

عنوان مقاله:

Relationship of Organizational Participation with Organizational Maturity and Development of Human Resources
Productivity in the Red Crescent Society of Kerman Province, Iran

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خلاصه مقاله:

INTRODUCTION: Human resource development is defined as the production of thoughts and ideas by the employees of the organization. In this regard, employees should be equipped with qualifications and skills that with compassion allocate their ability, energy, expertise, and thought to fulfill the missions of the organization and create new intellectual and quality values. This study aimed to identify the relationship of organizational participation with organizational maturity and the development of human resources in the Red Crescent Society of Kerman Province, Iran. **METHODS:** This descriptive-correlational study was conducted on all employees ($n=297$) of the Red Crescent Society of Kerman Province, 2020. The sample size was determined according to the Morgan table, and 169 individuals were selected using the stratified random sampling method. To collect the required data, three questionnaires were used, including the standard Organizational Participation Questionnaire (Fayol, 1985), Organizational Maturity Questionnaire (Aghamolai, 2013), and human resource productivity development (Harsi et al., 1980). Data were analyzed using SPSS software (version 23). **FINDINGS:** According to the findings, there was a direct and significant relationship between organizational participation and its components and the development of human resource productivity. It was also revealed that participation in planning and participation in organizing were the best predictors of human resource productivity development. Furthermore, organizational participation and its components had a direct and significant relationship with the organizational maturity of the Red Crescent Society, and participation in planning was the best predictor of organizational maturity. **CONCLUSION:** The results showed that there was a direct and significant relationship between the three variables of organizational participation, organizational maturity, and development of human resource productivity in the Red Crescent Society of Kerman Province.

کلمات کلیدی:

Human Resources, Organizational Maturity, Organizational Participation, Productivity Development, Human Resources, Organizational Maturity, Organizational Participation, Productivity Development

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