

عنوان مقاله:

A Model for Factors Involved in Human Resource Productivity in the Affiliated Offices of a Government Organization

محل انتشار:

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خلاصه مقاله:

The purpose of this study was to identify and explain the factors related to human resource productivity in the affiliated offices of one of the government organizations in South Khorasan province. The present study is applied in terms of purpose which employs mixed design. The statistical population in the qualitative part of the study consists of ۳۰ scientific and executive experts who had valuable experiences and information in the field of human resource management and productivity, while the statistical population in the quantitative part is all the employees of the affiliated branches of a government agency in South Khorasan province. Findings from the qualitative part of the research indicated that several factors are involved in human resource productivity, namely organizational culture, motivational factors, leadership style, training and empowerment of human resources, compensation of staff services, quality of human resources, information technology, organizational structure, and work environment. The validity of the research was confirmed by experts in the field of human resource management as well as factor analysis. Cronbach's alpha coefficient was used to measure the reliability of the questionnaires and the internal consistency of all dimensions was confirmed. The results of the quantitative part of the research also revealed that the effect of Compensation of Staff Services ($p = ۰.۰۵۹$, $\beta = ۰.۰۷۷$) and Organizational Structure ($p = ۰.۰۵۲$, $\beta = ۰.۰۷۹$) on Human Resource Productivity is significant at the level of ۱%. While, the impact of variables of Organizational Culture ($p = ۰.۰۰۱$, $\beta = ۰.۳۴۰$), Motivational Factors ($p = ۰.۰۳۵$, $\beta = ۰.۰۸۶$), Leadership Style ($p = ۰.۰۰۱$, $\beta = ۰.۳۹۱$), Staff Training and Empowerment ($p = ۰.۰۰۱$, $\beta = ۰.۲۸۱$), Quality of Human Resources ($p = ۰.۰۰۱$, $\beta = ۰.۲۰۱$), Information Technology ($p = ۰.۰۰۱$, $\beta = ۰.۲۲۴$) and Work Environment ($p = ۰.۰۰۱$, $\beta = ۰.۲۷۳$) is significant on Human Resource Productivity at the level of ۵%. The positive path coefficients show indicate that these structures have a positive (direct) effect on human resource productivity.

کلمات کلیدی:

Employee Performance, Human Resources, human resource productivity, Productivity

