

The impact of knowledge management on the performance of banks with respect to the mediating role of strategic human resource practices (Case Study: Bank of Sari city)

mohammadali adish*,

Methods The population of this research includes all banks active (public and private) located in the city of Sari is with regard to the size of population (per bank 4 questionnaire to the chief and deputies were) census method for determining the sample size used . to collect data, strategic human resource practices Chen Han-2009, KM Choi and Lee (2003) and organizational performance Kamysn and Lopez in 2014 has been used. The collected using SPSS 22 and PLS software were analyzed.

Findings and conclusions The findings suggest that knowledge management on the performance of banks in township level has a positive and significant impact significantly less than 0.05. Knowledge management on strategic human resource practices at banks in township significantly less than 0.05 is a significant and positive impact. Strategic human resource practices on organizational performance significantly less than 0.05 banks in township level has a significant positive effect. Knowledge management on organizational performance Sari banks due to the mediating role of strategic human resource practices in a positive and significant impact is significantly less than 0.05. According to the results obtained in this study can be said that knowledge management in addition to being alone a positive role in enhancing organizational performance banks through influencing the practices of strategic human resources can also have a positive impact on organizational performance Banks and thereby increase the performance of banks. In the comparison between public and private banks were no significant differences in terms of knowledge management and strategic human resource practices and

organizational performance has been observed.

Keywords : Keywords: Performance, Strategic human resource practices, Knowledge management, public banks and private

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