

## عنوان مقاله:

Diversity management and human resources productivity: Mediating effects of perceived organizational attractiveness, organizational justice and social identity in Isfahan's steel industry

## محل انتشار:

مجله ایرانی مطالعات مدیریت, دوره 9, شماره 2 (سال: 1395)

تعداد صفحات اصل مقاله: 26

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## خلاصه مقاله:

Acknowledged by most researchers and scholars, human resource productivity is the most important factor in the resistive economy and business. On the other hand, Workforce diversity is one of the major challenges of this century; and perhaps for managers, managing diversity is more important than seeking diversity to maximize the human resource productivity. The present study aims to analyze the effects of diversity management and its approaches on HR productivity, with an emphasis on the role of cognitive mediator variables, including perceived organizational attractiveness, organizational justice, and social identity in the Mobarakeh Steel and Isfahan Steel companies of Iran. According to the sample size formula in Structural Equation Modeling, this study sample comprises ۵۰۰ employees. Data analysis was conducted using SEM and path analysis by LISREL۸.۸. The results of this study confirmed the conceptual model: the effects of diversity management on human resource productivity. The mediator role of perceived organizational attractiveness, perceived organizational justice, and perceived social identity, has also been .verified

## کلمات کلیدی:

Diversity management, Human resource productivity, Organizational attractiveness, Organizational Justice, Social Identity

## لینک ثابت مقاله در پایگاه سیویلیکا:

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