

عنوان مقاله:

Impact of human resources measures on organizational ambidexterity of smart city projects

محل انتشار:

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خلاصه مقاله:

Dealing with the tension between explorative and exploitative activities is a key issue for firms. Literature suggests that ambidexterity allows firms to manage this issue properly and provides firms with specific competitive advantages. This study was conducted aiming at investigating the impact of Human Resources measures on organizational ambidexterity in smart city projects. Method used is descriptive - survey. The statistical society of the study consisted of 460 employees of District 13 of Municipality of Tehran, out of them 210 subjects were identified as the sample volume and were selected by simple random sampling method. The tool used for measurement was a standard questionnaire whose reliability was estimated as Alpha 0.924. In order to analyze the data, descriptive and inferential statistical indicators especially structural equation modeling by Amos software, K-S test and Bartlett were used. The results of structural equation modeling showed that the explorative Human Resources have significant effect on exploration ($Cr=14.533$, $B=0.95$) of smart city projects, and exploitative Human Resources have significant effect on exploitation ($Cr=12.204$, $B=0.81$) of smart city projects. In the other words, strengthening the measures of Human Resources and its various dimensions increases the ambidexterity of smart city projects.

کلمات کلیدی:

Key words: HR measures, ambidexterity, smart city projects

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