

# **The Impact of Human Resources Maintenance System on Employees' Attitude and Perception of Justice and providing basic needs in guilan Prison**

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**Abstract** The purpose of research is to determine the factors affecting the maintenance of human resources and the achievement of an optimal employee retention pattern., The research purpose is applications, data collection method is descriptive and Correlation. Data collection tool is questionnaire. In the current study, the population of the prisons in the province of Guilan is 700. Considering the total number of statistical population, according to Cochran formula, the minimum sample size is 254 people. A total of 280 questionnaires were distributed using simple random sampling method. Finally, 254 questionnaires were collected the staff and the data were analyzed. Finally, the collected data were analyzed using SPSS22 and Amos software 22. Data analysis showed that at the 95% level of human resources management system, employees' perceptions of organizational justice, mental health, basic needs (welfare services) and organizational commitment of employees in Guilan province prisons are affected. Also, organizational justice with employee mental health and organizational commitment are related to prisons in Guilan province. But the sense of organizational justice feeling was not confirmed by providing basic staffing requirements. In line with the results, the proposed policies of this research will direct managers to implement in practice and reform the human resources management system in order to distribute resources and to consider the same procedures at the level of the organization and to create the necessary coordination on the level of staff And managers. If the coordination between units is done with respect to the flexibility of human resources, then the outputs of the proposed model can be improved.

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**Keywords : Keywords: Human resource Maintenance system, employee perception of organizational justice, mental health, basic needs (welfare services) and organizational commitment**

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