

عنوان مقاله:

The effects of Strategic Human Resource Management Practices on Knowledge Management Capacity and Organizational Innovation, Evidence from Railway Organization of Iran

محل انتشار:

دومین کنفرانس بین المللی چالش ها و راهکارهای نوین در مهندسی صنایع و مدیریت و حسابداری (سال: 1400)

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خلاصه مقاله:

This study aimed to investigate SHRM practices' effect on the knowledge management capacity and organizational innovation with the evidence from the Railways Organization of Iran. The data gathering tool was a questionnaire. The questionnaire's validity was evaluated by Content Validity Ratio (CVR) and Content Validity Index (CVI), and for reliability purposes, the Cronbach's alpha coefficient was used, by which the validity of all items of the questionnaire was approved. Structural equation modeling has been used to analyze the research data using LISREL software. The results showed that SHRM practices positively and significantly affect knowledge management capacity and .organizational innovation. In the end, suggestions related to the results obtained for the studied case are presented

کلمات کلیدی:

Strategic Human Resources Management; Knowledge Management; Organizational Innovation; Human Resources Practices

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