

Pattern of integrating of human resource management systems and socialization tactics of new employees and its impact on performance

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Abstract

Human resource is one of the entrances to the organizational system. The more organization is able to nurture and maintain a more effective workforce, the more successful it is in achieving its goals and ahead of its competitors. One of the reasons that makes large organizations successful is that at the very beginning, they introduce employees to the values, work ethics and attitudes of the organization. Organizational culture educates employees about the needs and needs of the organization and carries out the process of socialization for them. This study aimed to investigate the impact of fitness human resources systems and socialization tactics of newcomers on their performance. And their descriptive research method and the statistical population consisted of 250 new recruited employees of mastrefoodeh industries co. About 234 questionnaires were collected. This research has 1 main hypothesis and 4 sub-hypotheses that were tested by pearson correlation and anova tests. As a result of the research hypotheses supported by the fitness between hr systems and socialization tactics, the results show that the fitness of socialization tactics and hr systems improves personnel performance

Keywords: Human resource systems, socialization tactics, job performance.

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