

عنوان مقاله:

Designing an Education-Oriented Human Resource Management Model in Voluntary Organizations

محل انتشار:

مجله بین المللی پژوهش های فضای یادگیری، دوره 2، شماره 2 (سال: 1402)

تعداد صفحات اصل مقاله: 10

نویسندگان:

Mohammad Ali Alimardani - *Ph.D. Student, Public Administration Department, Faculty of Management and Accounting, Qazvin Branch, Islamic Azad University, Qazvin, Iran*

Mehdi Mortazavi - *Associate Professor, Public Administration Department, Faculty of Management and Economics, Tarbiat Modares University, Tehran, Iran*

Abolfazl Kazemi - *Assistant Professor of Industrial Engineering Department, Faculty of Engineering and Mechanics, Islamic Azad University, Qazvin, Iran*

خلاصه مقاله:

Purpose: Acquiring knowledge and using it effectively based on education is the only way to gain a competitive advantage and productivity in today's market. This research has focused on modeling training-oriented human resource management in voluntary organizations. **Method:** The research method is quantitative. The community of experts was Imam Khomeini's committee, based on Cochran's formula, ۱۴۸ people were identified as a sample. At first, the validity of the questionnaire was checked using CVR and CVI indices. The questionnaire was given to ۱۰ experts. The CVR value was ۰.۸۸ and the CVI value was ۰.۸۱. Based on the acceptable limit, both content validity indices were confirmed. The reliability of the questionnaire was obtained based on Cronbach's alpha index of ۰.۹۲, which was approved. The questionnaire was distributed among the sample members and the analysis was done by the confirmatory factor analysis method in AMOS software. **Findings:** The ۸ dimensions identified in the theme analysis are supply, growth and training, motivation, maintenance, human resource infrastructure, consequences, internal environment, and external environment. The obtained results indicate that the creation of a suitable structure and organization of human resources causes the employees to move towards their main specialties and consequently increases the productivity of the organization. **Conclusion:** The results of the quantitative section showed that all dimensions and components of the proposed research model were confirmed.

کلمات کلیدی:

Knowledge-oriented human resources, Learned Organization, Human resources training, Voluntary Organizations

لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/1738656>



