

عنوان مقاله:

Designing a green management model in Iranian sports organizations

محل انتشار:

مجله بین المللی مطالعات پیشرفته در علوم انسانی و اجتماعی, دوره 11, شماره 4 (سال: 1401)

تعداد صفحات اصل مقاله: 14

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خلاصه مقاله:

Today organizations can play their role by focusing on economic responsibility and organizational wealth creation, in line with their social and environmental responsibilities. The present study was conducted on a green management model for an Iranian sports organization; this research applied in terms of purpose, nature, and method. The statistical population of comprises the study of experts and managers of the Ministry of Sports and Youth of Iran, ۷۰ of whom were selected using the purposive sampling method. Data collection tool which aims to develop a green management model is a researcher-made questionnaire whose validity was confirmed using the content validity method. The research findings in the form of a model consisting of two parts: In the first part, through exploratory study and expert opinion, ۱۴ main factors of green human resource management success were identified. In the second part, using the interpretive-structural modeling approach, sequences between variables were extracted at eight levels and categorized based on the degree of influence and dependence. Considering the results and also the importance and necessity of green human resource management, it is suggested to that organizations, especially sports pay special attention to green human resource management by using its policies and strategies, be able to achieve goals and align their activities well with environmental goals. The results showed that the support of the environment around the organization and the support of managers and shareholders as the foundation stone of the model and the most significant impact on other variables and the cause of emergence or intensification of other variables to manage green human resources in the organization.

کلمات کلیدی:

Green management, Ministry of Sport and Youth, Iran, a conceptual model, human resources

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