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Business Administration

Title

**How SB Combine Can Achieve
Performance benefits through effective
HR. Management and organizational
strategies**

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DECLARATION

I hereby declare that this research paper, titled “How SB Combine Can Achieve Performance Benefits Through Effective HR Management and Organizational Strategies” is the result of my own hard work and dedication. Every part of this paper, unless otherwise noted, is my original work. It has not been used for any other degree or qualification at this or any other institution.

Throughout this study, I have rigorously followed the principles of academic integrity and ethical research practices, all sources used have been properly credited and with references aligned with academic standards. The data, analyses, and conclusions in this paper are based on thorough research, aiming to contribute to the field of Human Resource Management.

This paper contains accurate and truthful information to the best of my knowledge. Any assistance or collaboration has been clearly acknowledged. I fully understand the importance of honesty in academic work and the serious consequences of plagiarism. This paper is a true and honest reflection of my own efforts and scholarly work.

The viewpoints, conclusions, and recommendations in this paper are mine, grounded in my own research and understanding of the topic. Any errors or oversights are entirely my responsibility and do not represent the views of SB Combine or any related entity.

Instructor: Raul Moretti, Ph.D.

I fully accept responsibility for the content of this research paper and its academic integrity. I understand that any violation of this statement may lead to disciplinary measures and affect my academic and professional reputation.

Student: Bui Khanh Linh - 94012001959

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HR Management: Human Resource Management

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ABSTRACT



This thesis investigates how superior people management, and astute commercial tactics can help SB Combine, a premium apparel manufacturer, increase performance. The aim is to determine how HR procedures can improve worker performance, lengthen employee tenure, and increase SB Combine's overall success. It also examines how SB Combine maintains its strength in a cutthroat market by enhancing procedures and producing leaders.

I used a variety of techniques to collect and analyze the data. I conducted employee surveys and spoke with managers and the HR department at SB Combine. I was able to clearly see how HR practices relate to outcomes by using data, and I was able to understand the effectiveness of various approaches by speaking with people.

Every three months, statistics meetings are held to assess each tailor's efficiency in producing garments, ensuring high production standards and excellent tailoring. These gatherings make it easier to find and fix problems quickly, reducing the possibility of lost sales and improving the company's standing.

The thesis demonstrates that by coordinating HR procedures with strategic company objectives, SB Combine can achieve significant performance gains. Staff development, continuous improvement culture, and data-driven HR initiatives are recommended to maintain growth and competitive advantage.

CHAPTER 1

INTRODUCTION AND BACKGROUND OF THE STUDY

1.1. Rationale of the Study

In today's enormously competitive garment industry, the competency of a company to maintain high principles of quality, productiveness, and jobholder satisfaction is critical to its success and sustainability. SB Combine, a leading manufacturer of high- quality garments, faces the binary challenges of combining product excellence and optimizing operational performance. The rationale for this study is embedded in the necessity to explore how effective human resource (HR) management and strategic organizational trials can run meaningful performance advantages for SB Combine.

a) Brief Introduction

Name: Công ty TNHH SB Combine

Representative: Bui Thi Dang

Headquarter: 32G2-33G2, DN05 Street,

Tax code: 0315020930

Quarter 3, Tan Hung Thuan Ward,

Telephone: 0903866122 – 0943117283

District 12, Ho Chi Minh City, Vietnam



b) Addressing Industry Challenges

The garment's manufacturing zone is defined by intensive competition, lightning oscillations in consumer favorites, and adding demands for ethical and maintainable trials. Companies like SB Combine must not exclusively produce high- quality products but also manage their natural resources effectively to remain competitive. Effective HR administration, encompassing gift acquisition, employee engagement, training, and performance operation, is indispensable for preserving high productivity and quality morals. Likewise, strategic organizational initiatives alike as leadership development, operation optimization, and innovation are crucial for adjusting to demand changes and driving supportable growth.

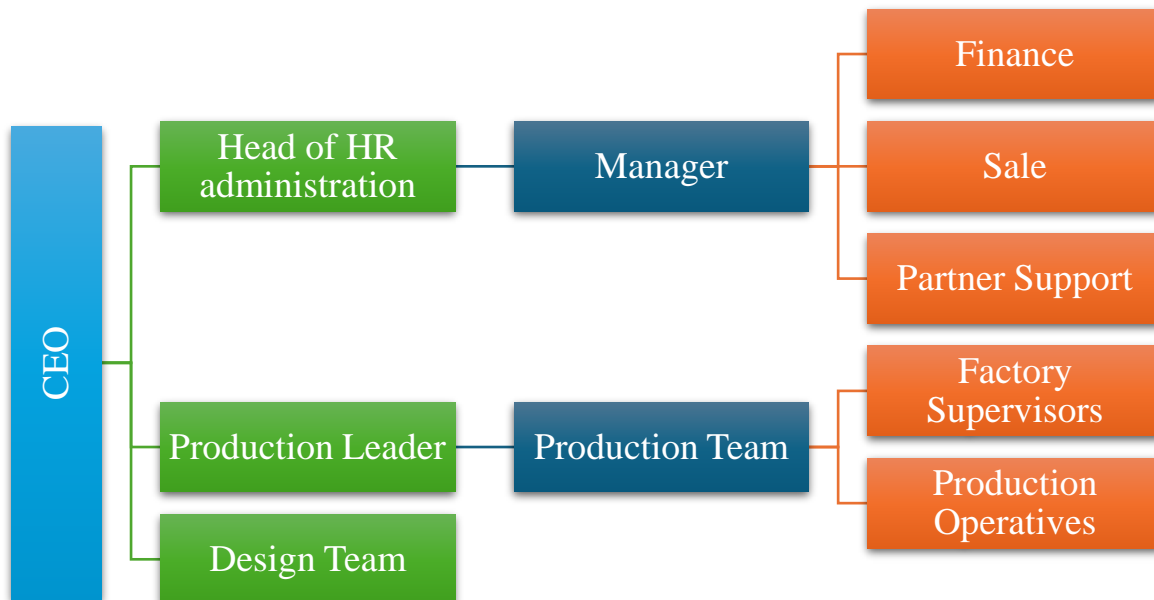


Figure 1.1.2. SB Combine Organizational Structure

c) Enhancing Organizational Performance

SB Combine's commitment to producing high- quality garments require a well- managed labor force that's motivated, educated, and aligned with the company's objectives. This study aims to examine how HR administration and organizational strategies can enhance worker performance and productivity. By connecting and dissecting the vital HR practices that contribute to these aftereffects, the study seeks to give practicable perceptions that can help SB Combine improve its active productiveness, reduce costs, and enhance product quality. This, in turn, can lead to increased client satisfaction, advanced request competitiveness, and sustainable business growth.

d) Filling a Research Gap

While there's extensive literature on HR operation and organizational strategies, there's a relative inadequacy of disquisition training specifically on the garments manufacturing industry. Most studies tend to handle these motifs in broader manufacturing contexts or within service-orientated industries. This study aims to fill this gap by furnishing an in-depth dissection of HR and organizational practices particularly tailored to the unique demands and challenges of a high-quality apparel manufacturer like SB Combine. The findings of this study will contribute to the academic understanding of HR administration in the manufacturing sector.

e) Promoting Sustainable Growth

Effective HR supervision and strategic organizational practices are not only about achieving immediate performance advancements but also about fostering a culture of continuing advancement and innovation. For SB Combine, this means creating an environment where

workers are absorbed, enabled, and motivated to contribute to the company's long-term success. This study is designed to punctuate how strategic HR and organizational enterprise can support sustainable growth by enhancing the company's capacity to respond to market dynamics, adopt new technologies, and maintain competitiveness.

1.2. Research Objectives

The main purpose of this study is to explore how SB Combine, a company specializing in high-end fashion manufacturing, can enhance performance by implementing strategic organizational business and effective human resources. The first thing is to check SB Combine's current personnel process. This requires assessing key aspects of HR operations, including recruitment processes, training and business development for employees, factors that drive engagement and management mechanisms efficiently. This study aims to highlight areas where advances can be made to improve employee performance and satisfaction by assessing the strengths and limitations of this approach. This is important because there is a direct correlation between HR practices and a company's ability to attract, retain and inspire its entire workforce.

Secondly, the study also aims to assess the impact of HR practices on productivity within the garment product department, focusing on performance indicators such as effectiveness, quality, and retention rates. It also aims to examine the role of organizational strategies in enhancing performance, product quality, and competitive positioning. Additionally, the study aims to identify factors affecting workers' morale and productivity, provide recommendations for a healthy work environment, and enhance HR administration and organizational tactics. It also aims to assess the relationship between HR practices and product quality, including quality control procedures and training programs. Furthermore, the study aims to explore the

integration of HR practices with broader organizational strategies to achieve long-term business success.

In conclusion, the purpose of this study is to give a thorough analysis of the ways in which SB Combine can use organizational styles and effective HR operation to achieve improved performance and uphold its standing as a top manufacturer of apparel. To give useful perspectives for the company's nonstop attempts to enhance operations and attain sustainable growth, this research completely examines present processes and develops practicable recommendations.

1.3. Hypothesis

a) Recruitment and Selection:

The recruitment and selection processes at SB Combine Company appreciatively impact employee productivity.

This hypothesis anticipates that an effective reclamation and selection process contributes to assembling a high-performing pool, directly impacting productivity situations.

b) Training and Development:

On the job training and development programs at SB Combine Company significantly enhance satisfaction and retention.

This hypothesis suggests that robust training initiatives contribute to higher job satisfaction and increased employee retention, fostering a positive workplace culture.

c) Performance Appraisal:

Effective performance appraisal systems at SB Combine Company are positively associated with general organizational performance.

This hypothesis posits that well-designed performance appraisal systems align **employee expectations** with organizational objects, appreciatively impacting the general performance of the company.

d) Talent Acquisition and Retention:

Overcoming difficulties in talent acquisition and retention significantly contributes to business growth at SB Combine Company.

This hypothesis suggests that addressing challenges in acquiring and retaining gifts is integral to the company's capability to achieve sustainable growth.

1.4. Background

SB Combine, a prominent player in the garment manufacturing industry, faces enhanced global competition and rapid-fire technological advancements. Effective HR operation and strategic organizational practices are critical for SB Combine to maintain functional effectiveness and sustainable growth. **This study explores how optimizing HR strategies can enhance employee productivity, streamline operations, and strengthen SB Combine's market position. By addressing these challenges, SB Combine can align its workforce capabilities with organizational goals, enhancing resilience and adaptability in a dynamic market environment.**

A comprehensive review of previous literature reveals crucial themes in HR operation and organizational strategies applicable to SB Combine's environment. The literature underscores

the significance of strategic HR practices in fostering a motivated pool and achieving superior performance issues in manufacturing sectors. literal data on HR elaboration gives perceptivity into the development of current challenges and openings facing SB Combine. Understanding these dynamics helps contextualize the study's disquisition of HR's part in shaping organizational success.

This study aims to fill gaps in agreement by examining how specific HR interventions and organizational arrangements contribute to SB Combine's performance objectives. [By identifying challenges and gaps in existing literature, this study aims to provide new insights that can inform both academic discussions and practical operations in HR management.](#) By fastening on SB Combine's unique challenges and openings, this exploration aims to give practical recommendations that enhance functional effectiveness and competitive advantage in the garment fashioning section.

1.5. Statement of the Problem and Questions

Effective HR operation and strategic organizational practices are pivotal for success in competitive garment manufacturing. SB Combine, known for its high-quality garment product, aims to bolster its [market position and operational efficiency](#). Still, the company encounters challenges in aligning its HR practices with strategic [goals](#) hindering overall performance enhancement. This study addresses the critical need to explore how SB Combine can work effective HR operation and organizational strategies to achieve significant performance benefits and maintain product excellence.

The study's purpose is to investigate how SB Combine can optimize its HR practices and organizational strategies to enhance performance outcomes. Specifically, it aims to identify