RBV Theory, AMO Model and Human resource Practices

Mohammad Saud Mira*

Faculty of Management,
Al Faisal University, Jeddah,
Saudi Arabia
mmerah3000@hotmail.com

*Corresponding Author email: merah3000@hotmail.com

A B S T R A C T

Saudi Port is the biggest port in the Middle East and one of the busiest seaports in the world. It has the leading and most diverse economy around the Middle East, through industrial production process, such as cargo operation. The Saudi Port Authorities manage 9 major ports on the country through two coasts, ninety five percent of goods exported and imported passing through the ports on the other hand fifty five percent of cargo handled being exported. Thus, it contributed significantly to the country's' economic growth. Even so, cargo overstock is the most recent problem, due to the lack of inappropriate HR practices which lead to decrease the level of employees' performance thus overstock consider as a main issue. The existing study intent to investigate the effect of HR practice on employee performance in the Saudi Ports Authorities especially cargo section within verify the RBV Theory and AMO Model by sending questionnaire to collect primary data.

Keywords: RBV Theory; AMO Model; Human Resource Practices; Saudi Ports