

Investigating the Impact of Human Resource Management on Knowledge Management (Case Study of the Private and Public Banks of Guilan Province)

Reza Hosseindokht*, Ali Yousefi,

The present study investigates the impact of human resource management on knowledge management among private and public banks in Guilan province. To this end, 85 employees of the Guardianship Department of the private and public banks of Guilan province were ed as the statistical population. Out of this, 83 individuals were ed as sample by non-random sampling method. In terms of research purpose, the present study is an applied one and the method of collecting information it is through the distribution of standard questionnaires whose validity and reliability are confirmed. Correlation relationships were also used to analyze the relationship between variables. In order to analyze the collected data the questionnaire, SPSS 21 and PLS 3 softwares was used. The research findings showed that job management has no effect on student culture, but has a positive and significant impact on the competitive approach, formal and informal practices. On the other hand, these results showed that professional education has a significant impact on student culture and a competitive approach, but this does not apply to formal and informal practices. Concerning the employee retention variable, the results also showed a significant relationship between this variable and other knowledge management sub-components. In sum, overall research results showed that human resource management has a direct impact on knowledge management.

Keywords : Human resource management, knowledge management, private and public banks

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