

IDENTIFYING AND PRIORITIZING THE AFFECTING FACTORS ON IMPROVING HUMAN RESOURCE EFFICIENCY

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Abstract

The education system needs powerful and efficient employees to improve its performance. In this regard, the present study has been made to identify and prioritize the effecting factors on the improvement of the human resource efficiency in the ministry of education of Hamadan province. This descriptive - analytical study took place in May 2012 on employees of ministry of education in Hamadan province. The used instrument was questionnaire. It should be noted that the data in this study analyzed using SPSS software and Topsis software. The whole assumptions of the research were approved, and all components have a suitable load factor that shows a possible interrelationship between them. The study revealed that the organizational goals, is the first and quick feedback is the last effecting factors on human resource efficiency.

Keywords: performance evaluation, employee participation, training, wage and salary, efficiency.

JEL Classification: J2, J3.