

عنوان مقاله:

Preparing the Background of the Organizational Forgetting and Its Role in Improving the Performance of Emergency Bases Through Human Capital

محل انتشار:

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خلاصه مقاله:

Background: Human capital development in emergency departments of the country has been very slow despite all the efforts of scholars and experts. This study was conducted to investigate the organizational forgetting context and its role in improving the performance of emergency departments of the country through human capital in Shiraz emergency bases. Materials and Methods: This study has a correlational research design. We used the Aledo Ruiz et al. (۲۰۱۷) questionnaire to measure research variables. The statistical population comprised all personnel of the Shiraz emergency bases. The questionnaire was randomly distributed among the staff of Shiraz emergency bases and ۱۳۶ questionnaires were selected for statistical analysis. To investigate the research hypotheses, we used structural equation analysis with the partial least squares method in SmartPLS software. Results: The results of the data analysis indicated that the exogenous study variables of integration of concepts ($\beta=0.226$, $P<0.05$), coordination of insights ($\beta=0.12$, $P<0.05$), and changing personal habits ($\beta=0.42$, $P<0.05$) have a direct and positive effect on human capital. Also, human capital ($\beta=0.73$, $P<0.05$) was positively correlated with the performance of emergency bases. Conclusion: Findings show that generating organizational forgetting has a positive relationship with human capital. If the employees can develop their skills by reflecting on their past, present, and future decisions or through a dialogue with their managers, they can change their behaviors and ideas and create new ones. So if managers encourage employees to transfer their knowledge to other coworkers and use their expertise to develop new ideas and solutions, they can develop human capital. The findings also indicate a positive relationship between human capital and organizational performance. Thus, if the emergency bases regard organizational forgetting as an early stage in the creation of human capital, they can improve organizational performance. Besides, the results showed that organizational forgetting has an indirect impact on organizational performance through the development and establishing of new capabilities and skills that increase the value of human capital.

کلمات کلیدی:

Human capital, Organizational forgetting, Performance, Shiraz emergency bases

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