عنوان فارسی مقاله:
فعالیت‌ها و شیوه‌های مدیریت منابع انسانی HRM
افزايش كارايي و عملکرد پژوهش مي شوند

عنوان انگلیسی مقاله:
HRM practices enhancing research performance

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه کامل
با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک نمایید.
Conclusions

Despite of abundance of research on HRM-performance linkage, there is still a lack of studies, dedicated to enhancement of research performance through HRM practices. While research excellence is the main challenge for European institutions of higher education for the past several years. To identify research enhancing HRM practices, key individual factors of productive researchers were identified and the ability-motivation-opportunity (AMO) approach was adopted. As a result skill-enhancing, motivation-enhancing and opportunity-enhancing HRM practices for research-oriented work were revealed: skill-enhancing (recruitment of freshly minted PhDs; training in writing, advanced research skills and time management), motivation-enhancing (academic staff assessment with both quantitative and qualitative approaches) and opportunity-enhancing (involvement in projects; support of work in teams; encouragement to collaborate with talented PhD students and to communicate outside institution; and adequate autonomy in research agenda). This identification provides theoretical answer to the question How to stimulate research activity among researchers and what effective HRM practices to implement to reach organizational goals. Furthermore, administration of universities can incorporate adequate institutional policies to manage academic staff effectively applying specific HRM practices for research oriented work.