

## عنوان مقاله:

A Study of the Impact of Human Resource Development Strategies on Career Plateauing in Islamic Azad University, Science and Research Branch

## محل انتشار:

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## نویسندگان:

Fatemeh Alsadat Abolmaali - MA holder in public administration, Islamic Azad University, Science and Research branch

Elham Bozorg Hadad - PhD student of public administration, Tehran University

## خلاصه مقاله:

Today, human resources play a major role in companies' survival and profitability. As strategic and long-term planning is done for optimally using other resources, it is also essential for human resources. The present study examines the impact of human resource development on career plateauing in Islamic Azad University (IAU), Science and Research branch in order to be able to take steps towards increasing the level of employees' satisfaction and productivity as well as decreasing their career plateauing by adopting proper strategies. In career plateauing which is sometimes referred to as monotony at work, the individual believes that the likelihood of promotion in the organization is low, so his/her motivation for creativity and innovation decreases. The present descriptive-analytical study tries to examine the impact of human resource development on career plateauing through paired t-test by using a sample size of 100 employees. Indicators such as likelihood of decreasing job promotion, increased years of service in the organization and simple and repetitive nature of the assigned tasks have received the most impact from the human resource development

## کلمات کلیدی:

human resource management, human resource development strategies, career plateauing, job satisfaction

## لینک ثابت مقاله در پایگاه سیویلیکا:

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