

عنوان مقاله:

(Toward Integration of Human Resource Management (HRM) and Systems Thinking (ST

محل انتشار:

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خلاصه مقاله:

Systems thinking have been applied to many aspects of organization, and this paper examines the potential for using these ideas in the area of human resource management (HRM).An overview of modern HRM ideas reveals that motivation and leadership are considered important factors for effective management. Learning -based motivation using reinforcement has ethical implications which may appear good for efficiency but not for individuals. Traditional motivation methods which involve personal goal fulfillment encourage defensiveness and cover up. Real learning and real problem solving come from openness, valid information, and confronting of viewpoints. Therefore the manager requires approaches which can challenge the prevailing ideology. This study finds that systems methodologies can help HRM to produce an efficient, effective, profitable and ethically fair organization. However, this requires using a variety of systems approaches based on different paradigmatic assumptions to help the different human interests. Critical awareness must be brought into group leadership, motivation and interactions. Challenging of ideas can avoid obstructing learning and can improve decision making. This research recommends that HRM would be improved by adopting a critical systemic perspective.

کلمات کلیدی:

system, learning, Systems Thinking, Human Resource Management

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