

عنوان مقاله:

The effect of knowledge-based human resource practices on the retention of Generation Y employees

محل انتشار:

اولین کنفرانس بین المللی پژوهش در حسابداری، مدیریت، اقتصاد و علوم انسانی (سال: 1401)

تعداد صفحات اصل مقاله: 10

نویسندگان:

Amir Mohebi - *Doctor of Business Administration, University of Tehran, Tehran, Iran*

Sogand Fardmehrgan - *Department of Industrial Management, Ershad University of Damavand, Tehran, Iran*

Hanieh Mohebi, - *Department of Management, Islamic Azad University, Birjand, Iran*

Hadi Salempoor - *Department of business administration, University Canada West, Vancouver, BC, Canada*

خلاصه مقاله:

The purpose of this study is to investigate the effect of knowledge-based human resource practices on the retention of Generation Y employees. The research is applied based on the purpose, in terms of method, it is a descriptive of the type of correlation by structural equation model. A total of ۲۱۵ employees from Generation Y from Iranian telecommunication companies participated in this study. Data were tested using structural equation modeling (SEM) based on partial least squares (PLS). The results show that knowledge-based human resources measures including training and development, performance evaluation and compensation services have a positive and meaningful effect on the Y-generation employees' retention. our findings suggest that in telecommunications companies, knowledge-based HR practices and talent retention strategies should consider generational identity during the strategic planning process

کلمات کلیدی:

.knowledge-based human resource practices, retention, Generation Y

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/1533538>

