Operation management

Student’s Name

Institution

**Impact of Historical Research on Businesses**

Historical research provides the insight of the performance of a business and therefore, it presents facts regarding the business. Therefore, it helps in decision making process in most businesses. Understanding the historical financial, management, regulations and policy formulation makes it easier for the management to make decisions regarding the future management of a business (Itika, 2015). It could therefore, be concluded that historical research on businesses is essential for decision making process and for planning of the future of a business. The historical research on businesses could involve the analysis of the financial performance of a company including the stock market performance.

The historical research which are related to job and human resource are business ethics or human resources ethic practices, performance measurement practiced by businesses, recruitment process and promotion procedures which are used by a company. As stated by Osibanjo & Adeniji (2015) conducting research related to these key concepts would be help in realignment of the human resource department and therefore, would likely to improve performance of a company or a business.

The nature of the research could be qualitative. It would be important to conduct qualitative research to get the effect of some of the concepts applicable in human resource management. It provides the opinions of the participants and therefore, the information provided is based on the opinion of the participants.

The researchers were in involved in conducting the analysis the data obtained from the participants and deriving the best conclusion based on the objectives of the study. However, before, research the organization was properly organized and the human resource department was not effective. The researches which lead to overhaul of the human resource department help the company to realign its operations.

# References

Itika, J. S. (2015). Fundamentals of human resource management . *African Studies Centre* , 2-34.

Osibanjo, O. A., & Adeniji, A. (2015). Human Resource Management: Theory and Practice. *https://www.researchgate.net/publication/305954894\_Human\_Resource\_Management\_Theory\_and\_Practice* , 2-34.