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# **the impact of human resource management on firm performance with the mediation role of supply chain management implementation and supply chain management results**

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Since human resource management is a valuable way to improve organizational performance as well as supply chain management can affect these two cases, the effectiveness of human resource management to improve organizational performance with respect to the implementation of supply chain management and supply chain management Results in this study will be evaluated. In this context, human resources management components, implementation of supply chain management, supply chain management results and enterprise performance, identify and relations between them were studied using a conceptual model. The data for this study collected through a survey 103 small and medium-sized companies in the industrial city of Rasht and structural equation modeling was used to analyze the data. The results obtained this study show the impact of human resource management on organizational performance and implementation of supply chain management and it's results play a mediator role between them. The implementation of supply chain management has a positive impact on supply chain management results.

**Keywords :** Key word: Human Resources Management, supply chain management, organizational performance

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