

Coretta Abiyah

**Examining Human Resource Department
as a Tool in Influencing Employee
Performance and Organisational Change in
Small and Medium Size Enterprises in
Cameroon**

Doctoral Thesis / Dissertation

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**ATLANTIC INTERNATIONAL UNIVERSITY
SCHOOL OF SOCIAL AND HUMAN STUDIES**

Doctoral Thesis

THESIS APPROVAL

**DEGREE PROGRAM: DOCTORATE
MAJOR: HUMAN RESOURCES**

**THESIS SUBJECT: EXAMINING HUMAN RESOURCE DEPARTMENT AS A TOOL
IN INFLUENCING EMPLOYEE PERFORMANCE AND ORGANISATIONAL CHANGE
IN SMALL AND MEDIUM SIZE ENTERPRISES IN CAMEROON**

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APPROVAL OF THE ACADEMIC COMMITTEE

Atlantic International University and the School of Social and Human Studies have approved the following thesis:

EXAMINING HUMAN RESOURCE DEPARTMENT AS A TOOL IN INFLUENCING EMPLOYEE PERFORMANCE AND ORGANISATIONAL CHANGE IN SMALL AND MEDIUM SIZE ENTERPRISES IN CAMEROON

To receive the degree of:

DOCTORATE WITH A MAJOR IN HUMAN RESOURCES

The academic committee believes that this thesis meets the requirements and academic merit to be subject to public presentation and evaluation by the jury.

In the City of Honolulu, State of Hawaii, USA.

Acceptance of the Academic Committee

Ofelia Hernandez
Director of AIU

Franklin Valcin
Academic Dean of AIU

DEDICATION

I achieved this Degree because of you my dear parents Mr ABIYAH ANGABO Moise and ABIYAH SARAH EVENYE WOLETA and I am extremely grateful.

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Thanks to God for life,

Thanks to AIU for this opportunity given to us to study without limitation from a distance and from any part of the world.

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My AIU Supervisor, it's because of you I can proudly publish this thesis. Thank you very much.

ABSTRACT

The objective of this study is to show the role Human Resource Departments plays in influencing employee performance and organizational change in small and medium size enterprises and to create awareness on the importance and role of this department to small enterprises who think this department is a waste of resources.

The sample size of this thesis will be on 10 small & medium size enterprises, 5 with HRM and 5 without HRM. 3 to 10 workers will be interviewed per company. 10 administrators will give their opinions on HRM.

Our data shall be collected with the use of questionnaires and shall be analyzed as collected without any modification.

Note: companies shall be selected randomly from all sectors of business.

The thesis will thus bring out proposals, recommendations, limitation and delimitations of the study.

ABBREVIATION

HPWE - High Performance Work System

RBV - Resource Based View

AMO - Ability motivation and opportunity

ROI - Returns on Investment

EVA - Economic Value Analysis

ROA - Returns on Assets

PC - Psychological Contracts

NGO - Non Governmental Organizations

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