



The relationship between strategic human resource management by innovation employees, Meli Bank branches in province

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ABSTRACT

Objective: The purpose of this study was to examine the relationship between strategic human resources management to empower and Performance Banks Golestan province. **Methodology:** The study used a descriptive, correlational survey. The population of this study included all employees of Banks Golestan province to 600 people. The sample is proportional to the number of people using krejcie and Morgan table 234 and was simple random sampling Library and field study data collected and tools used standard questionnaires. The reliability of the questionnaire using Cronbach and validity have been confirmed by the content. Also, to analyze the data, Pearson correlation coefficient using SPSS software is used.

Results: The results show that among all the components of the strategic management of human resource innovation and Performance Banks province there is a significant relationship. **Conclusion:** The main hypothesis of the relationship between strategic human resource management by empowering employees to examine Dhd.ntayj Golestan National Bank obtained the Pearson correlation test shows that the strategic management of human resources by empowering employees Golestan National Bank Relationship the first significant with 99% confidence. So the main hypothesis is confirmed and confirmed that the promotion of the strategic management of human resources, innovation of employees will also increase.

1. Introduction

Given the dramatic changes in social and organizational environments and intensify competition in today's world more than ever, organizations are looking to attract and more importantly, maintain and develop the people of their current and future processes. Organizations are looking for new capital as human capital, to say that human capital is a factor that more than any other single factor has an effect on growth and survival. The importance of human capital in all fields has been expanded, so that modern growth theory to consider the density of human capital and human capital as an influential factor in the economic development of the communities considered.

Human capital, given that the new topic and a new human resources is a strategic issue for organizations is increasing in organizations and societies. In short, human capital plays an important role in the prosperity of the people, improve living standards and incomes, increase knowledge and skills, capacities, production, economic growth and reduce poverty. Due to recent developments, future research in the field of human capital has two objectives are, first, to assess gaps in human capital pays off. Second, how to productivity and income leads to human capital (Azmi, 2011; Larson, 1996).

Due to the fact that staff and patients, human capital, and the debut of their career who are doing instead of spending his reward investment in the human capital of wages, the benefit is, job satisfaction is and opportunities of the inherent They also receive training and career progression. The results and findings to the logic families and governments that invested much of its resources on education and training of their human resources are the most important and rarest resource. Given the importance of human resources in organizations of this study was to investigate the relationship between strategic management of human resources and strengthening the performance of the branches of the National Bank paid the Golestan province (Armstrong, 2006).

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Strategic human resource management in recent years has attracted much attention, the more attention the field of human resource management, organizational behavior and industrial relations are considered. In general, strategic human resource management as a "tool to create a balance between human resources management with strategic business content," defined

From the perspective of strategic human resource management, human resources organization, potentially, are the only source of competitive advantage for organizations that create value for the organization so rare, inimitable and is irreplaceable, Schuler in the definition of strategic management human resources, it includes all activities that influence the behavior of people, motivating them to design and implement the strategic needs of the company knows, located in strategic human resource management, a way to decide on the objectives and plans of the organization and management relations human resources and strategic management of the company as well as global issues and macro-organization (Bernardin, 2003; Becker and Huselid, 1998).

Human resource strategies that arise from the strategy of the organization, the shaping of policies (policies) and their human resources management activities, the planning and coordinating this component of the strategic management of human resources, and strategic human resource management, human resources management is trying to work with strategic objectives, is aligned virtually all human resource management activities to provide adequate human resources and to achieve the objectives of the organization is run

Strategic management capabilities organizations need long-term strategy and short-term (organization) to consider the approaches in human resource management at the same time means considering the organization's overall strategy and human resources of the company, the strategic planning of human resources. The strategic human resource management perspective, this implies that the different competitive strategies require different behaviors and thus HRM practices are different (Miles, 1969).

The main source of competitive advantage lies in technology but also in dedication, quality, commitment and the ability of labor has its roots. The most important resource of any organization can be referred to the results of mobility and creativity, and innovation of stimulating new work environment is growing (Ferris & Greenwich, 1998).

The rapid growth of technology, changes in the nature of things and computers, robots and fully automatic machines have been replaced with day jobs. This means significant changes in the type of skills needed by individuals and members of the organization has created. It is obvious to cope with such challenges, employees should be empowered, that grow in all directions. Innovation, strategic importance to the development of various organizations to adapt to external changes and one of the main issues organizations.

In the present era of innovation as a tool through which managers will be able to influence modern organizations with features such as network diversity, growth, relying on Wi horizontal structure, minimize the distance between managers and employees, reduced organizational membership and use of information technology, run efficiently (Naderi, 2008).

Empowering employees with the education of motivated and capable managers will be able to quickly and appropriately to the dynamics of the competitive environment, or to provide organizations create competitive advantage. Globalization has affected many different aspects of the new products and services in accordance with customer needs to supply Btvannad

The real question is whether the strategic management of human resources and empower employees with the National Bank of Golestan province there is a significant relationship?

2. Materials and methods

2.1 History Research

Byars and Rue (2008), study the effect of human resource management to improve the effectiveness of their employees, Islamic Azad University, Tehran East. The study and analysis of the role of human resources management to improve the effectiveness of Islamic Azad University, Tehran East's staff. The aim of this study was to determine the main indicators of organizational management that includes 5 subscales; Nyrvyaby staff, recruiting and selecting staff, designing and implementing training programs, evaluation of staff performance and the performance of teachers in training in organizational unit. In the one-sample T-model analysis for each of the questions were related to the management of human resources, as well as using the Model T two independent groups to compare each item with an emphasis on organizational capacity (personnel manager) paid and concluded that the effect of human resource management in improving organizational effectiveness in alpha level of 01/0 per cent effective.

Baron and Kreps (1999), examines the relationship between strategic human resource management and corporate performance began, those in this study, the issue of whether in terms of performance, strategic view of human resource management than the traditional approach is superior? The research method was descriptive and the goal is to find the relationship between the method used in human resource management and functional organizations and companies. For data analysis, descriptive and inferential statistical methods were performed using SPSS software. The findings showed that companies of strategic human resource management 1 to pursue, to the companies that these activities do not (traditional companies 2) better performance and use of the practices and principles of strategic human resource management to improve the company's performance

Beer et al (2002), in a study entitled Effect of Strategic Human Resource Management on Organizational Culture. Strategic human resource management, including factors such as motivation, participation, education, employment, compensation systems and organizational culture that includes factors such as culture, class, development, is rational, positive and significant relationship. With greater understanding of the strategic management of human resources by employees, organizational culture among staff and increased promotion.

Demirbag et al. (2010), in a study entitled The relationship between strategic human resource management and performance of the company and discuss whether in terms of performance, strategic view of human resource management than the traditional approach is superior? The aim of this study was descriptive, association between the method used in human resource management and performance of organizations and companies. To analyze the data, descriptive and inferential statistical methods using SPSS software is used. The findings showed that companies that pursue strategic human resource

management activities compared to firms that do not perform these activities (traditional companies) have better performance and use of strategic human resource management practices and principles is to improve the performance of companies.

3. Discussion and results

3.1 findings

3.1.1 Hypotheses

3.1.1.1 The main hypothesis testing:

The strategic management of human resources by empowering employees there is a significant relationship between the branches of the National Bank of Golestan province

Pearson correlation test was used to assess this hypothesis:

H0: the strategic management of human resources innovation, there is no significant relationship.

H1: strategic human resources management by making significant relationship exists.

Table 1. Correlation strategic human resource management by empowering

Correlation table			
Innovation	Strategic Management of Human Resources		Strategic Management of Human Resources
*745.	1	Pearson Correlation	
0.000		Significance level	
234	234	Total	
1	*745.	Pearson Correlation	Innovation
	0.000	Significance level	
234	234	Total	

* Correlation is significant at the 0.05 level (2-tailed).

According to the table (1) * 745.my and correlation assumptions with respect to the level of significance in this test 000 / 0sig = is because (sig < α) and 05/0 = α HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between strategic management of human resources innovation

3.1.1.2 The first sub-hypothesis:

The strategy of human resource management by empowering employees there is a significant branch of the National Bank of Golestan province

Pearson correlation test was used to assess this hypothesis:

H0: the human resource management strategy by enabling significant relationship exists

H1: between human resource management strategies by enabling a significant relationship exists.

Table 2. Correlation human resource management strategy by enabling

Correlation table			
Innovation	HRM strategy		HRM strategy
.537*	1	Pearson Correlation	
. . . .		Significance level	
234	234	Total	
1	.537*	Pearson Correlation	Innovation
	Significance level	
234	234	Total	

* Correlation is significant at the 0.05 level (2-tailed).

According to the table (2) * 537.my and correlation assumptions with respect to the level of significance in this test 000 / 0sig = is because (sig < α) and 05/0 = α HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between HRM strategy innovation.

The second sub-hypothesis test: - The role and position of human resources innovation National Bank branches in Golestan province there is a significant relationship.

Pearson correlation test was used to assess this hypothesis:

H0: the role and position of human resources innovation, there is no significant relationship.

H1: between the role and position of human resources innovation there is a significant relationship.

Table 3. Correlation role and position of human resources innovation

Correlation table		
Innovation	The role and position of human resources	
.445*	1	Pearson Correlation
0.000		Significance level
234	234	Total
1	.445*	Pearson Correlation
	0.000	Significance level
234	234	Total

* Correlation is significant at the 0.05 level (2-tailed).

According to the table (3) * 445.my and correlation assumptions with respect to the level of significance in this test 000 / 0sig = is because (sig < α) and 05/0 = α HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say that the role and position of human resources innovation, there is a significant relationship.

3.1.1.3 The third sub-hypothesis:

The internal strategy of human resource innovation National Bank branches in Golestan province there is a significant relationship.

Pearson correlation test was used to assess this hypothesis:

H0: the internal strategy of human resource innovation, there is no significant relationship.

H1: between internal strategy of human resource innovation There is a significant relationship.

Table 4. Correlation of human resources innovation strategy

Correlation table		
Innovation	Internal human resource strategy	
.397*	1	Pearson Correlation
0.000		Significance level
234	234	Total
1	.397*	Pearson Correlation
	0.000	Significance level
234	234	Total

* Correlation is significant at the 0.05 level (2-tailed).

According to Table (4) * 397.my and correlation assumptions with respect to the level of significance in this test 000 / 0sig = is because (sig < α) and 05/0 = α HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say the national strategy for human resources innovation, there is a significant relationship

3.1.1.4 The fourth sub-hypothesis:

Between the foreign strategy of human resource innovation National Bank branches in Golestan province there is a significant relationship.

Pearson correlation test was used to assess this hypothesis:

H0: the external strategy, human resources innovation, there is no significant relationship.

H1: between external strategy, human resource innovation There is a significant relationship.

Table 5. Correlation external human resources strategy for empowerment

Correlation table		
Innovation	External human resources strategy	
.397*	1	Pearson Correlation
0.000		Significance level
234	234	Total
1	.397*	Pearson Correlation
	0.000	Significance level
234	234	Total

* Correlation is significant at the 0.05 level (2-tailed).

According to Table (5) * 397.my and correlation assumptions with respect to the level of significance in this test $0.00 / 0.05 = \alpha$ is because $(\text{sig} < \alpha)$ and $0.05 / 0 = \alpha$ HO hypothesis is rejected and H1 hypothesis is confirmed that 95% say there is a significant relationship between the foreign strategy of human resource innovation.

4. Conclusion

4.1 Conclusion

As has been stated to Tvrmfsl this study based on data collected through questionnaires were analyzed through Pearson correlation test was performed using SPSS software and analyzed to test the hypothesis and at the end of the analysis and response to the assumptions discussed the results of this study are as follows.

4.2 The results

The main hypothesis of the relationship between strategic human resource management by empowering employees to examine Dhd.ntayj Golestan National Bank obtained the Pearson correlation test shows that the strategic management of human resources by empowering employees Golestan National Bank Relationship the first significant with 99% confidence. So the main hypothesis is confirmed and confirmed that the promotion of the strategic management of human resources, innovation of employees will also increase.

First hypothesis: the relationship between human resource management strategy by empowering employees to examine Dhd.ntayj Golestan National Bank obtained the Pearson correlation test shows that the strategy of human resource management by empowering employees Golestan National Bank Relationship So significant a first sub-hypothesis is confirmed with 99% confidence and confirmed that the promotion of human resources management strategy, enabling employees will also increase.

The second hypothesis: the relationship between the role and position of human resources by empowering staff to examine Dhd.ntayj Golestan National Bank obtained the Pearson correlation test shows that the position of human resources innovation National Bank branches Golestan significant relationship. So the second sub-hypothesis is confirmed with 99% confidence and confirmed that the improvement of the position of human resources, innovation of employees will also increase.

The third sub-hypothesis: the relationship between the internal strategy of human resources by empowering staff to examine Dhd.ntayj Golestan National Bank obtained the Pearson correlation coefficient indicates that the internal strategy of human resource innovation Golestan National Bank Relationship So significant was the third sub-hypothesis is confirmed with 99% confidence and confirmed that the promotion of human resources strategy, empowering employees will increase

4.3 Practical suggestions

1. Out agreements with other institutions, universities, technical schools in order to hold short-term courses tailored to the needs of education in the field of strategic management of human resources.
2. Establish long-term relationships with organizations specializing in the promotion of human resources based on strategic management.
3. Creating robust and powerful platform for research and development in the field of employee innovation.
4. Embracing new ideas in the field of strategic planning, human resources staff.
5. Established organizational procedures for employees to encourage innovation and provide better service in the field.
6. In order to improve the innovation of staff, investment in improving performance in the first place and then to reform the organizational structure of the National Bank paid the Golestan province.

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