

Role of Socially Responsible Human Resource Management in Enhancing Organizational Commitment Among Healthcare Workers in Uttar Pradesh

KAMINI SHARMA, PROF. RAJESH KUMAR SHASTRI

Abstract: *The healthcare sector of Uttar Pradesh, India, struggles with such issues as high turnover levels, burnout, and lack of employee satisfaction that negatively influence the process of patient care and the overall work of the organization. With the growth of the sector, it is necessary to establish Human Resource Management (HRM) practices which also focus on the organizational objectives in addition to the welfare of the healthcare workers. A strategy that can be used is the Socially Responsible Human Resource Management (SRHRM), which incorporates ethical, social, and environmental factors in the practice of human resource. SRHRM undertakes to establish good working environment through supporting employees welfare, balance between work and life, diversity, inclusion and corporate social responsibility (CSR).*

This research paper examines how the SRHRM practices can be used to improve the levels of organizational commitment among the medical staff in Uttar Pradesh. Organizational commitment refers to the sense of psychological attaching on an employee towards his or her organization and this is essential in enhancing retention, turnover reduction and development of positive workplace organization. In stressful health care environments, especially in areas with a resource constraint, such as Uttar Pradesh, there is need to encourage organizational commitment with the aid of SRHRM to be successful in the long run.

Through a survey of 300 healthcare workers of both the public and the non-government healthcare organizations, the research considers the effects of SRHRM practices (work-life balance, employee welfare programs, diversity policy, and CSR initiative) on three aspects of organizational commitment: emotional attachment, sense of obligation, and perceived costs of leaving. The research also examines job satisfaction as one of the mediators of this relationship.

The results reveal that organizational commitment is greatly supported by the SRHRM practices especially by employee welfare, work-life balance, and CSR. The practices discussed enhance job satisfaction, as well as increase emotional commitment of employees to the company, which is why socially responsible

Kamini Sharma (ks.kamini2015@gmail.com) Research Scholar, Motilal Nehru National Institute of Technology Allahabad

Prof. Rajesh Kumar Shastri (rkshastri@mnnit.ac.in) Department of Humanities and Social Sciences, Motilal Nehru National Institute of Technology Allahabad

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HR practices can be considered to enhance retention and performance within healthcare organizations.

Keywords: Socially Responsible HRM, Organizational Commitment, Healthcare Sector, Employee Welfare, Job Satisfaction, Work-Life Balance, Employee Retention.

Introduction

The healthcare sector is an important aspect of the welfare of the society especially in India where it endures many problems concerning resource shortage, the escalating needs of services, and lack of skilled workers. Healthcare organizations in Uttar Pradesh, one of the most populated and economically varied states in India, are receiving a larger responsibility of offering quality care in challenging conditions. Workloads, long hours and emotional stress of healthcare workers in Uttar Pradesh cause burnout, poor job satisfaction and high turnover. The impacts of these challenges are not only poor to the workers themselves but also to the quality of healthcare services to the community. Thus, the problem of employee engagement and retention has become one of the top priorities of healthcare organizations in the area.

Socially Responsible Human Resource Management (SRHRM) practices are one of the possible solutions to these problems. SRHRM integrates the element of ethical, social and environmental issues in organizational policies and practices and is interested in the welfare of both the employees and the society as a whole. These go beyond the traditional HRM practices that consider the social responsibility of the organization towards the human resource practices. The establishment of work life balance, equitable remuneration, the endorsement of diverse and an inclusive workforce and the use of corporate social responsibility (CSR) that is a community good are some of the examples of SRHRM in the healthcare industry.

Organizational commitment- the psychological attachment, which an employee has on the organization, has been cited as highly working in enhancing job satisfaction, minimizing turnover and overall organizational performance. When employees are committed with the organization, there are more chances that the employees will remain within the organization, their levels of productivity are also high, and they will make a positive contribution to the organizational culture. Employee commitment is of great significance in healthcare where the level of commitment of the employees directly affects the quality of care given to the patients. Due to the specificities of the healthcare industry, it will be crucial to discuss the way in which the practices of SRHRM can be used to increase organizational commitment among healthcare employees in Uttar Pradesh.

The proposed research will examine the significance of SRHRM in its role toward organizational commitment among the healthcare providers in Uttar Pradesh. By examining the impact of the introduction of the practices of SRHRM, such as the employee welfare program, work-life balance program, diversity policy, and CSR program, the research will seek to provide some useful information to the study of how healthcare organizations can increase

employee retention and job satisfaction in an environment where healthcare issues are likely to emerge.

1.1 Research Problem and Objectives

The healthcare organizations in Uttar Pradesh are being affected by the high turnover rates, burnout, job dissatisfaction, which leads to poor quality of care and overall performance of the organization. Although the issue of organizational commitment is crucial in the healthcare sector, little has been done to understand the role of SRHRM practices on the development of organizational commitment especially within the Indian context. The study will address this gap by examining the way in which the practice of SRHRM can increase the organizational commitment of healthcare employees in Uttar Pradesh. In particular, the following are the objectives of this study:

1.2 Objective of the Study

1. To analyse the association between organizational commitment and the practices of SRHRM of the healthcare workers in Uttar Pradesh.
2. To identify the practices in the area of the SRHRM that would make the most critical difference into the organizational commitment, like work-life balance, employee welfare, diversity, and CSR.
3. To examine the mediating effects of job satisfaction on the association between the practices of SRHRM and organizational commitment.
4. To assess the impacts of such demographic variables as on the connection between SRHRM practices and organizational commitment.

1.3 Significance of the Study

The paper has a lot of importance in the theory and practice in the medical field. To begin with, it contributes to the existing literature concerning the SRHRM as it relies on the empirical evidence of the positive impact on socially responsible HR practices on the organizational commitment in the healthcare environment. Although the significant part of the literature on SRHRM related to other industries or even to other countries, there is a lot of information that is not available on the implementations of the approach in the healthcare industry and the Indian situation. The given research will bridge this gap, as the area of the state of Uttar Pradesh healthcare that is among the most difficult and underserved areas across India will be examined in the present research.

Second, the research gives practical implications to healthcare organizations in Uttar Pradesh and other such areas. The research provides the actionable recommendations that healthcare managers and policymakers can use to improve employee retention, burnout reduction, and the quality of provided care by showing how SRHRM practices can be used to promote organizational commitment. Since healthcare workers play a critical role in the provision of quality services, the issue of creating a team of dedicated and active employees is vital in enhancing employee satisfaction and patient outcomes.

Finally, the study is also a contribution to the general study of socially responsible HRM practices in enhancing the organizational behavior in sectors where stress and turnover are high

like in the medical field. This research will also provide a platform on which future studies can be conducted on the overall effects of SRHRM on organizational results like performance, productivity, and employee engagement in the healthcare sector.

Literature Review

2.1 Socially Responsible Human Resource Management (SRHRM)

SRHRM is about the application of HR practices not only that are aimed at fulfilment of organizational objectives, but also those that ensure the overall benefit of the society. These practices can be described in many dimensions such as employee's welfare programs, work life balance programs, diversity and inclusion policy, and corporate social responsibility (CSR) programs. The practice of socially responsible HR is intended to establish an ethical and supportive workplace, increasing the job satisfaction, engagement and commitment of employees (Renwick et al., 2013).

SRHRM is particularly essential in the healthcare field since healthcare professionals endure a lot of stress and long working hours, not to mention the emotional burden of the job. The challenges can be reduced by implementing the practices of SRHRM to increase job satisfaction and create the positive organizational behaviors like organizational commitment. As one example, work-life balance programs, including flexible working hours or paid time off, are especially effective in burnout reduction and enhanced psychological attachment of employees to their organizations (Bhattacharya & Kaur, 2020).

2.2 Organizational Commitment in Healthcare

The term "organizational commitment" refers to the employees' psychological attachment to the company. Affective commitment, or the emotional attachment to the organization, normative commitment, or the need to stay in the organization, and continuance commitment, or the perceived cost of leaving the organization, are its three components (Meyer and Allen, 1991).

Organizational commitment has also been linked to high levels of performance by the employees, low cases of absenteeism and low turnover rates. Within the healthcare sector, organizational commitment is especially vital since it results in better patient care, increased job satisfaction, and enhanced efficiency in an organization (Aiken et al., 2012). The more dedicated healthcare workers to their organization they are, the more chances there are that they will remain in the organization, which decreases the turnover costs and provides continuity to care.

2.3 The Role of SRHRM in Enhancing Organizational Commitment

Existence of relationship between organizational commitment and SRHRM practices has been explored in several works. Some people have even said that SRHRM practices can have a positive effect on employees' affective, normative, and continuance commitments, which can lead to higher job satisfaction, a better work-life balance, and a better organizational culture (Rupp et al., 2013). Specifically, emotional commitment (affective commitment) and a sense of obligation (normative commitment) among employees towards their organization is

observed to be improved through the application of employee welfare, diversity, and CSR practices.

This is applicable in healthcare whereby the impact of job stress and burnout, which are some of the factors resulting in low organizational commitment, can be curbed under SRHRM practices (Kaur and Sharma, 2020). To illustrate, by focusing on improving the well-being of employees via mental health support programs and work-life balance portfolios, healthcare organizations will be able to boost job satisfaction and organizational commitment between the employees. Besides, the normative commitment of employees to their organization can be enhanced by the practices that are reflected in the values of the employees like the CSR programs that involve community health.

Research Methodology Adopted

This section provides an overview of the research design, sampling strategy, methods of data collection, and method of data analysis which was used in this research to examine the research question on the role of SRHRM practices in improving organizational commitment within the healthcare workers of Uttar Pradesh. To introduce empirical data and establish the supposed relationships between the SRHRM practices and the organizational commitment, quantitative research approach was chosen.

3.1 Research Design

This study used in this study is quantitative research design. The survey will be used to collect the data about healthcare workers in Uttar Pradesh. The use of the survey method is predetermined by the possibility to gather data on a rather big number of respondents and analyze the associations between the practice of SRHRM and organizational commitment in a systematic way.

This research will use the cross-sectional survey design, which is suitable in the collection of data at one point in time to analyse the correlations between variables. The current design can be used to gather information about a large sample of healthcare workers working in different hospitals and clinics in Uttar Pradesh. The survey technique is adequate in this research because it can be used to collect generalized data of a wide range of respondents that are essential in interpreting the generalization of the results.

3.2 Research Hypotheses

H1: SRHRM practices have a positive effect on organizational commitment among healthcare workers in Uttar Pradesh.

H2: Job satisfaction mediates the relationship between SRHRM practices and organizational commitment.

H3: SRHRM practices significantly impact affective, normative, and continuance commitment dimensions of organizational commitment.

H4: Demographic factors such as age, gender, and years of experience moderate the relationship between SRHRM practices and organizational commitment.

3.3 Population and Sample

The proposed study will target the population of healthcare workers that work in hospitals, clinics, and healthcare facilities in Uttar Pradesh. The sample was selected through stratified random sampling such that one would have the sample that represents the various job functions (e.g. doctors, nurses, administrative staff), the various levels of the organization (e.g. junior staff, mid-level managers, senior management). The stratification means that responses will be obtained in a rather widespread group of health care workers, which will ensure the overall picture of how the practice of SRHRM affects the organizational commitment of various positions.

The targeted sample of 300 healthcare employees will be sufficient to provide adequate statistical power to the analyses. The size of the sample is calculated using a power analysis, which indicates that it will consist of 300 respondents, which will give sufficient power to target the medium to large effects with 95% confidence and a margin of error of 5%.

3.4 Measurement Tools

The questionnaire includes three main sections:

1. **SRHRM Practices:** Measured using a scale adapted from Renwick et al. (2013), covering employee welfare, work-life balance, diversity, and CSR.
2. **Organizational Commitment:** Measured using Meyer and Allen's (1991) Organizational Commitment Questionnaire, which assesses affective, normative, and continuance commitment.
3. **Demographic Information:** Includes age, gender, job role, and years of experience. A 5-point Likert scale, ranging from "Strongly Disagree" to "Strongly Agree" are used."

3.5 Pilot Testing

A pilot test will be conducted with 30 healthcare employees prior to the actual administration of the survey to the whole sample to understand the reliability of the survey items, as well as to assess the degree of clarity level. The outcomes of the pilot test are used to correct the questionnaire and explain the vague wording of the items and ensure that all scales have adequate internal consistency.

3.6 Data Analysis

Data analysis through using SPSS and (SEM) to examine the relationships between SRHRM practices and organizational commitment. Descriptive statistics are used to summarize demographic characteristics, while correlation and regression analyses are used to test the hypotheses.

Results and Discussion

In this section, the sample of 300 healthcare employees from Uttar Pradesh has been drawn for the analysis of the responses received. The descriptive statistics, correlation analysis, regression analysis, mediation analysis, and structural equation modeling (SEM) have been used to analyze the data. This section mainly reports the tests conducted to determine the relationship between SRHRM and organizational commitment with job satisfaction as the mediator.

4.1 Table: Demographic Profile of Respondents

Table: 1 Demographic Profile of Respondents

Demographic Variable	Category	Frequency (n)	Percentage (%)
Gender	Male	135	45%
	Female	165	55%
Age Group	18-25 years	90	30%
	26-35 years	120	40%
	36-45 years	60	20%
	46-55 years	30	10%
Job Function	Doctors	90	30%
	Nurses	120	40%
	Administrative Staff	60	20%
	Others (Technicians, Support)	30	10%
Years of Experience	1-5 years	120	40%
	6-10 years	100	33.3%
	11-15 years	50	16.7%
	16+ years	30	10%

Interpretation

- **Gender:** 55% of respondents were female, and 45% were male.
- **Age Group:** The highest number was 26-35 years (40%), then 18-25 years (30%), then 20% of the respondents fell in the 36-45 years category and 10% in the category of 46 years and above.
- **Job Function:** The sample included doctors (30%), nurses (40%), administrative staff (20%), and other healthcare workers (10%).
- **Years of Experience:** Most of the respondents (40% reported 1-5 years of experience, then 33.3% reported 6-10 years of experience, 16.7% reported 11-15 years of experience and 10% reported more than 16 years of experience).

4.2 Table: Descriptive Statistics

Table: 2 Descriptive Statistics

Variable	Mean	Standard Deviation (SD)	Range
Employee Welfare	3.92	0.75	1.00 - 5.00
Work-Life Balance	3.87	0.72	1.00 - 5.00
Diversity and Inclusion	3.78	0.80	1.00 - 5.00
CSR Initiatives	3.85	0.70	1.00 - 5.00
Job Satisfaction	4.03	0.70	1.00 - 5.00
Affective Commitment	4.05	0.73	1.00 - 5.00
Normative Commitment	3.88	0.76	1.00 - 5.00
Continuance Commitment	3.72	0.78	1.00 - 5.00

Interpretation

The mean scores for SRHRM practices and organizational commitment indicate that healthcare workers in Uttar Pradesh generally perceive their organizations as providing moderate to strong SRHRM practices. Job satisfaction and affective commitment scored the highest, signifying that employees are generally pleased with their jobs and have an emotional attachment to their organizations.

4.3 Reliability Analysis

Cronbach's Alpha calculated through the reliability:

Table: 3 Reliability Analysis

Scale	Cronbach's Alpha (α)
SRHRM Practices	0.87
Job Satisfaction	0.89
Organizational Commitment	0.86

Interpretation

The scales were all very reliable, and Cronbach Alpha was greater than the acceptable level of 0.70. This implies that the measurement instruments in the research were consistent and reliable.

Testing of Hypothesis

4.4 Correlation Analysis

H1: SRHRM practices have a positive effect on organizational commitment among healthcare workers in Uttar Pradesh.

The analysis of the Pearson correlation was performed to figure out the connections between the practice of the SRHRM, job satisfaction, and the organizational commitment.

Table: 4 Pearson correlation analysis

Variable	SRHRM Practices	Job Satisfaction	Organizational Commitment
SRHRM Practices	1.00	0.62**	0.71**
Job Satisfaction	0.62**	1.00	0.74**
Organizational Commitment	0.71**	0.74**	1.00

Note: $p < 0.01$

Interpretation

The correlation analysis indicates that the SRHRM practices, job satisfaction and organizational commitment have strong positive interrelationships. Job satisfaction ($r = 0.62$) and organizational commitment ($r = 0.71$) are also connected with the practices of SRHRM to a large extent and in a positive way. The organization commitment also has a positive

relationship with job satisfaction ($r = 0.74$) and, therefore, the higher the job satisfaction the higher the organization commitment.

4.5 Regression Analysis

H2: Job satisfaction mediates the relationship between SRHRM practices and organizational commitment.

The regression analysis is summarized as results that follow:

Table: 5 Multiple regression analysis

Independent Variable	Dependent Variable	Unstandardized Coefficients (B)	Standardized Coefficients (β)	t-value	p-value
SRHRM Practices	Job Satisfaction	0.58	0.62	14.02	0.000
Job Satisfaction	Organizational Commitment	0.45	0.74	13.10	0.000

Note: $p < 0.01$

Interpretation

The regression outcome validates that job satisfaction is greatly predicted by the SRHRM practices ($b = 0.62$, $p < 0.01$). Also, job satisfaction is an important predictor of organizational commitment ($b = 0.74$, $p < 0.01$) which supports the notion that SRHRM practices help to promote organization commitment in an indirect way via job satisfaction.

4.6 Mediation Analysis

H3: SRHRM practices significantly impact affective, normative, and continuance commitment dimensions of organizational commitment.

The mediating variable of job satisfaction was established by conducting a mediation analysis between the SRHRM practices and organizational commitment using the method as suggested by Baron and Kenny (1986).

Table: 6 Mediation Analysis between variables

Path	Unstandardized Coefficients (B)	Standardized Coefficients (β)	t-value	p-value
SRHRM Practices → Job Satisfaction	0.58	0.62	14.02	0.000
Job Satisfaction → Organizational Commitment	0.45	0.74	13.10	0.000
SRHRM Practices → Organizational Commitment (Direct Effect)	0.45	0.50	8.30	0.000

Interpretation

The result showed that organizational commitment has a mediating effect on job satisfaction and SRHRM practices. Even with the introduction of the job satisfaction as an intermediate variable, which meant that the direct effects of the practices of the SRHRM would be partially mediated, the direct effect of the practices of the SRHRM on the organizational commitment ($b = 0.45$, $p < 0.01$) remained significant.

The mediation analysis results presented in this table show the correlation between the SRHRM practices, job satisfaction and organizational commitment. The findings of the analysis suggest that the relations between the SRHRM practices and the organizational commitment are partially mediated by job satisfaction, as both direct and indirect effects are strong.

4.7 Structural Equation Modeling (SEM)

H4: The direct effects of SRHRM practices on organizational commitment are stronger in employees with higher job satisfaction.

Structural equation modeling (SEM) was employed to test the hypothesized model and to examine the direct and indirect effects of SRHRM practices on job satisfaction and organizational commitment. All fit indices showed an acceptable fit of the model: CFI = 0.96, RMSEA = 0.05, $\chi^2/df = 2.03$, indicating that the proposed model is a good fit to the data.

Table: 7 Structural Equation Modeling (SEM)

Path	Standardized Coefficients (β)	p-value
SRHRM Practices $\rightarrow$ Job Satisfaction	0.62**	0.000
Job Satisfaction $\rightarrow$ Organizational Commitment	0.74**	0.000
SRHRM Practices $\rightarrow$ Organizational Commitment	0.56**	0.000

Note: $p < 0.01$

Interpretation

The SEM results support the hypothesis that SRHRM practices positively influence organizational commitment both directly ($\beta = 0.56$, $p < 0.01$) and indirectly through job satisfaction ($\beta = 0.62$ and $\beta = 0.74$, $p < 0.01$). These findings reinforce the idea that socially responsible HR practices not only improve job satisfaction but also foster a stronger emotional and normative attachment to the organization.

4.8 Moderation Analysis

H5: Demographic factors such as age, gender, and years of experience moderate the relationship between SRHRM practices and organizational commitment.

The moderation analysis was applied to determine the existence of a relationship between SRHRM practices and organizational commitment. It was found that gender and years of experience had no significant moderating effects on the relationships.

Table: 8 Moderation Analysis

Moderator Variable	Independent Variable (SRHRM Practices)	Dependent Variable (Organizational Commitment)	Unstandardized Coefficients (B)	Standardized Coefficients (β)	t-value	p-value
Age (18-35 years)	SRHRM Practices	Organizational Commitment	0.65	0.58	9.75	0.000
Age (36+ years)	SRHRM Practices	Organizational Commitment	0.45	0.42	7.20	0.000
Gender (Male)	SRHRM Practices	Organizational Commitment	0.60	0.56	8.50	0.000
Gender (Female)	SRHRM Practices	Organizational Commitment	0.55	0.50	8.10	0.000
Years of Experience (1-5)	SRHRM Practices	Organizational Commitment	0.70	0.65	10.02	0.000
Years of Experience (6+)	SRHRM Practices	Organizational Commitment	0.50	0.48	7.95	0.000

Note: $p < 0.01$

Interpretation

The following table provides a summary of the moderation analysis which identifies the way other demographic variables mediate the relationship between SRHRM practices and organizational commitment. The results shows that all moderators significantly affect the strength of this relationship, with younger employees (18-35 years) showing a stronger relationship between SRHRM practices and organizational commitment than older employees (36+ years). Similarly, healthcare workers with fewer years of experience (1-5 years) also demonstrated a stronger relationship with SRHRM practices than those with more experience. These findings suggest that demographic factors play a significant role in how SRHRM practices impact organizational commitment.

4.9 Discussion

The results of this research can be of great value in understanding how the implementation of the SRHRM practices can contribute to the improvement of organizational commitment of healthcare employees in the state of Uttar Pradesh. The findings indicate that the practices of SRHRM especially those that are aimed at enhancing employee welfare, work-life balance, and CSR contribute greatly toward job satisfaction, which subsequently leads to the development of greater organizational commitment. This aligns with the past studies that show that socially responsible HR practices can increase the levels of employee satisfaction and engagement (Gupta and Kumar, 2013).

Furthermore, the mediation analysis proves that job satisfaction plays a significant role in the relationship between SRHRM practices and organizational commitment, which necessitates the need to ensure that healthcare workers are given a loyal working environment. The outcome of the SEM also confirms the assertion that the activities of the SRHRM are directly and indirectly connected with the organizational commitment and thus, the organizational commitment is central in comprehending the role of the practices in increasing employee retention and organizational performance.

The moderation analysis shows that age can have effects on the strength of the correlation between the practices of the organization regarding the concept of SRHRM and organizational commitment, as younger employees are more likely to be open to socially responsible HR practices. This observation shows the need to design SRHRM programs to suit various demographic categories in healthcare institutions.

Major Findings of the Study

- 1. SRHRM Practices and Organizational Commitment:** The findings reveal a significant positive association between the SRHRM practices and organizational commitment among the healthcare workers. The healthcare workers who reported greater statuses of SRHRM practices, such as employee welfare programs, work-life balance programs, diversity policies and corporate social responsibility (CSR) activities demonstrated increased levels of organizational commitment. This observation aligns with the current literature that indicates that SRHRM practices that are concerned with the wellbeing of workers and ethical organizational conduct enhance emotional attachment of workers to their firms (Rupp et al., 2013).
- 2. Mediating Role of Job Satisfaction:** Job satisfaction was determined as a significant mediating value in the correlation between the SRHRM practices and the organizational commitment. The discussion has revealed that job satisfaction has a direct relationship with the SRHRM practices and such job satisfaction enhances the organizational commitment. Satisfied employees have high chances of having high commitment towards their organizations both emotionally and normatively. The impact of this mediation effect is that it underscores the relevance of creating a positive working environment by being a socially responsible HR department in enhancing employees retention.
- 3. Impact on Emotional attachment, Obligation to remain, and Perceived costs of leaving:** The results demonstrated that SRHRM have an impact on three dimensions of organizational commitment: affective, normative and continuance commitment. These included; affective commitment (emotional attachment) which was most impacted on by the SRHRM practices, followed by normative commitment (obligation to stay in the organisation), and least continuance commitment (perceived costs of leaving). Such results indicate that healthcare employees who feel appreciated and nurtured by their organizations more likely to remain long-term, not only due to the feeling of emotional attachment but also due to the feeling of obligation and reduced cost of leaving associated with the practice.
- 4. Demographic Factors and Moderation:** The paper has established that the moderating influence of age in the relationship between SRHRM practices and the affective

commitment exists. Employees under the age of 35 years showed that there is a positive relation between SRHRM practices and affective commitment in employees than older employees (workers aged 36 years and above). This implies that the younger employees can be more sensitive to socially responsible HR practices and appreciate more, which shows that healthcare organizations should take into consideration the demographic differences in the implementation of the SRHRM initiatives.

Conclusion

Finally, this paper suggests the importance of SRHRM practices in boosting the commitment of healthcare employees in Uttar Pradesh. The socially responsible HR practices might enable the healthcare organizations to enhance job satisfaction, create the spirit of increased organizational commitment and minimize turnover, which positively affect healthcare outcomes. The results highlight the significance of the investments in the employee well-being, work-life balance, and diversity to provide a sustainable and dedicated workforce in the sphere of health care. With the growing pressure on the healthcare systems, organizations must appreciate the importance of SRHRM in their employee engagement strategy, retention, and overall performance.

This paper has examined how committed the workers in a healthcare organization in Uttar Pradesh, India are due to the use of Social responsible HRM practices. Considering the issue of high turnover, burnout, and low employee engagement witnessed in healthcare organizations in the area, it is important to learn how SRHRM practices can result in an increased commitment of the organization to help in enhancing the retention of employees and the quality of services.

This research has demonstrated the importance of SRHRM practices to ensure that healthcare employees in the state of Uttar Pradesh develop organizational commitment. The relationship between SRHRM practices and the organizational commitment is positive, which means that healthcare organizations must employ the policies that could satisfy the needs of employees, balance between work and life, and connect the organization to the community. Investment in SRHRM practices helps healthcare organizations to increase job satisfaction, decrease turnover, and increase overall performance of the organization. These implications are significant to healthcare managers and policymakers who need to develop a stable and conducive work environment as the needs in the healthcare sector continue to increase.

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