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According to Smith(2002), puts it “ PCA is a way of identifying patterns in data, and expressing the data in such a way as to highlight their similarities and differences. Since patterns in data can be hard to find in data of high dimension, where the luxury of graphical representation is not available, PCA is a powerful tool for analyzing data.” Principal Component Analysis, or simply PCA, is a statistical procedure concerned with elucidating the covariance structure of a set of variables. In particular it allows us to identify the principal directions in which the data varies. I am studying five variables in this study in which recruitment and selection, training and development, compensation and benefits, performance appraisal are my independent variables.

Firm performance is my dependent variable. Principle component analysis applied in spss for purpose of developing factors from different items on each construct. Different weights are given to all variables to conduct principle component analysis and prepared principle component. $P_c = a_1(x_1) + a_2(x_2) + \dots + a_n(x_n)$ PC means principle component and a_1 means regression weights for items that measured as well as X_1 means subjects corresponding score on observed variable.

In this study I am using different contents like Kaiser-McCulloch (KMO) and varimax method of rotation to get orthogonal components. Orthogonal factors are those factors that do not exist correlation. Test of KMO shows adequacy of the sample the Kaiser-Meyer -Olkin (KMO) test has been used. Bartlett's test of sphericity is used to judge whether factor analysis can be applied. If significant level of Bartlett's test of sphericity is less than 0.

05 than PCA will use otherwise not. To judge the reliability of data reliability test has been used. To check the loading % of every variable we focus on factor loading and take only variable that have Eigen value > 1 . Regression analysis has been used to show the impact of human resource practices on organization performance. The two basic types of regression are linear regression and multiple regressions. Linear regression uses one independent variable to explain and/or predict the outcome of Y, while multiple regressions use two or more independent variables to predict the outcome. Regression analysis is widely used for prediction and forecasting, where its use has substantial overlap with the field of machine learning.

Regression analysis is also used to understand which among the independent variables are related to the dependent variable, and to explore the forms of these relationships. In restricted circumstances, regression analysis can be used to infer causal relationships between the independent and dependent variables. However this can lead to illusions or false relationships, so caution is advisable.

Such that $Y = C + b_1x_1 + b_2x_2 + b_3x_3 + b_4x_4$ In this regression line Y stand for organization performance, x_1 for recruitment and selection, x_2 for training and development, x_3 for performance appraisal and x_4 for compensation and benefits. 4. Empirical Findings: Reliability of the instrument is measured with the help of Chronbach's Alpha values that were calculated through software for each variable. Questionnaire as data collection instrument was used which was comprised of 25 statements aiming to gauge impact of human resource practices on organization performance

for which all 20 statements are developed on 5-point Likert scale (from Strongly Disagree to Strongly Agree).

Results of the data that are found by applying statistical analysis tools are also been given with an appropriate amount of interpretation aiming to explain the meanings of those resultant figures. Those figures were presented in a tabular format and graphically as well for which SPSS 16 has helped me to draw these things effectively.