

## عنوان مقاله:

Studying the role of transformational leadership style and strategic thinking on human resource development

## محل انتشار:

اولین کنفرانس ملی پژوهش های نوین ایران و جهان در مدیریت، اقتصاد و حسابداری و علوم انسانی (سال: 1396)

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## خلاصه مقاله:

**Aim:** The aim of this study was to investigate the role of transformational leadership style and strategic thinking in the Sarcheshmeh Copper Complex on the development of human resources. **Method:** This is a descriptive and correlation study. The study's population were Sarcheshmeh Copper Complex employees and managers which were 2845 and 374 and respectively. Using the Cochran formula, the sample size was 339 employees and 185 executives. The sample was selected using stratified sampling method. The data were collected by three questionnaires: strategic thinking based on Goldman strategic thinking questionnaire, multi-factor leadership (MLQ) and human resources development. The reliability of the questionnaires was 0/85, 0/95 and 0/93. Data were analyzed by SPSS software using descriptive statistics and univariate t tests, the proportion, Spearman correlation, scatter plot and regression. **Findings:** The results indicated that in Sarcheshmeh copper complex, strategic thinking is in a mediate level, the status of the transformational leadership style and human resource development are at a disadvantage. There is a significant relationship between transformational leadership style and human resource development, and a significant correlation between strategic thinking and human resource development. But there is no significant relationship .between strategic thinking and transformational leadership style

## کلمات کلیدی:

transformational leadership style, strategic thinking, human resource development

## لینک ثابت مقاله در پایگاه سیویلیکا:

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