**Human Resource Management Practices and their Impact on Sustainable Development: A Case Study of Yemeni Public Universities**

**Abstract**

This study delves into the realm of human resource management practices within the context of Yemeni public universities, examining their implications for sustainable development. In light of the challenges faced by these institutions, including subpar academic, research, and societal performance, as well as insufficient communication channels with production institutions, lack of scientific exchanges, and coordination issues with research bodies, the research aims to shed light on the nexus between human resource management practices and sustainable development dimensions.

A comprehensive investigation involving a sample of 376 faculty members from Yemen's public institutions was conducted to gather primary data through a structured survey. The field study revealed an overall low level of human resource management practices and their individual dimensions. Statistically significant differences were observed in faculty members' perceptions of certain variables related to human resource management practices based on demographic characteristics.

Furthermore, the findings unveiled a similarly low overall level of sustainable development achievement, along with statistically significant differences in faculty members' perceptions of various aspects of sustainable development based on distinct characteristics. Notably, a direct and statistically significant relationship was identified between human resource management practices and support for sustainable development. The independent variables elucidated 50% of the total variance in the dependent variable, namely sustainable development.

In light of these findings, the researcher proposes a set of recommendations to enhance sustainable development through the improvement of human resource management practices in Yemeni public universities. These include directing scientific research towards fortifying the role of Yemeni public universities in sustainable development, aligning research and development efforts with societal needs, and establishing dedicated units within each university to assess their contributions to sustainable development. Additionally, a specific budget allocation for these units, in addition to regular budgets, is recommended to ensure sustained efforts towards achieving sustainable development goals.

**Keywords**: Human resources, Human resources management, Yemeni public universities