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performance during the change process A multiple respondent survey of 69 Indian organizations was undertaken to study the impact of innovative HRM practices on firm performance The survey found that the innovative recruitment and compensation practices have a positive significant relationship with firm performance It was observed that recruitment the role of the HR department and compensation practices seem to be significantly changing within the Indian firms in the context of India s economic liberalization The synergy between innovative HRM practices was not significant in enhancing corporate performance during the liberalization process This study compares human resource management HRM practices in Indian public and private sector organizations The investigation is based on a questionnaire survey of 137 large manufacturing firms public sector 81 private sector 56

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