عنوان مقاله:

(Explaining the model of maintaining human resources in crisis situations (Covid-19--The study of Qom municipality

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خلاصه مقاله:

The purpose of the current research is to explain the model of maintaining human resources in the critical conditions of Covid-۱۹ in Qom municipality. This is an applied research, and in terms of method, it is descriptive-correlation. The statistical population of the research includes all managers and employees of Qom Municipality, in the number of ۳۷۰۰ people, of which ۳۴۸ people were selected as a statistical sample based on Cochran's formula and selected by simple random. Data were collected through a researcher-made questionnaire. In order to ensure the existence or non-existence of a causal relationship between the research variables and to check the suitability of the observed data with the conceptual model of the research, the indicators and items of maintaining human resources in the critical conditions of Covid-۱۹ were tested using the structural equation model. In this research, structural equation modeling and partial least squares (PLS) methods have been used to test and fit the model. According to the findings of the research, the validity of all indicators and items of human resource maintenance in the critical conditions of Covid-۱۹ was confirmed. The results showed that the t value of the indicators of maintaining human resources in the critical conditions of Covid-۱۹ in Qom municipality is more than its critical value at the level of ۵ percent (۱.۹۶) and therefore the validity of the indicators and items of maintaining human resources in the critical conditions of Covid-۱۹ It was approved in Qom Municipality. Also, according to the results of the structural model tests, it can be said that the indicators and issues of maintaining human resources in the critical conditions of Covid-۱۹ have a good explanatory power in the research model. The research model has a very good validity and fit.

كلمات کلیدی:

Critical Conditions, Critical Conditions of Covid-۱۹, Maintaining Human Resources, Maintaining Human Resources in Critical Conditions

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