

Investigate the Effect of Human Resources Development Interventions on Organizational Effectiveness Regarding the Role of Employee Competencies (Case study: manufacturing companies of industrial city of Rasht)

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Abstract The general objective of this research is to investigate the effect of human resources development interventions on organizational effectiveness regarding the role of employee competencies. The research method is descriptive and its purpose is applied. The method of data collection is field and its tool is a questionnaire. In the present study, the statistical population of the surveyed industrial companies of Rasht city is 300 companies. The researchers selected 175 companies using simple random sampling method and distributed the questionnaire among managers. Finally, the questionnaires were collected and analyzed using SPSS and Lisrel 8.58 software. Data analysis showed that at 95% level, education, job development and performance management have a significant effect on the competence of the employees of the manufacturing companies of Rasht industrial town. Also, the employee's competence has a significant effect on the organizational effectiveness of the companies manufacturing Rasht industrial town.

Keywords : Keywords: human resource development, employee competence, organizational effectiveness, and manufacturing companies in the industrial city of Rasht.

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