

عنوان مقاله:

Modeling the Measurement of Productivity of Human Resource Management based on Management Information Systems in Department of Environment of Tehran Province

محل انتشار:

چهارمین کنفرانس ملی و نخستین کنفرانس بین المللی الگوهای نوین مدیریت و کسب و کار (سال: 1400)

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نویسنده:

Samin Saiedi - M.Sc., Public Management, Information Systems Management, Islamic Azad University, Qazvin Branch, Qazvin, Iran

خلاصه مقاله:

In the age of information and communication, the role of management information systems in various organizations is an undeniable role. On the other hand, in the challenging environment of the new millennium and in the field of competition between organizations and companies, one of the components of increasing success for the performance of organizations is to focus on human resource management. The purpose of this study is modeling the measurement of productivity of human resource management based on management information systems in department of environment of Tehran province. In this study, the effects of using management information systems in measuring the productivity of the human resource management system of department of environment of Tehran province have been investigated. In addition to analyzing the current method of measuring productivity and recognizing the obstacles and problems facing it, it is possible to determine the effects of using electronic human resource management system on the future state of human resource management, based on which suggestions can be made to increase productivity in the human resource management system are presented. This research is a descriptive survey in terms of method and applied study in terms of purpose. The statistical population of this study is 104 people and the statistical sample size is 441 according to the specific objectives of the research, which have been selected through stratified random sampling. In order to do that, a questionnaire was used to measure the current productivity and to evaluate the accuracy of the performance and efficiency of the native and conceptual model provided for the deputy for management and resources development of department of environment of Tehran province. The validity of the questionnaire based on Cronbach's alpha was 78%. The results indicate the poor performance of the current method of measuring productivity at the level of deputy for management and resources development. Moreover, the accuracy of the model confirmed by the efficiency and effectiveness of the results of the conceptual model process based on the key indicators of process success at the level of human resources.

کلمات کلیدی:

department of environment, management information systems, human resource management, productivity

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