

عنوان مقاله:

Designing an Optimal Crisis Management Model with the Approach of Human Resource Management System in the Iranian Red Crescent Society

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نویسندگان:

Bahram Gheibi - *Department of Public Management-Human Resources, Islamic Azad University, Qeshm Branch, Qeshm, Iran*

Karamollah Danesh Fard - *Faculty of Management and Economics, Islamic Azad University, Science and Research Branch, Tehran, Iran*

Parvaneh Golard - *Department of Public Management, Islamic Azad University, South Tehran Branch, Tehran, Iran*

خلاصه مقاله:

INTRODUCTION: In times of crisis and disasters, the Red Crescent Society is faced with wide and diverse duties and quality of human resources (HRs) in management departments and high organizational levels. One of the most important reasons for the success of HR projects in crises is the sufficient attention paid to the job requirements and the feasibility of implementing each of the crisis management strategies at different levels of the organization. Therefore, this study was conducted to present the current state of HR architecture of the organization based on the HR management system considering the HR architecture model in ۲۰۲۰. **METHODS:** In this study, the Delphi method was used to collect the necessary data. The statistical population of this study ($n=15$) consisted of academic and organizational experts who had expertise in crisis management and HR management. The samples were selected using purposive and snowball sampling techniques. To conduct the research, a ۳۰-item questionnaire (each item representing a variable) was designed with applying weight restrictions in the model and distributed among the subjects. The reliability of each variable was confirmed using Cronbach's alpha coefficient method ($\alpha>0.7$). **FINDINGS:** Based on the findings, in the optimal HR management system, the most attention should be paid to recruiting HRs to have the highest performance speed in crisis management. Moreover, to have the least uncertainty in crisis management, HR improvement needs the most attention. It was also found out that the least amount of organizational disorder in crisis management would be experienced by devoting great attention to the maintenance of HR. Finally, to have the most response options in crisis management, recruitment of HR should be taken into consideration mostly. **CONCLUSION:** The greatest attention should be paid to recruiting HRs in the optimal HR management system to have the largest number of response options in crisis management. This means that, according to the conceptual model, the emphasis on employing analyst staff would maximize the number of response options in times of crisis incidence. Therefore, to succeed in this field, the organization must reconsider its recruitment policies in a way that leads to the entry of capable employees with the ability to solve problems in the organization. The ability to suggest and review different solutions in problem-solving and make the best decision are largely an ... inherent characteristic of individuals. The recruitment of capable people in this field would increase the options for

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