

عنوان مقاله:

Designing career management model for public organizations using the Grounded Theory

محل انتشار:

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نویسندگان:

A. Shahrabi Farahani - *Department of Governmental Management, Central Tehran Branch, Islamic Azad University, Tehran, Iran*

K. Teymounejad - *Department of Governmental Management, Central Tehran Branch, Islamic Azad University, Tehran, Iran*

خلاصه مقاله:

BACKGROUND AND OBJECTIVES: Career management determines the direction of staff's movement in the organizational hierarchy and directs them to perfection. The Objective of this study was to design a model for career management of Tehran Municipality employees. **METHODS:** The research method was Qualitative-Quantitative and the statistical population of the study was 11 experts in the qualitative section and 660 employees of the organization in the quantitative section. The data collection tool was semi-structured interviews in qualitative section and in quantitative part of the questionnaire was researcher-made. Using the Grounded **BACKGROUND AND OBJECTIVES:** Career management determines the direction of staff's movement in the organizational hierarchy and directs them to perfection. The Objective of this study was to design a model for career management of Tehran Municipality employees. **METHODS:** The research method was Qualitative-Quantitative and the statistical population of the study was 11 experts in the qualitative section and 660 employees of the organization in the quantitative section. The data collection tool was semi-structured interviews in qualitative section and in quantitative part of the questionnaire was researcher-made. Using the Grounded Theory and Theoretical Coding, the initial model was presented and the final model of the research was presented using Delphi technique and obtaining the opinions of experts. Exploratory Factor Analysis and Structural Equation Modeling were used to validate the model. **FINDING:** The final research model was based on 6 categories, 13 factors and 36 concepts: Causal Conditions included individual and organizational factors, Context including hardware and software capabilities, Intervening Conditions including environmental, behavioral and structural barriers, and Strategies including development and current strategies. Consequences of model implementation were classified into three categories: employees, organization and citizens. Among the 36 concepts identified, the highest factor load was related to the concept of job enrichment with a value of 0.882 and the lowest factor load was related to the concept of productivity with a value of 0.712. This model was investigated among the employees and the results of validation confirmed the model. **CONCLUSION:** By implementing career management, the field of growth and prosperity of employees in the organization is provided and improves the productivity of the organization and customer satisfaction.

کلمات کلیدی:

Career Management, Factor analysis, grounded theory, Municipality of Tehran, Validation

لینک ثابت مقاله در پایگاه سیویلیکا:

