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TQM Journal

Volume 32, Issue 6, 30 June 2020, Pages 1413-1441

## Effects of Dubai quality award on organisational performance in the United Arab Emirates (Article)

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### Abstract

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**Purpose:** Dubai Quality Award (DQA) is one of the quality awards that has been implemented in the United Arab Emirates (UAE) for the purpose of improving organisational performance. The objective of this study is to determine whether receiving the DQA has positive impacts on Human Resource Development Practices (HRDP) and organisational performance (OP) of the award-winning companies. **Design/methodology/approach:** Secondary data relating to DQA scores were collected from the Department of Economic Development archive of UAE and primary data relating to HRDP and OP were collected from the individual DQA recipients. Data elicited were subjected to statistical analyses by using the structural equation modelling (SEM) approach. This was to identify the nature of relationships existing between DQA criteria and organisational performance outcomes through the mediating effect of HRDP. **Findings:** The results indicated that winning of DQA significantly enhances organisational performance and that HRDP is a statistically significant mediator between DQA and OP. Based on the findings of this study, a model has been developed by linking the DQA criteria, HRDP and organisational performance. **Originality/value:** Despite few of its limitations, this study is first of a kind in UAE that investigated the relationships among DQA criteria, HRDP and OP. The findings are expected to help the UAE companies to adjust their management policies and practices for enhancing their organisational performance. The findings can also be applicable to companies in other countries, especially Gulf countries that have similar awards such as DQA. © 2020, Emerald Publishing Limited.

### SciVal Topic Prominence

Topic: Quality Management Practices | ISO 9001 | Quality Awards

Prominence percentile: 98.711

### Author keywords

Human resource development practices Organisational performance Quality awards TQM UAE

### Indexed keywords

Engineering controlled terms: [Management](#)

Engineering uncontrolled terms: [Design/methodology/approach](#) [Human resource development](#) [Management policy](#) [Mediating effect](#) [Organisational performance](#) [Secondary datum](#) [Structural equation modelling \(SEM\)](#) [United Arab Emirates](#)

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The authors would like to thank the chief editor and the anonymous reviewers for their insightful and constructive comments which were helpful to improve the content as well as quality of the article.

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ISSN: 17542731

Source Type: Journal

Original language: English

DOI: 10.1108/TQM-05-2019-0142

Document Type: Article

Publisher: Emerald Group Holdings Ltd.

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