

## عنوان مقاله:

A Comparative Study of the Scientific and Technological Organizations of the Countries on Human Resource Productivity

## محل انتشار:

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## خلاصه مقاله:

**Purpose:** Human resources are the most valuable assets of any organization. Considering the importance of employees' productivity, this research aimed at identifying factors affecting human resource productivity using the experience of countries in scientific and technological organizations. **Methodology:** For this purpose, using comparative studies approach and using the experience of scientific and technological organizations from Germany, England, Turkey, Taiwan and South Korea, firstly, the most important factors affecting human resource productivity were identified and evaluated. **Findings:** The results show that the components of organizational support, education and learning, organizational culture, job satisfaction, staff motivation, organizational structure, effective leadership and management, competitiveness and creativity and innovation have a significant effect on human resource productivity in scientific and technological organizations. **Originality/Value:** Since the determination of relations between variables and types of variables can lead to better understanding of the subject and make appropriate decisions, it is suggested to managers of scientific and technological organizations to work in order to promote the components in light of the nature of each variable, Improve and change the productivity of your organization.

## کلمات کلیدی:

Human Resources Productivity, Scientific and Technological Organizations, Comparative Study

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