

عنوان مقاله:

Evaluating the moderating role of emotional commitment on the relationship between human resource information systems and employees' innovative capabilities

محل انتشار:

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تعداد صفحات اصل مقاله: 10

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خلاصه مقاله:

Human resource management through efficient and effective planning can provide the volume and composition of manpower needed for the future or improve the capabilities of existing forces. Hence, in order to preserve the existence of the organization and achieve its goals, human resource planning must take a high priority. Human resource information systems have the ability to process information in the fields of demography, education, employment, as well as factors affecting labor supply and demand, which would ultimately be widely used in human resource planning. Regarding the importance of discussing the human resource information system and its impact on different capabilities of employees, the present study evaluates the moderating role of emotional commitment on the relationship between human resource information systems and innovative capabilities of employees. The statistical population of this study was the managers and experts of active companies in the field of communications in the number of ۲۳۵ people, of which ۱۲۰ people were selected for the sample by using Morgan table. The information required in this study was collected through a researcher-made questionnaire. From the managers and experts' point of view, the results of the analysis of research hypotheses showed that there is a significant positive relationship between human resource information system and innovative capabilities; other results also show that emotional commitment can moderate the relationship between human resource information systems and innovative capabilities.

کلمات کلیدی:

organizational commitment, value creation, stimulate innovation, motivation, information sharing

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