

Effects of Strategic Human Resource Management Implementation on Organizational Success (Case Study: Gilan Regional Electricity Company)

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Having a clear strategy and vivid terms how and when employees can participate in decision-making processes and social role that the organization plays among its staff, in determining the success of the organization is essential. Also having a team of staff loyalty and their support levels can be Tvatmnd your destination to take the organization to the success of the performance increase and lead to organizational success is built. This research into the effects of the implementation of strategic human resource management to organizational success (case study Gilan Regional Electric Company) paid. This study was a descriptive study that was conducted through a survey. The research staff is Gilan Regional Electric Company. The data the questionnaire and analyzed by SPSS 18 software was. The results show that community involvement and a sense of security and a significant positive relationship with organizational performance (organizational success) are. So that community involvement and a sense of security to the D/1 and 7.8 respectively staff can optimize the performance of organizational variables (organizational success) to modify. In addition, the study found between social participation and sense of security staff, there is a positive relationship. So that community involvement and a sense of security personnel at a rate of 5/5 of the organizations can modify each other. It can be argued that the implementation of human resources management with regard to human resources management strategies in a way that encourages employees to give their best performance, the organization reaches its goals and objectives. In other words, the effects of the implementation of strategic human resource management to influence organizational success.

Keywords : human resource management, strategy, organizational success, Gilan

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