



The Impact of Ethical Human Resource Management on Organizational Legitimacy

Richler Farley*

Department of Management, Brandon University, Manitoba, Canada

DESCRIPTION

Corporate Social Responsibility (CSR) has come under increasing social pressure in recent years. Organizations are aware that in order to earn over stakeholders, they must exhibit socially responsible behaviours. Additionally, more empirical study is required because the implementation of CSR principles inside Human Resources (HR) management has grown more pertinent. In reality, businesses will be regarded as legitimate if their internal as well as exterior social environments support them. In light of this situation, the primary goal of this study is to examine the connection between organizational legitimacy and the adoption of socially responsible HR management.

To produce value and mutual benefits in today's markets, firms must manage their relationships with stakeholders. Presented the idea of stakeholder theory, which distinguishes many organizational interests and emphasizes the value of not simply being successful but also being aware of how business operations affect various audiences. Organizational behaviours and actions have an impact on stakeholder groups, but it's crucial to realize that they also have an impact on the stability of enterprises. In actuality, the ability to meet the wants of stakeholders and comprehend their perspectives has a significant impact on an organization's viability. Therefore, in order for businesses to succeed over the medium to long term, they must be able to recognize the full range of these demands and cultivate strong bonds with their stakeholder base.

The demands of stakeholders on the social impact of the organizations they are affiliated with have been growing lately. These groups will refrain from working with institutions that fall short of their expectations for social behaviours because they expect businesses to respond to societal requirements that go beyond economic ones. Stakeholder support is essential for an organization to thrive in the market place. As a result, implementing corporate social responsibility initiatives has emerged as a crucial component of meeting social needs. The majority of the existing research on corporate social

responsibility has aimed to examine how these practices impact external stakeholders, including consumers, governments, and markets generally, etc. The impact of these activities and how they are internally managed are still largely unknown. Organizations can implement a variety of CSR projects and establish socially responsible management practices that will advance business knowledge and culture, keeping in mind the crucial role that employees play in organizational performance and success. Building trust within the organization will be accomplished by putting social responsibility measures into practice, such as fostering open communication between managers and employees or taking into account employees' interests.

Companies gain from implementing social responsibility initiatives in a number of ways, but their financial outcomes are likely where this effect is most noticeable. Organizations that practice social responsibility will increase their social capital and company reputation, important intangible assets for long-term survival in any industry. Since the interaction with internal stakeholders would be reinforced in response to newly implemented ethical management practices, scholars have demonstrated the link between CSR activities and greater financial performance. Furthermore, if the acts these firms conduct are seen as being socially responsible, employees will feel more a part of and dedicated to the organization.

The primary goals of the current study are to comprehend the significance of CSR practices in personnel management and to assess the positive and substantial effects that these programs have on the credibility of the company. Since the internal management perspective of CSR has not been properly examined, the goal of this research is to provide useful contributions to the literature. In reality, the majority of the current CSR research has been on projects created to benefit external stakeholders or on the effect that these laws have on the attitudes of external groups. Internal management that is socially conscious is the focus of this study. Furthermore, the method used here to quantify the effect of socially responsible HR

Correspondence to: Richler Farley, Department of Management, Brandon University, Manitoba, Canada, Email: richlerfarley@gmail.com

Received: 06-Jun-2022, Manuscript No. RPAM-22-17305; **Editor assigned:** 09-Jun-2022, PreQC No. RPAM-22-17305 (PQ); **Reviewed:** 24-Jun-2022, QC No. RPAM-22-17305; **Revised:** 01-Jul-2022, Manuscript No. RPAM-22-17305 (R); **Published:** 08-Jul-2022, DOI:10.35248/2315-7844.22.10.350

Citation: Farley R (2022) The Impact of Ethical Human Resource Management on Organizational Legitimacy. Review Pub Administration Manag. 10:350

Copyright: © 2022 Farley R. This is an open access article distributed under the terms of the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original author and source are credited.

management on the three forms of legitimacy is new. While for this research, the majority of academics have experimentally examined legitimacy as a one-dimensional notion. An importance-performance matrix is used to analyze the importance of the various CSR efforts for establishing corporate legitimacy. Due to the tools they will have to identify the most

pertinent socially responsible HR management methods for obtaining high legitimacy, these outcomes may offer managers with pertinent advice. This material broadens our understanding of legitimate internal governance and sustainable internal management.