

Abstract

Consider the linkage between firms and HRM practices. Additionally, Comparative HRM practices (selecting and recruitment, training, appraisal and incentive) between multinational Vs. domestic enterprises

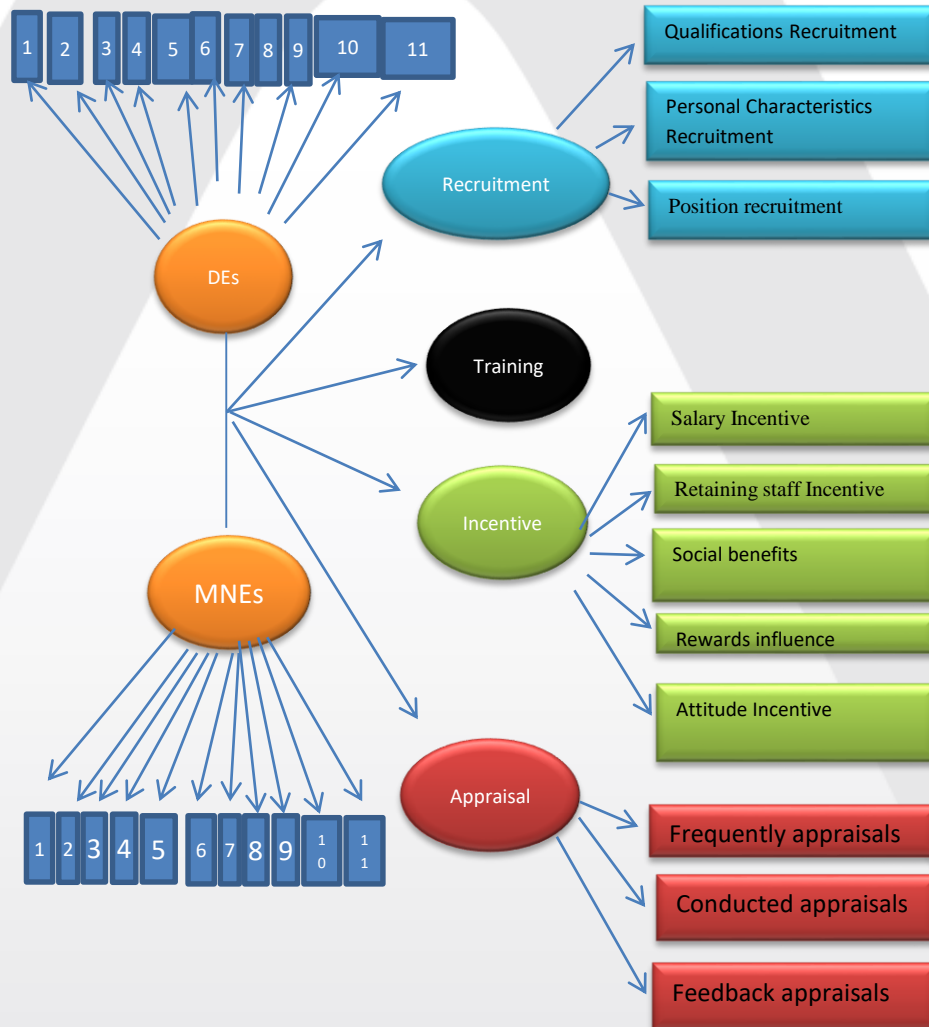
Introduction

Private sector plays a key role in reinforcing the economy market all over the world. The major factor that has affected enterprises is human resources management. HRM has played a significant role in the success and growth of enterprises

Literature View

The strategic theories of HRM emphasis on HRM practices were affected by firms. The Normative theory as organizations with a set of best practice HRM will be achieved greater performance outcomes, regardless of firms.

1: employee Age, 2: Experience, 3: year established, 4: total employees, 5: sales Revenue, 6: local labour force, 7: industry, 8: structure method, 9: structure of firm, 10: foreign ownership, 11: employee turnover



Methodology

Research approach, research structure, survey methods, data of source, questionnaire design, validity, piloting a questionnaire and reliability

Contribution

The finding will help the Saudi and foreigner employers to understand the local manpower have ability to enhance the performance of the firms. The HRM practices will be able to find out the shortages of local firm to enhance the performance of domestic which will lead to improve the Saudi economy and society

Results

High performance of Saudi employees. For example Saudi employees was strongly significant to travel at any place when the job required, he has Self-motivation during the work,