

عنوان مقاله:

Model of effective factors on strategic human resources management in tax organizations of Iran, using meta synthesis method

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خلاصه مقاله:

Human resource management is a dynamic discipline which is strongly related to behavior of individuals and can be effective in a strategy of the strategic goals of the organization. The present study has been carried out with the aim of meta-synthesis of strategic human resource management in the Tax organization of Iran. The researchers have carried out a precise and deep review of the subject, using the meta-synthesis method. For this aim, ۳۳ proper articles have been identified among a lot of articles, by referring, to valid available documents on websites the same as Google, Magrian, and Science Direct, in interval of ۱۹۹۴-۲۰۲۱. These factors were analyzed and categorized into one main category and ۶ axial codes and ۴۱ open codes based on ۳ steps coding in MAXQDA software. In order to measure the reliability and quality control of the present study, the Kappa method was used. The Kappa coefficient which have been calculated by SPSS software was equal to ۰.۹۱۱ which has been in the level of excellent agreement. Effective factors on strategic human resource management in the tax organization of Iran which have been identified in this study include managerial, personnel, training, organization evaluation, organizational, and commitment factors and based on obtained results it is suggested that the Tax organization of Iran have a positive effect in advancing the strategic goals of the organization.

کلمات کلیدی:

Strategic management, human resource, meta synthesis

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