

## Role of Strategic Human Resource Practices and Knowledge Management Capacity

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**Abstract :** This study examines the relationships between human resource practices, knowledge management capacity, and innovation performance. The data were collected by using a questionnaire from 241 firms in the hotels in Thailand. The hypothesized relationships among variables are examined by using ordinary least square (OLS) regression analysis. The findings show that human resource practices have a positive effect on knowledge management capacity. Besides, knowledge management capacity was found to positively affect innovation performance. Finally, the limitations of the study and directions for future research are discussed.

**Keywords :** human resource practices, knowledge management capacity, innovation performance

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