

The Impact of Human Resource Management on Organizational Performance, Human Resource Performance and Financial Performance, with Mediation of Employee Job Satisfaction (Case study: Gilan Provinces of Islamic Culture and Guidance)

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The main purpose of this research was to determine the effect of human resource management on the performance of the organization, employee performance and financial performance, with emphasis on the role of mediator of employees' job satisfaction. The research method was descriptive-correlational. The statistical population consisted of all employees of Gilan's department of Culture and Guidance. Using random sampling method, 216 employees were selected. The questionnaires included the scale of human resources management, job satisfaction, organizational performance, employee performance and financial performance. Using structural equation model in AMOS software 24 hypotheses were studied. The results of this research showed that human resource management has a significant and direct effect on the organization's performance (Beta coefficient: 0.336), employee performance (Beta coefficient: 0.305), financial performance (Beta coefficient: 0.542) and employee satisfaction (Beta coefficient: 0.419). In the next one, employee satisfaction has a significant and direct effect on the organizational performance (Beta coefficient: 0.420) and employee performance (Beta coefficient: 0.368). Human resource management has an indirect effect on the organizational performance (Beta coefficient: 0.166) and employee performance (Beta coefficient: 0.154) through direct impact on job satisfaction of employees. Human resource management and job

satisfaction have been able to predict 41% and 32% of organizational performance and employee performance variances respectively, also, human resource management has been able to predict 29% and 18% of employees' financial performance and job satisfaction variances.

Keywords : human resource management, organizational performance, employee performance, financial performance, job satisfaction

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