

# **The mediating role of Entrepreneurial Orientation strategic human resource management and organizational performance of the regional gas transmission company 9**

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**Abstract Organizations are always looking for entrepreneurial opportunities to promote their products and products. Organizational Entrepreneurship is now considered an engine of economic development, and these innovative and entrepreneurial behaviors protect the organization against constant environmental changes. With the development of strategic orientation in human resources, companies have realized that their human capital can provide sustainable competitive advantages. The purpose of this research is to investigate the role and influence of mediation of entrepreneurship orientation in strategic human resource management and company performance among employees and managers of District 9 Gas Transmission Company. Using random sampling method, individuals were ed for distribution of questionnaires. A questionnaire was distributed among staff and managers of the 9th District Gas Transportation Company. To test the hypotheses, SPSS 19 software was used, the results were analyzed using a questionnaire based on the self-assessment of the employees and managers of the companies, and the analysis of the results according to the environmental conditions of the companies; results indicate that there is a positive and significant relationship between HRM and company performance; and the entrepreneurial orientation is a mediating variable in this regard; Staff skills and the ability to acquire new skills play an important role in gaining competitive advantage and performance for the company. Organizations can take an important and effective step by step approach to improving the organization's performance by using HR tools.**

**Keywords : HRM, Strategic Management of Human Resources, entrepreneurial**

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**orientation, organizational performance, competitive advantage of organization**

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