

A Study of Strategic Orientation of Human Resource Professionals in Sri Lankan Corporate Sector

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Abstract

HR professionals need to play a vital role as strategic partners in an organization. This is especially significant in the Sri Lankan corporate sector where the need to develop human resources is a critical factor in facing global competition. The low strategic orientation of Human Resource Professionals in the Sri Lankan corporate sector is the problem focused in this study. This research attempted to identify the factors that contribute to HR professionals becoming strategic partners and to group the factors through a factor analysis which will result in a conceptual model for a broad based study. It was conducted among a convenient sample of 102 HR professionals, who are members of the Association of HR Professionals (HRP) and/or the Institute of Personnel Management (IPM) in Sri Lanka. Personal factors and Contextual factors were identified through a literature survey and the level of pr of a an HRD climate was proposed as a moderator variable. There were 21 independent variables identified through the literature and a cross-correlation analysis was done for the 21 variables using SPSS ver. 13. With appropriate factor loadings, a factor analysis using the principal component method was done with varimax rotation

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as the extraction method, in order to select the three factors covering the independent variables, with Eigen values over 1. According to the results, the emergence of three factors could be seen. In line with the literature, these three factors were labelled as mindset, personal fit and leadership focus. It is expected that the findings of this study will be used for a more detailed study, resulting in contributing to the existing knowledge for understanding the strategic role of the HR Professional.