

A quantitative assessment of the effect of human resources strategies on the overall organizational strategy (Case study: Saipa factory)

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Abstract

In leading organizations, the alignment of human resource strategies with the overall strategy of the organization is always considered. The present study aims to study the structure and management of human resource strategy with the overall strategy of organization; five variables related to human resource strategies including: human resource manager involvement in strategy development, human resources information system , Commitment, leadership pattern and systematic approach to selection and human resource portfolio of Saipa automobile company were selected as a case study; a questionnaire-based research methodology was chosen consisting of comments from 96 experts of the organization and using the sampling method and the Cochran formula A quantitative evaluation has been made. In order to analyze the findings, Kolmogorov-Smirnov test, T-test and Friedman tests were used. According to the results of the t-test, the effectiveness of all five selected variables was confirmed by the overall strategy of the organization. Also, the results obtained from Friedman's ranking and its small amount indicate the highest rank of the role of human resource management participation in organizing the strategies of the organization and with a small amount of 111.4. The role of human resource managerial involvement in strategy formulation, the integration of leadership patterns in strategy integration, the existence of systemic viewpoints, the role of the human resources information system, and the commitment of the management team to integrate strategies, with a small amount of 976 / 3, 462/3, 087/3, 455/2, and 686/1 related to the Friedman test, were assigned the next rank.

Keywords: HR strategies, overall organization strategy, strategy alignment with the whole, Saipa.

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