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Investigating the impact of human resource development management on increasing human productivity

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Abstract

Human resource management and its organization today are all the result of the interaction between a series of events and developments that began with the Industrial Revolution in England. Human capital is the inventory of competencies, knowledge, individual and social characteristics that is reflected in the abilities of the workforce and enables it to create economic value. Human resources are the most important asset of organizations. Therefore, trying to increase the productivity of human resources and prevent obstacles to increasing productivity is one of the basic goals of any organization. The 200-year history of industry and the entry into the new age, the post-industrial age, the information age, the transnational age and communications are the result of growth and productivity. In the last 20 years alone, productivity growth in the world has more than quadrupled, and this miraculous increase has largely been the result of improvements in the management systems of organizations and sound scientific research and economic policies in developed industrialized countries. Undoubtedly, the economic growth of societies depends on the growth rate of their productivity. Human resource development is a new theme that has been around for more than two decades. Today, the formality and objectivity of organizations is recognized by their human resources, and the importance of human resources is the basis and license of the management of organizations.

Keywords: Human Resource, Productivity, Industrial Revolution, Development.

Introduction:

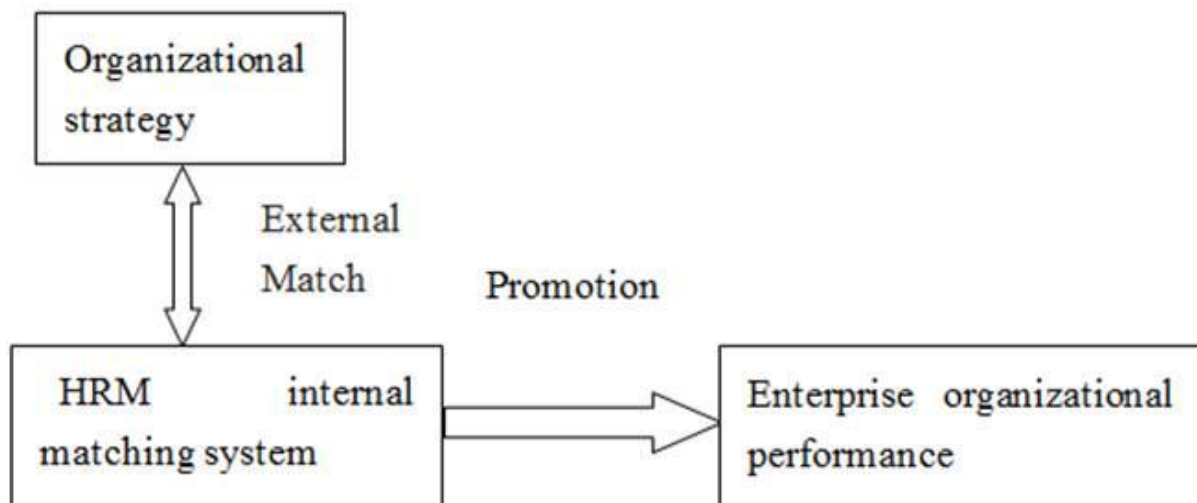
1. Introduction

Nowadays, organizations pay special attention to their employees. In today's business environment, employees are the heart of the organization. Because today's economy is service-based, firms need to engage in business activities to motivate and increase employee productivity [1]. Even competition in the traditional and industrial sectors has led firms to use strategies to make their resources more efficient and effective. Organizational goals must be aligned with the business strategy so that employees' policies are aligned with management goals [2]. This means that the human resources department is no longer a separate unit that wants to perform tasks such as employment and pay. Rather, it is a strategic and vital unit in ensuring the success of the organization. Today, the goal of human resource management is to give direction and purpose to the organization by developing and training employees [3]. Human resource management programs should be designed based on the organization's strategic and macro goals. Therefore, it should not be seen as a small and separate section or unit. Therefore, human resource professionals, by understanding these tasks, lead their organization to areas such as organizational development, the proper use of employees in order to achieve business goals and talent management [4]. In today's organizations, the role of human resource managers has also changed with the change of business environment. Human resource managers need to consider them strategic partners to ensure collaboration and participation in the organization. In this new role, human resource personnel strive to grow the business and achieve the organization's overall goals [5]. So in order to be a successful business partner, you need to think strategically. To be successful in the entire organization, the human resources manager must participate in and support the organization's mission, vision, goals, and strategic planning. Finally, help determine the criteria for measuring and demonstrating the success of the organization in related activities [6].

2. Human resource management and performance

Managers and economists have long considered human resources to be a necessary expense for the organization. While human resources can be of added value to the organization. However, economically, value is always associated with things like cash capital, equipment, facilities, and technology [7]. However, research has shown that human resource management measures can be valuable. Making decisions about the hiring process, payment process,

training and development, performance appraisal, employee motivation can be valuable for the organization. Strengthening competitive advantage is done by investing in new technologies and improving quality in the organization [8]. Assessment of human resources status, employment, training and payment methods are also helpful. In the concept of "human resource management", the employees of the organization are a kind of human resources and capital that in terms of education, experience, judgment, intelligence, relationships and visual characteristics can be an added value for the organization. This view means that in today's organizations, employees are not replaced, but replaced in other sectors and their capabilities are used [9].



Based on the performance of the employees of the organization, the quality, profitability and customer satisfaction increase. Regarding the performance and duties of human management and the importance of this unit in the organization in recent years, many texts have been provided to managers and policy makers in the country [10]. But it can be rightly argued that the key role and strategic role of human resource management in increasing organizational productivity and efficiency, job commitment and employee excellence for many executives has not yet been identified and the need for such a unit in the organization It has not been converted to belief [11].

	Defensive	Prospective	Analyst
<i>Organization structure</i>	Functional	Divisional	Functional and Matrix
<i>Basic strategy</i>	HR construction	HR acquirement	HR allocation
<i>Recruitment, selection and allocation</i>	Do	Acquire	Do and Acquire
	Low recruitment above the entering level Selection based in eliminate undesired employees	Sophisticated recruitment in all levels Selection could have a psychological test	Mix of approaches in recruitment and selection
<i>Career Planning</i>	Formal Extent	Informal Limited	Formal Extent
<i>Training and developing</i>	ability construction	Identification and acquisition of abilities	Construction and acquisition of abilities
	Intense programs od training and developing	limited programs of training and developing	intense programs of training and developing limited extern recruitment
<i>Performance evaluation</i>	Procedure oriented for projects	Procedure oriented for results	Procedure oriented mainly for projects
	Identification of people's needs	Identification of people's needs	identification of personal and formation necessities
	individual and team performance evaluation	Division or corporation performance evaluation	Division or team performance evaluation
	Results compared by temporal series	Transversal comparison	Mainly temporal comparisons and a few transversal

Evidence of this claim is the low level of investment and efforts made by organizations to design, develop and use human resource development systems and implement development strategies for mining capabilities [12]. Human resource management thinkers believe that leading organizations in the new millennium can meet the needs of the organization more quickly and flexibly, only by using advanced human resource development patterns, organizational learning, and employee development and growth strategies [5]. Human resource development is one of the most important strategic goals of leading organizations of the current era. In order to improve the level of knowledge, skills, experience and quality, excellence and performance of the organization's capital and even change the personal characteristics of employees, senior management [7].

3. Influential indicators of human capital productivity

Influential components in human skills that managers should pay attention to in order to be more productive in their organization are:

A. Human resource training

The training of human resources is a key factor in the productivity, growth and development of nations. Countries and organizations need to do more than just pay attention to budget, spending, and industry. "They have to look at the world with a new perspective and see man as the center of everything," Gorbachev said after the defeat of communist ideology. "If you have a one-year plan, plant rice, if you have a ten-year plan, plant a tree, and if you have a 100-year plan, train people," Confucius said [13]. Human training and excellence must be at the forefront of the goals and programs of any organization to provide the ground for each individual to move towards using his abilities. If the great human abilities are not used in the right ways, they will be used in deviant ways. In addition, long-term organizational success and productivity depend on the organization's ability to train its staff [14].

B. Respect and value human beings

Establishing the right human relationships will lead to a successful organization with efficient human resources. Whenever the organization respects its members and their personalities, their talents and abilities will be nurtured; Because it is only through this that the human heart can be conquered. "We want colleagues to use their heads as well as their hands," said one of Honda's executives. When a company only uses the hands of its employees, it only buys them; But when he wants their thoughts, he eventually steals their hearts [10].

Human humiliation and useless criticism in the organization should be avoided. If people in the organization make mistakes, they are not the only ones to blame, but the educational, training, and behavioral conditions in the workplace also play a role. In order to reform man and use his great potential, he must first of all be respected. If human beings are respected in any organization, they will also do double service [6].

C. Kindness to people

The manager's relationship with the people in the organization should be like the father's relationship with the child. Just as the behavior of family members with each other is emotional and sincere, so should the relationships of individuals and managers in the organization. One of the most important features of Japanese management is paternal

interaction with employees and workers who treat their children like a father and support them and even solve their family problems [15].

D. Socializing with people in the organization

Establishing close relationships between the manager and employees of an organization is one of the ethical characteristics and basic necessities of management. The role of the manager and employees in the organization is like the role of warp and weft in a piece of fabric. If these two strands of yarn are not completely combined, the fabric will not form. Therefore, the relationship between the manager and the staff should be so warm and close that the manager's command should be considered as the father's command to the child and obedience of the people should be considered as the child's obedience to the father [11]. Failure to do so will prevent organizational work from progressing; As the Japanese authorities examined the reasons for the failure of the state railway, they concluded that the company was not successful in communicating with the workers. One of the benefits of communication between the manager and the people of the organization is the encouragement of more people to work and the organization and increase the dependence of people on the manager and the organization and in a word, organizational commitment [16].

E. Satisfy employees

Passion is the best motivation to start anything. If a person loves his work and organization, he is successful in it and has a positive effect on others. It is in this state that the sense of belonging and commitment and loyalty of employees to the organization is realized. The amount of useful work and success of people in their work depends on their interest in the organization and its goals [3]. The degree to which individuals are attached to an organization also depends on the organization's attitude toward individuals. If the organization wants to achieve its goals, it must in any way be able to satisfy and interest people. The organization must prove that if people work hard, they will be rewarded enough [8]. The reason for each person's attachment and belonging to his job is, first of all, the natural result of how the organization and management treat him [13].

F. Creating a healthy environment in the organization

The environment of the organization must be completely healthy in every way. Lack of ethical and behavioral health in the organization reduces the efficiency, effectiveness and success of the individual and the organization. If there is friendship and intimacy in the workplace and organization, employees will have to endure very hard work. One of the

perfection of management in any organization is due to the commitment of management towards the organization [17]. Effective managers are proud of their organization and manifest that pride in their behavior, thus gradually instilling a sense of pride in others. These managers express their commitment in a variety of ways, including by building organizational space [18]. Creating the space of the organization is achieved by showing the positive aspects of the organization. If most organizational forces feel ashamed of where they work or what they do, they lose their motivation to work in that organization. Providing a healthy environment in terms of hardware and software is one of the constructive activities and tasks of Kamal managers [19]. Therefore, the working environment has a great impact on the quantity and quality of work of individuals, and to improve the working environment, taking measures such as creating intimacy in the workplace leads to more obedience to the forces under work and thus more efficient organization [20].

G. Strengthen employee morale

One of the ways to motivate the organization in order to be more efficient and effective is to strengthen the morale of employees in the organization. Morality is the insight and good feeling towards oneself and the work environment and the interest and physical, mental and intellectual readiness to carry out the commands in a desirable (effective) way. Excellent morale guarantees more effort and success. When people's morale is high in the organization, fatigue and frustration do not overwhelm employees, and they do not shy away from doing hard work [2]. Rather, it encourages creative thinking and enhances individual and group progress in the organization. Factors that have a negative effect on people's morale reduce efficiency, effectiveness and thus reduce their productivity in the organization [12].

H. Encouragement

Another way to motivate is to encourage. Encouragement is one of the effective solutions and fields for more efficient and better work. Encourage fuel and movement energy. Of course, it should be noted that if there is no proper relationship between work and encouragement, the spirit of effort will be lost [7]. If a person in the organization does his job properly, he should not be encouraged immediately and without calculation; If one day he does not do his job or does not finish properly, he should not be reprimanded. Rather, appropriate and timely encouragement is effective and reprimand with respect and reasoning is useful. If people's services and success in the organization and even in successes outside the organization are not appreciated and appreciated in time, then the employees in the organization will not only not

do important work that will increase production and organizational efficiency, but also the spirit of indifference [8]. The organization will rule. Appreciation and encouragement of managers from employees is a factor for other people and giving importance and character to the forces under command and shows the manager's attention to them [21].

I. Eliminate the environment of fear and replace the environment of trust in people

If the employee's obedience to the manager in the organization is based on fear, the orders will be carried out as long as the environment is in fear; But with the disappearance of the factor of fear, laziness and laziness in the determination and will of the forces will replace effort and dynamism [22]. Replacing the passion for work and trust in the organization and the command level will increase the interest in the work and increase the success and results of the work in the organization [16]. Managers need to be motivated and encouraged to work hard and redouble their efforts with strong management skills. If the fear factor in the workplace disappears, the morale and motivation of employees will definitely increase [4]. Creating a spirit of trust in people by managers makes things go well, and employees show more interest and attachment to the work, and ultimately create a stronger work ethic in employees [23].

4. Conclusion

Efficiency is the effectiveness and efficiency of an organizational gem that can ensure the sustainability and survival of organizations and is a way to gain a competitive advantage. Productivity of materials, energy, and equipment and material facilities has a certain capacity and power, which in turn should be considered to increase productivity in the organization; But what leads to real, continuous, and unparalleled productivity in the organization is the productivity of human capital. Successful and efficient managers by applying mechanisms such as training human resources, respecting and valuing human beings, kindness and socializing with people in the organization, employee satisfaction, providing a healthy moral and behavioral environment, strengthening morale and encouraging them, destroying the environment Fear and replacing the environment of trust cause the productivity of the organization to flourish.

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