

# Investigating The Effect Of Human Resource Management Performance On Retaining Knowledge-Based Employees In A Knowledge-Based Company With Regard To The Mediating Role Of Knowledge Management

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## Abstract

The Purpose Of This Study Is To Investigate The Effect Of Human Resource Management And Knowledge Management Performance On Retaining Knowledge-Based Employees In A Knowledge-Based Company. The Present Research Is Descriptive-Correlational In Terms Of Applied Purpose And In Terms Of Data Collection. The Statistical Population Is The Researchers Of A Knowledge-Based Company And The Statistical Sample Of 172 Employees Who Are Directly And Indirectly Engaged In Research Activities And Were Selected Through Simple Random Sampling Method. The Data Collection Tool Was A Questionnaire And The Reliability Rate Was Calculated By Cronbach's Alpha Method Which Was 0.898. Findings Of The Present Study Show That There Is A Positive And Significant Relationship Between Human Resource Management Performance And Knowledge Management Capacity And Retention Of Knowledge-Based Personnel. There Is A Significant Relationship Between Personal Fit And Job And Retention And Willingness To Continue Employee Activity. Also, There Is A Significant Relationship Between Each Of The Performance Factors Of Human Resource Management, Service Compensation And Recognition Of Employee Value, Job Design And Job Promotion, Job Training And Development, Participation And Performance Appraisal, Satisfactory Work Environment And Maintenance, And Desire To Continue Employee Activity. And There Is A Significant Relationship Between Each Of The Knowledge Management Processes (Knowledge Acquisition, Knowledge Sharing And Knowledge Application And Maintenance) And The Desire To Continue The Activity Of Employees.

**Keywords:** Human Resource Management, Retention Of Knowledge-Based Staff, Knowledge Management, Knowledge-Based Company.

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