

عنوان مقاله:

Study on the promotion of social capital items and their effective impact on the optimal management of human resources Case Study: Employees of the Department of Finance and Urban Economics of Tehran Municipality

محل انتشار:

پنجمین کنفرانس بین المللی علوم انسانی و آموزش و پرورش با محوریت توسعه پایدار (سال: 1399)

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خلاصه مقاله:

This research studies the effect of social capital on human resources management and, in this regard, on improving the performance of this social institution and sustainable urban development. The necessity of using the essential levers of sustainable development in designing and explaining the strategic line of decision making bodies at different levels has led to a variety of consequences. Due to the lack of fundamental research in organizations and departments, especially municipalities, in this research women employed and serviced in the department of financial and economic affairs of the municipality of Tehran, including the General Directorate of Finance and Property, the Directorate General for Human Resources and the Directorate General for Diagnosis And income collection are being investigated and attempts to identify issues and problems and weaknesses and strengths in this sector that play an important role in improving the performance of people in the community and identify the necessary planning to resolve issues and problems, and the role of human resources Employed in this section in providing services to (Tehran citizens) in line with sustainable urban development of the age JeshToday, municipalities, as a public non-governmental organization and as a local government, have several responsibilities in the field of urban services, urban development, urban planning, addressing the economic, social and cultural problems of cities and, ultimately, sustainable urban development, and because of the direct connection of people to tasks This social institution has created the need to analyze issues related to social capital, and its impact on sustainable urban development, both within and outside the organization, is very important. In this research, the variables of social capital (formal networks, trust and norms) and organizational performance improvement variables are defined for sustainable urban development (efficiency, effectiveness, and behavioral sciences). This research is part of fundamental research and descriptive research is in terms of data collection. In order to collect information on the subject literature, the library method and the Internet, and the study of standard questionnaires, are also consulted with the professors and experts. Finally, for descriptive analysis of the data, descriptive statistics and the analysis of the relationship between social capital and human resources management as well as improving the organization s performance in terms of ... sustainable urban development are used from path analysis, Pearson correlatio

کلمات کلیدی:

Social Capital, Tehran Municipality, Improvement, Staff Performance, Sustainable Development, Productivity

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