

Investigate the Relationship between Human Resources Management Strategy and Organization Performance, with the Intermediary Function of Staff Relationships in Pharmaceutical Companies

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Abstract Today, human resources and employees, are the most important source for each organization and Causing competitive advantage. Therefore, having efficient and high performance employees is one of the most important factors in the success of the organization in achieving its goals. The aim of this study was to assess the relationship between human resources management strategy and organization performance, with the role of mediating staff relationships in pharmaceutical companies. The methods of this research was descriptive and functional. The population of this research were employees of pharmaceutical companies and the number of samples with using Cochran formula considered 130 members. To gathering information and data questionnaire was used field and analyzed by SmartPLS 3 software. According to the results of the data analysis, all the hypothesis of the research were confirmed except for the third hypothesis. That is, testing hypotheses showed that there was a positive and significant relationship between HRM and employee relationships variables with the organizational performance variable. However, no significant relationship was found between HRM and organizational performance with the mediating role of employee relationship variable. Therefore, managers should pay more attention to use human resource and employee relations climate strategies to increase the performance of pharmaceutical company staff.

Keywords : Keywords: human resource management, employee relations climate,

organizational performance, pharmaceutical company.

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