

The effect of time management and organizational agility in improving human resources in the public sector

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Abstract

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The purpose of this research is investigating the role of time management and organizational agility in improving human resources in the public sector of the Komijan city. This research is applied and descriptive survey. Statistical universe involved managers and employees of in government organizations Komijan city in 2018. This people was 210. According to Morgan's sampling table, the sample size of sample is 132 who are selected randomly. Data collection tools consisted of Human resource improvement questionnaire with reliability coefficient of 0.89, time management questionnaire with reliability coefficient of 0.77, organizational agility questionnaire with coefficient of reliability of 0.83. The data were analyzed using descriptive statistics, structural equations, path analysis and t-test. In this regard, spss23 and PLS were used. The results show that time management has a positive and significant effect on any of the variables of employees' motivation, job satisfaction, creativity and innovation, tendency to training and staff survival. Also, organizational agility has a positive and significant effect on any of the variables of employees' motivation, job satisfaction, creativity and innovation, tendency to training and staff survival. Applied research proposals are recommended to managers of public sector in order to implement time management and organizational agility programs.

Keywords: Time management, organizational agility, human resources improvement, governmental organizations.

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