

Investigating the Impact of Mediating Strategic HRM in the Relationship between Knowledge Management and Organizational Performance

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Rapid environmental changes, globalization, competition, the provision of innovative goods and services, changes in customer expectations and investor demands, and high standards for organizations have led to improve their performance for more effective and cost effective competition by reducing costs and increasing the quality and diversification of services improvement of goods. Nowadays, one of the most important challenges in the field of human resources is to establish a link between human resource strategy and high-handed strategies (such as business strategy). The main purpose of the current research is to determine the impact of human resources strategic actions on the relationship between knowledge management and organizational performance. . The statistical society of this research is all managers and experts of insurance companies. The questionnaire was the main tool for collecting information. In the part of Strategic Human Resources Management, it was used Eumiffer and Khademi (1391), Organizational Performance, Huang and Chang (2005) and Knowledge Management Rohallahi and Nowrooz (1394). Its validity was determined and calculated to content and reliability through the Cronbach's alpha. The collected data were analyzed using Structural Equation Modeling and LissereI software (54/8). Research findings showed that KM is directly and indirectly affected by organizational HRM through strategic HR actions.

Keywords : Keywords: Knowledge Management, Strategic Human Resource Actions, Organizational Performance, Insurance Companies.

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