عنوان مقاله:

(Test model human resource management strategic integration (Case Study: Iran's steel industry

محل انتشار:

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خلاصه مقاله:

This study aims to identify whether the shifting from Human resource management to strategic human resource management in the Iranian steel industry. Statistical Population covers leading manufacturing organizations the Iranian steel industry, comprising 62 employees including, senior managers, and members of strategic committee, board of directors, department managers, line managers and staff experts. Sampling method is random and classified. 62 questionnaires out of totally 62 samples has returned (93% return rate). Research methodology is a descriptive survey in the field study. The model was tested by using LISREL and SPSS software. Data were analyzed by average, person correlation coefficient and path analysis. Results show that strategic human resource management Iranian steel industry is Commitment with predictive variables, the organization response is significant. Also with ependent variable, the expected result and also Commitment Organizational response has significant interaction.

کلمات کلیدی:

strategic management, human resource strategy, strategic integration, change nature, competitive advantage

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