

## عنوان مقاله:

The Effect OF Main Organizational Components On Human Resource Performance

## محل انتشار:

دومین کنفرانس بین المللی مدیریت و سیستم های فازی (سال: 1397)

تعداد صفحات اصل مقاله: 7

## نویسنده:

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## خلاصه مقاله:

This study is performed with the target of explicating the relationship between organizational main components with its dimensions (formalization, complexity and centralization) and human resource performance in Persian Aluminum Company during 2018. Research statistical community was comprised of 432 employees among whom 242 employees were considered as sample size using Jessi-Morgan table and stochastic sampling method. Data collecting method was carried out on the basis of questionnaire. The reliability of the questionnaires by using Cronbach's alpha method for Robbins organizational main components questionnaire was obtained 0.89 and for Randeep performance standard questionnaire was obtained 0.91. Content validity was also employed in order to test the questionnaire validity and the questionnaires were approved by the relevant experts. Analysis of the acquired data obtained from running questionnaires was performed through spss software in two sections: descriptive (frequency, percentage frequency, mean and standard deviation) and deductive (multi-variable regression, Pearson correlation coefficient and Shapiro-Wilk test). The study results showed that there is a significant relationship between .organizational components with its dimensions with employee performance

## کلمات کلیدی:

Human Resource Performance, Organizational Components, Formalization, Centralization, Complexity

## لینک ثابت مقاله در پایگاه سیویلیکا:

<https://civilica.com/doc/920839>

