

عنوان مقاله:

Investigating the Impacts of Self-Management on Human Resource Productivity (Case Study: Water and Wastewater Company in Tehran District 2)

محل انتشار:

اولین کنفرانس بین المللی الگوهای مدیریت در عصر پیشرفت (سال: 1396)

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خلاصه مقاله:

The current study was conducted to explain the impacts of self-management on human resource productivity among the personnel of Water and Wastewater Company in Tehran District 2. Using the Morgan table for determining sample size, 119 subjects were selected (37 women and 82 men). This is an applied-descriptive survey in which a questionnaire was employed to collect data. The validity of the questionnaire was good enough. Due to the normality of observations, the Kolmogorov-Smirnov test was carried out to run statistical analyses based on size. Then the normality of data was confirmed. Moreover, Pearson-Spearman correlation coefficient analysis was used to test the research hypotheses in SPSS. Since the Cronbach's alphas of the self-management questionnaire and human resource questionnaire were 0.879 and 0.906, respectively, their reliabilities also were confirmed. The results indicated that self-management had the greatest impact on human resource productivity. Among the factors of self-management and human resource productivity, natural rewards strategy had the slightest impact on the conditions at workplace. Finally, the results were discussed, and practical suggestions were made for managers and personnel

کلمات کلیدی:

Self-Management, Human Resource Productivity, Water and Wastewater Company, Tehran District 2

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