

The Impact of Human Resource Management Practices on Project Success: Applied Study in Greater Amman Municipality

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Abstract

The current study aims to measure the Impact of Human Resources Management Practices (Recruitment & selection, Training, Employees performance Appraisals, Employees' salaries and commissions) on Project Success (cost, Time, Quality) in Greater Amman Municipality. The study adopted an analytical descriptive method to define and classify data and this method is applied through a questionnaire in order to collect employees' data and test hypotheses. This analysis is done by using the statistical Analytic Tool (SPSS).

The study population consisted in the Greater Amman Municipality, and the sampling unit was made up of employees of the Supervision and Project Management Department in the higher and middle management representatives (director, deputy director, assistant director, head of department, employee). The researcher distributed (250) questionnaires, where (239) responses have been retrieved as valid responses for the purposes of scientific analysis with a recovery rate of (%95.6) from the

sample unit of (250) employees. The results showed a statistically significant effect of human resources management practices on the project's success in the Greater Amman municipality.

A recommendation has been made out of this study, emphasizing on the role of human resources management in projects at the Greater Amman Municipality. and it is a necessity to consider the human element and those who work in the projects as an essential part of the project's success. It also recommended conducting more adequate and appropriate training programs for employees to develop their capabilities in order to provide the best.

Keywords: Human Resources Management Practices, Project Success, Project Cost, Project Time, Project Quality, Greater Amman Municipality.