

The Contributions of Resilient Workers to the Development of Long-Term, High Performance in Companies

Ms. Megha P. Nanhe¹ and Ms. Shubhangi Nanhe²

Dr. Ambedkar Institute of Management Studies and Research, Nagpur, India¹

Metroscan Hospital, Nagpur²

meghananheshubhu@gmail.com

Abstract: *The ability of a company to adapt to significant changes in the business environment, create situation-specific answers, and then take part in transformative activities to take advantage of disruptive surprises that could endanger the organization's existence is known as organisational resilience. A resilient workforce capable of handling obstacles with a compelling vision, dynamic leadership, and well-thought-out business plan is necessary to build sustainable high performance in organisations in an increasingly complicated, uncertain, and turbulent business environment. Organisations should invest in performing employees who possess the necessary knowledge, skills, attitude, and behaviour to get a competitive edge and meet the goal of higher organisational productivity. This study looks at several HRM strategies for fostering employee resilience and evaluates how resilient workers contribute to long-term good performance in businesses. Using secondary data analysis of pertinent literature on organisational resilience and HRM practices, an exploratory and descriptive study was carried out. According to the study, organisational leadership, establishing a strong workplace culture, adopting high-performance work systems, adjusting human resource skills, and organisational development interventions are the human resource management techniques that help employees become more resilient. Resilient people contribute to the development of sustainable high performance in organisations through increased employee productivity, engagement, a strong organisational culture, diversity management in the workforce, the formation of creative and problem-solving teams, and the globalisation of business. According to the study, the growth of a resilient organisation is facilitated by sustainable practices that generate and make the best use of employees' knowledge, abilities, and skills*

Keywords: *competitive advantage, employee engagement, organisational development interventions, and organisational resilience..*

