



**IMPACT ON HUMAN RESOURCES PRACTICES
ON SUPPLY CHAIN EFFICIENCY
(WITH SPECIAL REFERNCE TO WESTERN
PROVINCE SUPER MAERKET SECTOR)**

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ABSTRACT

With the globalization, organizations have to face lengthy supply chains with complex organizational structures and networks. Therefore, efficient supply chain is vital to gaining competitive advantage over rivals. High level of employee performances is also crucial of better functioning of the organizations. Supply chain management and its functioning have been widely accepted with the terms of its effectiveness and efficiency. Present, the influence of Human Resources Management implications has identified a main element of supply chain success. The Logistic Performance Index(LPI) has shown a gradual decline with past three years in Sri Lanka and one indicator that affect to the performance of LPI is warehousing and Supply Chain Management. Super market retail industry is mostly engaged with the supply chain and warehousing activities. The study is mainly based on the problem of LPI and aims at contributing to the problem in Human Resources Perspective. This study provides a detailed analysis about how Human Resources Management Practices help organizations to enhance the efficiency of their supply chains in supermarket retail sector. Three leading supermarkets were selected for the purpose of the study according to their performances Middle level employees of the super markets were selected as the unit of sample and Quantitative approach has been adapted by the study and data was obtained through the survey questionnaire.120 of responses were collected in the survey. Structural Equation Modeling and descriptive statistics were used to analyze the data in order to fulfill the research objectives of the study. Findings of the research emphasize that HRM practices; Selection, Compensation and Evaluation high level of adaptation in super market sector and Compensation has the highest adaptation level. Selection, Compensation and Evaluation Significantly and positively impact on Supply Chain Efficiency in supermarket retail sector and Training has showed a non- significant but positive relationship with Supply Chain Efficiency.

Key Words: HRM Practices, Supply Chain Efficiency, Supermarket Retail Sector