The best organizations oversee human capital in the most efficient and effective way highlighted the relevance between human resources management (HRM) practices and the employees' success at work through enhanced inspiration and commitment. This invention aims to explore the significance of employee commitment as a mediator in the relationship between HRM practices and employee performance. The target population is employees in the construction industry. The respondents are selected utilizing a simple random sampling method. The data gathered through a self-administered questionnaire and analysed utilizing structural equation modelling (SEM) in IBM SPSS AMOS 24.0. The invention obtained an aggregate of 297 usable and completed questionnaires. The study found that: 1) HRM practices have significant effects on employee performance, 2) employee commitment has significant effects on employee performance, 3) HRM practices have significant effects on employee commitment, and more importantly, and 4) employee commitment partially mediates the relationship between HRM practices and employee performance. The implications of the study of an invention are also examined. Accompanied Drawing [FIG. 1]



No. of Pages : 24 No. of Claims : 6

FORM 1 THE PATENTS ACT 1970 (39 of 1970) and THE PATENTS RULES, 2003 **APPLICATION FOR GRANT OF PATENT** (See section 7, 54 and 135 and sub-rule (1) of rule 20)		(FOR OFFICE USE ONLY)	
		Application No.	
		Filing date:	
		Amount of Fee paid:	
		CBR No:	
		Signature:	
1. APPLICANT'S REFERENCE / IDENTIFICATION NO. (AS ALLOTTED BY OFFICE)			

2. TYPE OF APPLICATION [Please tick (✓) at the appropriate category]					
Ordinary (✓)		Convention ( )		PCT-NP ( )	
Divisional ( )	Patent of Addition ( )	Divisional ( )	Patent of Addition ( )	Divisional ( )	Patent of Addition ( )

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3B. CATEGORY OF APPLICANT [Please tick (✓) at the appropriate category]			
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	Small Entity ( )	Startup ()	Others ()

4. INVENTOR(S) [Please tick (✓) at the appropriate category]		
Are all the inventor(s) same as the applicant(s) named above?	Yes (✓)	No ()

If "No", furnish the details of the inventor(s)

Name in Full	Nationality	Country of Residence	Address of the Inventor
Same as Applicant			

5. TITLE OF THE INVENTION

"AN IMPACT OF HUMAN RESOURCE MANAGEMENT (HRM) ON EMPLOYEE PERFORMANCE"

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~~8. IN CASE OF APPLICATION CLAIMING PRIORITY OF APPLICATION FILED IN CONVENTION COUNTRY, PARTICULARS OF CONVENTION APPLICATION~~

~~Country~~	~~Application Number~~	~~Filing date~~	~~Name of the applicant~~	~~Title of the invention~~	~~IPC (as classified in the convention country)~~

~~9. IN CASE OF PCT NATIONAL PHASE APPLICATION, PARTICULARS OF INTERNATIONAL APPLICATION FILED UNDER PATENT CO-OPERATION TREATY (PCT)~~

~~International application number~~	~~International filing date~~

~~10. IN CASE OF DIVISIONAL APPLICATION FILED UNDER SECTION 16, PARTICULARS OF ORIGINAL (FIRST) APPLICATION~~

~~Original (first) application No.~~	~~Date of filing of original (first) application~~

~~11. IN CASE OF PATENT OF ADDITION FILED UNDER SECTION 54, PARTICULARS OF MAIN APPLICATION OR PATENT~~

~~Main application/patent No.~~	~~Date of filing of main application~~

12. DECLARATIONS

(i) Declaration by the inventor(s)

(**In case the applicant is an assignee**: the inventor(s) may sign herein below or the applicant may upload the assignment or enclose the assignment with this application for patent or send the assignment by post/electronic transmission duly authenticated within the prescribed period).

I/We, the above named inventor(s) is/are the true & first inventor(s) for this Invention and declare that the applicant(s) herein is/are my/our assignee or legal representative.

(a) Date 28/06/2022

(b) Name	(c) Signature
1. Dr. Sapna Sharma 2. Dr. Dipti Baghel 3. Dr. Amrita Majumdar 4. Dr.Meenakshi Rengasayee 5. LALITA BABULAL MALUSARE 6. JAYALAXMI 7. Dr. Hephzibah Beula John 8. Dr. Swati Bankar 9. SSSV Gopala Raju	

10. Thiru.A.K.SHUNMUGA SELVAN 11. DR. S. SARAVANAN 12. SRUTHI S	

~~(ii) Declaration by the applicant(s) in the convention country~~

~~(In case the applicant in India is different than the applicant in the convention country:~~ ~~the applicant in the convention country may sign herein below or applicant in India may upload the assignment from the applicant in the convention country or enclose the said assignment with this application for patent or send the assignment by post/electronic transmission duly authenticated within the prescribed period)~~

~~I/We, the applicant(s) in the convention country declare that the applicant(s) herein is/are my/our assignee or legal representative.~~

~~(a) Date~~

~~(b) Signature(s)~~

(c) ~~Name(s) of the signatory~~

(iii) Declaration by the applicant(s)

I/We the applicant(s) hereby declare(s) that: -

- ~~I am/~~ We are in possession of the above-mentioned invention.
- The ~~provisional~~/complete specification relating to the invention is filed with this application.
- ~~The invention as disclosed in the specification uses the biological material from India and the necessary permission from the competent authority shall be submitted by me/us before the grant of patent to me/us.~~
- There is no lawful ground of objection(s) to the grant of the Patent to me/us.
- ~~I am~~/we are the true & first inventor(s).
- ~~I am/we are the assignee or legal representative of true & first inventor(s).~~
- ~~The application or each of the applications, particulars of which are given in Paragraph-8, was the first application in convention country/countries in respect of my/our invention(s).~~
- ~~I/We claim the priority from the above mentioned application(s) filed in convention country/countries and state that no application for protection in respect of the invention had been made in a convention country before that date by me/us or by any person from which I/We derive the title.~~

- ☐ ~~My/our application in India is based on international application under Patent Cooperation Treaty (PCT) as mentioned in Paragraph-9.~~
- ☐ ~~The application is divided out of my /our application particulars of which is given inParagraph-10 and pray that this application may be treated as deemed to have been filed on DD/MM/YYYY under section 16 of the Act.~~
- ☐ ~~The said invention is an improvement in or modification of the invention particulars of which are given in Paragraph-11.~~

13. FOLLOWING ARE THE ATTACHMENTS WITH THE APPLICATION

(a) Form 2

Item	Details	Fee	Remarks
Complete/ ~~Provisional~~ specification) #	No. of pages: 19		
No. of Claim(s)	No. of claims: 06 No. of pages: 02		
Abstract	No. of pages: 01		
No. of Drawing(s)	No. of drawings: 04 No. of pages: 02		

In case of a complete specification, if the applicant desires to adopt the drawings filed with his provisional specification as the drawings or part of the drawings for the complete specification under rule 13(4), the number of such pages filed with the provisional specification are
required to be mentioned here.

(b) Complete specification (in conformation with the international application)/as amended before the International Preliminary Examination Authority (IPEA), as applicable (2 copies).

(c) Sequence listing in electronic form

(d) Drawings (in conformation with the international application)/as amended before the International Preliminary Examination Authority (IPEA), as applicable (2 copies).

(e) Priority document(s) or a request to retrieve the priority document(s) from DAS (Digital Access Service) if the applicant had already requested the office of first filing to make the priority document(s) available to DAS.

(f) Translation of priority document/Specification/International Search Report/International Preliminary Report on Patentability.

(g) Statement and Undertaking on Form 3

(h) Declaration of Inventorship on Form 5

(i)Power of Authority

(j)**Total fee ₹…….in Cash/ Banker's Cheque /Bank Draft bearing No..... Date on ……. Bank.**

I/We hereby declare that to the best of my/our knowledge, information and belief the fact and matters slated herein are correct and I/We request that a patent may be granted to me/us for the said invention.

Dated this 28th day of June, 2022

Signature: 

Name: Dr. Sapna Sharma et. al.

To,

The Controller of Patents

The Patent Office, at Mumbai

Note: -

* Repeat boxes in case of more than one entry.
* To be signed by the applicant(s) or by authorized registered patent agent otherwise where mentioned.
* Tick ()/cross (x) whichever is applicable/not applicable in declaration in paragraph-12.
* Name of the inventor and applicant should be given in full, family name in the beginning.
* Strike out the portion which is/are not applicable.
* For fee: See First Schedule";

FORM 2

THE PATENTS ACT, 1970

(39 of 1970)

&

The Patent Rules, 2003

COMPLETE SPECIFICATION

(See section 10 and rule 13)

TITLE OF THE INVENTION

"AN IMPACT OF HUMAN RESOURCE MANAGEMENT (HRM) ON EMPLOYEE PERFORMANCE"

We, applicant(s)

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The following specification particularly describes the nature of the invention and the manner in which it is performed:

FIELD OF THE INVENTION

[001] The present invention relates to the field of the human resource management (HRM) policies on the organizational commitment. The invention more particularly relates to the impact of Human Resource Management (HRM) on Employee Performance.

BACKGROUND OF THE INVENTION

[002] The following description provides the information that may be useful in understanding the present invention. It is not an admission that any of the information provided herein is prior art or relevant to the presently claimed invention, or that any publication specifically or implicitly referenced is prior art.

[003] The cooperation statements and annual reports underlies one common message indicating that humans represent most valuable resources. Thus, the key element to the success and survival of a given organization is the availability of the right personnel at the right place and at the right time. As proclaimed by many firms, humans represent a source of a competitive advantage regardless of whether those people are visionary managers, accommodating customer service experts or even technological experts. Hence, at a time when the technological development is unparalleled it is only the human resource that can play an important role in the success or failure for all firms, specifically entrepreneurial firms.

[004] So ground-breaking overseeing of the HR function is fundamental for any affiliation, which tries to succeed. The HR quality, the notion of people from just affiliations, employees commitment, workers' satisfaction from the action they do, and their experiences all have ramifications for the

association’s benefit, passing on organizations to buyers, definitive picture and recognition and its survival.

Furthermore, the advancement of applied technologies has brought about new career positions with expanding requests available, and it is continuously difficult to find people with the correct commitment and knowledge for these careers. Considering the increase in the number of variables, the advancement of the employee commitment models has made progressively complex systems.

[005] Generally, the most significant factors that affect low work performance and productivity in construction ventures are worker shortage, inadequate labour, low work productivity, staffing problems, shortage of technical staff, and lack of incentive scheme. To accomplish the income anticipated from any construction venture with everything taken into account, it is basic to have a good controlling hand on the output factors that add to the fused performance improvement, similar to labour.

[006] On the other hand, organizations need to uphold a permanent workforce that is adequately prepared, but this is challenging in times of low demand for certain subsectors, such as industrial construction where ventures are spread across different topographies. Some best practices and organizational needs, at the very least, create committed employees as a core competency of a skilled workforce in order to maximize the work performance and output. Because the efficient usage of skills, instead of simple increment in the supply of skills, is a vital aspect to achieve enhanced work performance.

To address the previously mentioned issues, this paper goals to investigate the impacts of HRM practices on the performance of the employee and

employee commitment engaged with Jordanian construction ventures and to examine the mediating role of employee commitment in relation between HRM practices and employee performance.

[007] Accordingly, on the basis of aforesaid facts, there remains a need in the prior art to provide the impact of Human Resource Management (HRM) on Employee Performance. Therefore, it would be useful and desirable to have a system, method, apparatus and interface to meet the above-mentioned needs.

SUMMARY OF THE PRESENT INVENTION

[008] The present invention provides the impact of Human Resource Management (HRM) on Employee Performance. Employees represent the essential assets of any organization. The best organizations oversee human capital in the most efficient and effective way highlighted the relevance between human resources management (HRM) practices and the employees' success at work through enhanced inspiration and commitment. Hence, employee commitment cannot be overlooked as the degree of employee commitment decide employee performance. This invention aims to explore the significance of employee commitment as a mediator in the relationship between HRM practices and employee performance. The target population is employees in the construction industry. The respondents are selected utilizing a simple random sampling method. The data gathered through a self-administered questionnaire and analysed utilizing structural equation modelling (SEM) in IBM SPSS AMOS 24.0. The invention obtained an aggregate of 297 usable and completed questionnaires. The study found that: 1) HRM practices have significant effects on employee performance, 2) employee commitment has significant effects on employee performance, 3)

HRM practices have significant effects on employee commitment, and more importantly, and 4) employee commitment partially mediates the relationship between HRM practices and employee performance. The implications of the study of an invention are also examined.

[009] In this respect, before explaining at least one object of the invention in detail, it is to be understood that the invention is not limited in its application to the details of set of rules and to the arrangements of the various models set forth in the following description or illustrated in the drawings. The invention is capable of other objects and of being practiced and carried out in various ways, according to the need of that industry. Also, it is to be understood that the phraseology and terminology employed herein are for the purpose of description and should not be regarded as limiting.

[010] These together with other objects of the invention, along with the various features of novelty which characterize the invention, are pointed out with particularity in the disclosure. For a better understanding of the invention, its operating advantages and the specific objects attained by its uses, reference should be made to the accompanying drawings and descriptive matter in which there are illustrated preferred embodiments of the invention.

BRIEF DESCRIPTION OF THE DRAWINGS

[011] The invention will be better understood and objects other than those set forth above will become apparent when consideration is given to the following detailed description thereof. Such description makes reference to the annexed drawings wherein:

[012] FIG. 1, illustrates a schematic diagram of Research model, in accordance with an embodiment of the present invention.

[013] FIG. 2, illustrates a schematic diagram of the pooled CFA results, in accordance with an embodiment of the present invention.

[014] FIG. 3, illustrates a schematic diagram of the standardized regression path coefficient, in accordance with an embodiment of the present invention.

[015] FIG. 4, illustrates a schematic diagram of the procedure for a testing mediator, in accordance with an embodiment of the present invention.

DETAILED DESCRIPTION OF THE INVENTION

[016] While the present invention is described herein by way of example using embodiments and illustrative drawings, those skilled in the art will recognize that the invention is not limited to the embodiments of drawing or drawings described and are not intended to represent the scale of the various components. Further, some components that may form a part of the invention may not be illustrated in certain figures, for ease of illustration, and such omissions do not limit the embodiments outlined in any way. It should be understood that the drawings and detailed description thereto are not intended to limit the invention to the particular form disclosed, but on the contrary, the invention is to cover all modifications, equivalents, and alternatives falling within the scope of the present invention as defined by the appended claims. As used throughout this description, the word "may" is used in a permissive sense (i.e. meaning having the potential to), rather than the mandatory sense, (i.e. meaning must). Further, the words "a" or "an" mean "at least one" and the word “plurality” means “one or more” unless otherwise mentioned. Furthermore, the terminology and phraseology used herein is solely used for descriptive purposes and should not be construed as limiting in scope.

Language such as "including," "comprising," "having," "containing," or "involving," and variations thereof, is intended to be broad and encompass the subject matter listed thereafter, equivalents, and additional subject matter not recited, and is not intended to exclude other additives, components, integers or steps. Likewise, the term "comprising" is considered synonymous with the terms "including" or "containing" for applicable legal purposes. Any discussion of documents, acts, materials, devices, articles and the like is included in the specification solely for the purpose of providing a context for the present invention. It is not suggested or represented that any or all of these matters form part of the prior art base or were common general knowledge in the field relevant to the present invention.

[017] In this disclosure, whenever a composition or an element or a group of elements is preceded with the transitional phrase “comprising”, it is understood that we also contemplate the same composition, element or group of elements with transitional phrases “consisting of”, “consisting”, “selected from the group of consisting of, “including”, or “is” preceding the recitation of the composition, element or group of elements and vice versa.

[018] The present invention is described hereinafter by various embodiments with reference to the accompanying drawings, wherein reference numerals used in the accompanying drawing correspond to the like elements throughout the description. This invention may, however, be embodied in many different forms and should not be construed as limited to the embodiment set forth herein. Rather, the embodiment is provided so that this disclosure will be thorough and complete and will fully convey the scope of the invention to those skilled in the art. In the following detailed description, numeric values and

ranges are provided for various aspects of the implementations described. These values and ranges are to be treated as examples only and are not intended to limit the scope of the claims. In addition, a number of materials are identified as suitable for various facets of the implementations. These materials are to be treated as exemplary and are not intended to limit the scope of the invention.

[019] The present invention provides the impact of Human Resource Management (HRM) on Employee Performance. In the present invention, the target population is workers of firms. The sampling frame comprises registered workers from randomly selected construction firms. The quantitative approach is employed in estimating the relationships among the constructs. Precisely, the structural equation modeling (SEM) in IBM SPSS AMOS 24.0 is utilized to answer all the research hypotheses in this invention. Nevertheless, SmartPLS 3.3.2 software also employed to answer all the research hypotheses in the invention by the calculation of a p-value for each path coefficient.

[020] Method of sampling and data collection

This invention used a simple random sampling technique to choose 350 employees from the sampling frame of employees of firms. This likelihood sampling technique guarantees arbitrariness of the determination and ensuring the representation of the population. Hence, the strategy met the prerequisite for parametric statistical analysis. The chosen respondents are given self-administered questionnaires to respond at their own proper time. When finished, they put the responses in fixed envelopes and mail them to the researcher by utilizing the self-stamped envelopes. The researcher obtained

an aggregate of 297 usable and completed responses. The response rate is 84.85%

[021] Measurement of construct

HRM practices are determined by utilizing items adapted from Tabouli et al. (2016) and Al Damoe et al. (2017), comprising 24 items. The recruitment and selection subscale had 4 items. Training and development, performance appraisal, and compensation and rewards, subscales held all the items (exclusively items 9, 6, and 5, respectively). The employee performance construct is measured as subjective performance, by utilizing items adapted and it comprises 15 items. The employee commitment determined by utilizing items adapted from Wallace, de Chernatony, and Buil (2013), comprising 18 items, with 6 items for each subconstruct.

[022] Pre-test and pilot testing of the instruments

The instruments are adapted to fit this invention, and the researcher sent the adapted instruments to experts for face validity, content validity, and standard validity assessment. The researcher has changed the instrument appropriately, relies upon the comments made by experts. After that, the researcher directed the pilot study where exactly 119 self-administered questionnaires are mail out to the randomly chosen employees. From that point onward, the analyst led the exploratory factor analysis technique to investigate the usefulness of the items estimating their respective constructs.

[023] Demographic profile

Respondents are approached to give their demographic data, for example, educational level, age, job position, job title, years' experience, length of years in the firm, employment status, and salary.

[024] RESULTS

The confirmatory factor analysis (CFA)

Before demonstrating the structural model, the researcher requires to confirm the measurement model of all constructs by the confirmatory factor analysis (CFA). The CFA methodology would evaluate unidimensionality, reliability, and validity. The other evaluation is the normality distribution. The composite reliability (CR) is surveyed by figuring the CR value for every construct. While the three validity prerequisites are discriminant validity is estimated by discriminant validity index summary, the convergent validity is estimated by average variance extracted (AVE), and the construct validity is estimated by fitness indexes. The CFA results are demonstrated in Figure 2.

The CFA results found the accompanying figures. The factor loading for all items is above 0.60, which exhibited the unidimensionality of the measures. The fitness indexes for the measurement model met the necessity for construct validity (RMSEA = 0.078, CFI = 0.902, and ChiSq/df = 2.89) which affirmed the construct validity. The AVE values for all constructs more prominent than 0.5 show the convergent validity is accomplished. Likewise, Table 1 demonstrated that the CR for all constructs is noteworthy than 0.6, which indicates the measurement model has accomplished the CR necessities (Hair, Black, Babin, & Anderson, 2014; Awang et al., 2018). The following step assesses the discriminant validity made by the discriminant validity index summary, as shown in Table 1. Because all diagonal qualities are prominent than any other qualities in its column and rows, which shows the discriminant validity has been accomplished. The normality distribution is assessed through the kurtosis and skewness esteem for every item. The result

indicated the kurtosis fall in the range between -0.311 and 2.623, while estimations of skewness fall in the range between -0.598 and -0.984. These measures demonstrate that the dataset does not withdraw from normality distribution, which meets the necessity for parametric statistical analysis

Table 1. Discriminant validity index summary and the CR values

	CR	*HRM practices*	*Employee commitment*	*Employee performance*
HRM practices	0.980	**0.804**		
Employee commitment	0.679	0.44	**0.791**	
Employee performance	0.930	0.58	0.74	**0.775**

[025] The structural equation modeling (SEM)

The subsequent stage is modeling the structural model and executing the SEM technique to investigate the hypothesis. The SEM graphic output is introduced in Figure 3. The results of the regression path coefficient were obtained by executing the SEM methodology, exhibited in Table 2. Firstly, the direct impact of HRM practices on employee commitment was discovered to be significant and positive (= 0.47, p = 0.001). Consequently, H1 is supported. In addition, the direct impact of employee commitment on employee performance was discovered to be significant and positive (= 0.48, p = 0.001). Accordingly, H2 is supported. Thirdly, the direct impact of HRM practices on employee performance was discovered to be significant and positive (= 0.23, p = 0.001). Thereupon, H3 is likewise supported.

Table 2. The regression path coefficient and its significance

			Std. Beta	*Estimate*	*S.E.*	*CR*	*p*	*Result*
Commitment	←	HRM_practices	0.53	0.47	0.07	6.15	0.001	Sig
Performance	←	Commitment	0.57	0.48	0.06	7.72	0.001	Sig
Performance	←	HRM_practices	0.31	0.23	0.04	5.34	0.001	Sig

[026] Mediation test

Testing the mediation effect conducted on the suggestion. The aftereffects of the mediation test shall be affirmed by utilizing the bootstrapping technique

with (n = 5000 bootstrap sample, percentile confidence interval = 0.95, bias corrected confidence level = 0.95 and maximum likelihood bootstrapping algorithm). The testing procedure is presented in Figure 4, and the bootstrapping results are presented in Table 3.

[027] The present invention explored the relationship between HRM practices and the performance of employees among employees in the construction industry. Outcomes upheld the hypothesized relationship between HRM practices and employee performance. Besides, this research explores the mediating impact of employee commitment on the influence of HRM practices on employee performance. The study distinguished that HRM practices and employee commitment are significantly related to employee performance from construction industry perspectives. The outcomes have a few fascinating practical and theoretical implications. At first, HRM practices assist with growing new obligations (i.e., employee commitment) that would impact employee performance. Employee commitment has been distinguished as one viewpoint that can enhance employee performance. Secondly, this model was developed to prove the relationship of HRM practices, employee performance, and employee commitment, especially in the construction firm's employees. Thirdly, the result has contributed to the new findings in the literature regarding the mediating variable of employee commitment. Decisively, HRM practices should be applied in improving employees' commitment and performance. If the organization is unable to implement HRM practices, it will be unable to increase employee performance. Certain limitations ought to be viewed when deciphering these outcomes. Initially, the sample of this research was the Jordanian construction industry; as a result,

the generalization of the outcomes to different nations is constrained. Future research may test the relevance between HRM practices and employee performance in different nations in a similar sample. Second, the cross-sectional design of exploration could be another confinement. Future research utilizing a longitudinal methodology tends to connect HRM and the performance of the employees and among other mediator variables.

[028] It is to be understood that the above description is intended to be illustrative, and not restrictive. For example, the above-discussed embodiments may be used in combination with each other. Many other embodiments will be apparent to those of skill in the art upon reviewing the above description.

[029] The benefits and advantages which may be provided by the present invention have been described above with regard to specific embodiments. These benefits and advantages, and any elements or limitations that may cause them to occur or to become more pronounced are not to be construed as critical, required, or essential features of any or all of the embodiments.

[030] While the present invention has been described with reference to particular embodiments, it should be understood that the embodiments are illustrative and that the scope of the invention is not limited to these embodiments. Many variations, modifications, additions and improvements to the embodiments described above are possible. It is contemplated that these variations, modifications, additions and improvements fall within the scope of the invention.

We Claim:

1. An impact of Human Resource Management (HRM) on employee performance system comprises:

workers from firms;

sampling and data collection of workers;

self-administered questionnaires to respond at workers own proper time;

measurement model of all constructs by the confirmatory factor analysis (CFA);

the structural model and executing the SEM (structural equation modelling) technique.

2. The impact of Human Resource Management (HRM) on employee performance system as claimed in claim **1**, wherein the sampling frame comprises registered workers from randomly selected construction firms.

3. The impact of Human Resource Management (HRM) on employee performance system as claimed in claim **1**, wherein the structural equation modeling (SEM) in IBM SPSS AMOS 24.0 is utilized to answer all the research hypotheses.

4. The impact of Human Resource Management (HRM) on employee performance system as claimed in claim **1**, wherein the SmartPLS 3.3.2 software also employed to answer all the research hypotheses in the invention by the calculation of a p-value for each path coefficient.

5. The impact of Human Resource Management (HRM) on employee performance system as claimed in claim **1**, wherein the respondents are approached to give their demographic data, for example, educational level, age, job position, job title, years' experience, length of years in the firm, employment status, and salary.

6. The impact of Human Resource Management (HRM) on employee performance system as claimed in claim **1**, wherein the researcher directed the pilot study where exactly 119 self-administered questionnaires are mail out to the randomly chosen employees.

Dated this 28th day of June 2022

Signature: 

Applicant(s)

Dr. Sapna Sharma et. al.

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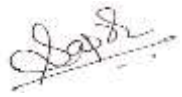
ABSTRACT

"AN IMPACT OF HUMAN RESOURCE MANAGEMENT (HRM) ON EMPLOYEE PERFORMANCE"

[031] The present invention provides the impact of Human Resource Management (HRM) on Employee Performance. Employees represent the essential assets of any organization. The best organizations oversee human capital in the most efficient and effective way highlighted the relevance between human resources management (HRM) practices and the employees' success at work through enhanced inspiration and commitment. This invention aims to explore the significance of employee commitment as a mediator in the relationship between HRM practices and employee performance. The target population is employees in the construction industry. The respondents are selected utilizing a simple random sampling method. The data gathered through a self-administered questionnaire and analysed utilizing structural equation modelling (SEM) in IBM SPSS AMOS 24.0. The invention obtained an aggregate of 297 usable and completed questionnaires. The study found that: 1) HRM practices have significant effects on employee performance, 2) employee commitment has significant effects on employee performance, 3) HRM practices have significant effects on employee commitment, and more importantly, and 4) employee commitment partially mediates the relationship between HRM practices and employee performance. The implications of the study of an invention are also examined.

Accompanied Drawing **[FIG. 1]**

Dated this 28th day of June 2022

Signature: 

Applicant(s)

Dr. Sapna Sharma et. al.

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Figure 1. Research model

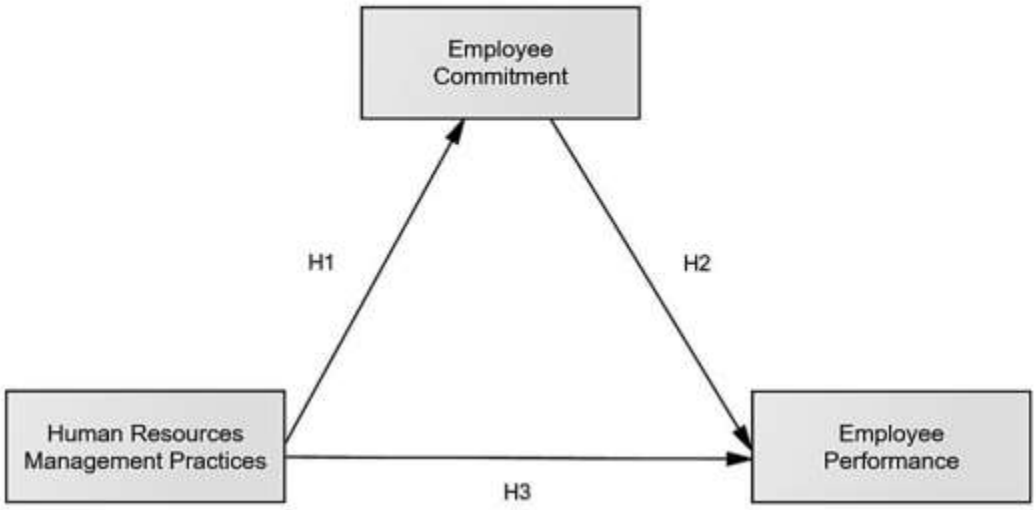
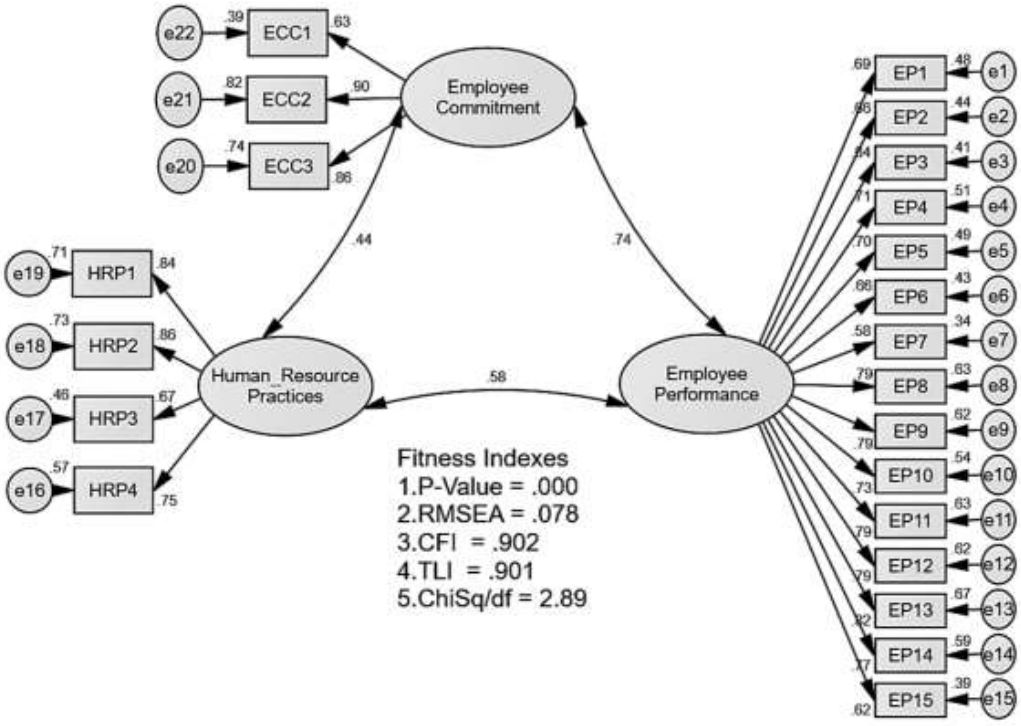


Figure 2. The pooled CFA results



Signature:

Applicant(s) Name: Dr. Sapna Sharma et. al.

Figure 3. The standardized regression path coefficient

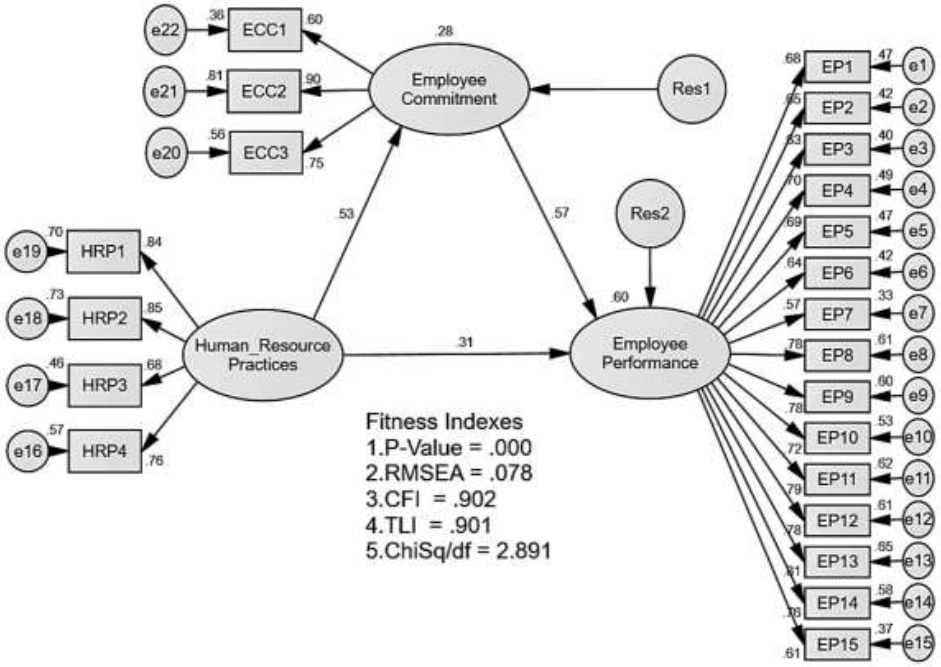
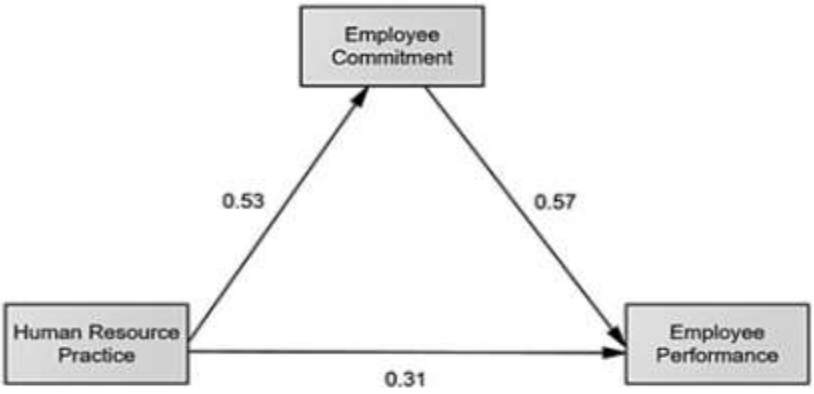


Figure 4. The procedure for a testing mediator



1. The indirect effect1 **a** = 0.53 (**significant**)
2. The indirect effect2 **b** = 0.57 (**significant**)
3. The direct effect **c** = 0.31 (**significant**)
4. Thus, the **mediation occurs** since both a and b are significant
5. The type of mediation is **partial mediation** since the direct effect **c** is also significant.

Dated this 28th day of June 2022

Signature:

Applicant(s) Name: Dr. Sapna Sharma et. al.

FORM 3

THE PATENTS ACT,
1970 (39 of 1970)
and
THE PATENTS RULES, 2003

STATEMENT AND UNDERTAKING UNDER SECTION 8

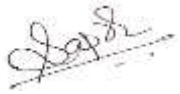
(See section 8; Rule 12)

1. Name of the applicant(s).	I/We Dr. Sapna Sharma et. al., all are citizen of India, Address of one of the Applicant: Associate Professor, Department of Management Studies Shri Shankaracharya Institute of Professional Management and Technology (SSIPMT), PO Sejabahr, Raipur. Pin: 492015.
2. Name, address and nationality of the joint applicant.	(i) that I/We have not made any application for the same/substantially the same invention outside India Or ~~(ii) that I/We who have made this application No… dated alone/jointly with ……, made for the same/ substantially same invention, application(s) for patent in the other countries, the particulars of which are given below:~~

Name of the Country	Date of Application	Application No.	Status of the Application	Date of Publication	Date of grant
-	-	-	-	-	-

3. Name and address of the assignee	(iii) that the rights in the application(s) has/have been assigned to …… none …… …… …… that I/We undertake that upto the date of grant of the patent by the Controller, I/We would keep him informed in writing the details regarding corresponding applications for patents filed outside India within six months from the date of filing of such application.

	Dated this 28th day of June, 2022

4. To be signed by the applicant or his authorized registered patent agent.	**Signature:** 
5. Name of the natural person who has signed.	Dr. Sapna Sharma et. al. **Name of the Applicant(s)**
	To The Controller of Patents, The Patent Office, at Mumbai
Note.- Strike out whichever is not applicable;	

FORM- 5

THE PATENTS ACT, 1970
(39 of 1970)
&
The Patents Rules, 2003

DECLARATION AS TO INVENTORSHIP
[See Section 10(6) and Rule 13(6)]

1. NAME OF THE APPLICANT(S)

I/We Dr. Sapna Sharma et. al., all are citizen of India, Address of one of the Applicant: Associate Professor, Department of Management Studies Shri Shankaracharya Institute of Professional Management and Technology (SSIPMT), PO Sejabahr, Raipur. Pin: 492015.

hereby declare that the true and first inventor(s) of the invention disclosed in the complete specification filed in pursuance of ~~my~~ / our application numbered _____ dated 28/06/2022 ~~is/~~are

2. INVENTOR(S)

(a) NAME	**(b) NATIONALITY**	**(c) ADDRESS**
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12. SRUTHI S	Indian	Assistant Professor, Department of Commerce, Gregorian College of Advanced Studies, Trivandrum

~~3. DECLARATION TO BE GIVEN WHEN THE APPLICATION IN INDIA IS FILED BY THE APPLICANT(S) IN THE CONVENTION COUNTRY: -~~

N.A.

~~We the applicant(s) in the convention country hereby declare that our right to apply for a patent in India is by way of assignment from the true and first inventor(s).~~

Dated this 28th day of June 2022

Dr. Sapna Sharma et. al.
Applicant(s)

To,
The Controller of Patents
The Patent Office, Mumbai

FORM 9

THE PATENT ACT, 1970
(39 of 1970)
&
THE PATENTS RULES, 2003

REQUEST FOR PUBLICATION

[See section 11A (2) rule 24A]

I/We **Dr. Sapna Sharma,Dr. Dipti Baghel,Dr. Amrita Majumdar,Dr.Meenakshi Rengasayee,LALITA BABULAL MALUSARE,JAYALAXMI,Dr. Hephzibah Beula John,Dr. Swati Bankar,SSSV Gopala Raju,Thiru.A.K.SHUNMUGA SELVAN,DR. S. SARAVANAN,SRUTHI S** hereby request for early publication of my/our [Patent Application No.] TEMP/E-1/41588/2022-MUM

Dated **28/06/2022 00:00:00** under section 11A(2) of the Act.

Dated this(Final Payment Date):----------
Signature
Name of the signatory

To,
The Controller of Patents,
The Patent Office,
At Mumbai

This form is electronically generated.