

عنوان مقاله:

Presenting a human resource auditing model with the approach of functional and macro level strategies in hospitals affiliated to social security organization

محل انتشار:

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خلاصه مقاله:

Lack of human resources auditing is associated with problems such as unhealthy performance of human resources, the uncertainty of effectiveness and efficiency, and non-compliance of human resources performance with rules, goals and macro policies in the organization. The present study was conducted using a qualitative method. To analyze the data, it used the cognitive mapping method. The study's statistical population included audit and human resources elites and ۱۰ of them were selected using a purposeful (non-probabilistic) sampling method. During the research and survey of experts, ۱۰۶ indicators for the implementation of functional and macro-level strategies were identified and were placed in the form of ۱۵ concepts. The CVI of the questionnaire was confirmed with a value larger than ۰.۷۹. The developed questionnaire was submitted to ۱۰ human resources experts. The data in the final cross-matrix questionnaire were used as input data for the Ucinet and NetDraw systems to design the pattern. The links were weighted towards management and individual skills. Management skills as a focal node called ego with nodes connected to it directly called Alter, including thinking skills, mental abilities, organization, monitoring, scientific abilities, psychological abilities, professional abilities, allocation, strategic, cognitive, individual, interpersonal, and interaction formed an ego network. The results of the present study can be used by managers in the area of human resource auditing model with the approach of functional and macro level strategies of the hospital to adapt human resource performance to the rules, goals and macro policies of related organizations.

کلمات کلیدی:

Auditing, human resources, Functional and Macro Strategies, Hospital

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