

Model of Human Resources Development in the Public Sector of Kerman Province in 1404

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Received: 13/08/2018; Accepted: 01/01/2019

Abstract

The development of the human resource management, because it motivates constant competition as an advantage, should be the prioritized task/aim of governmental and private organizations. In this research, in spite all of theoretical and practical problems, we have attempted to put forward a local model for the development of the human resource management in Kerman province, Iran. The research utilizes an interpretive management research model, and high level documents, experts in human resource management at best universities, and governmental experts in human resource management in Kerman constitute its statistical population which are selected respectively according to Purposive sampling and Snowball sampling. The data gathered from the analysis of high level documents and interviews are examined and interpreted according to Content Analysis method. According to the research findings, in each phase (input, process and output) a number of variables in the development of the human resource management are involved which make the input stage more significant than the other two stages. Also, this province plays a crucial role the development of human resource management. Although the reported and identified variables are specifically used in context of Kerman province, they can be used for the purpose of the development of the human resource management in other provinces as well.

Introduction

A society and a national economy, as far as the national human resource development approach is concerned, advance themselves by absorbing, developing, and using human resources (Oh. H, et al.). Oh. et al point out that human resource management studies (Organization for Economic Co-operation and Development for example) mainly focus their attentions on

developed countries. In the past, human resource management in America and other management systems considered their systems as the best form of management, which according to Lee (2017) was a form of colonialism. Taking into consideration the countries that have made significant progress in the last decades, it can be argued that they have not necessary followed the path and patterns of Western countries. For example, developing countries like as Brazil, Russia, India, China and South Africa consider human resource management as the real reason behind their growth. Human resources play a key role in providing consistent growth for as well as competitiveness for a country (Oh et al., 2017).

In order to develop national human resources, it is vital to develop (educate) managers and employees working in government organizations. Nevertheless, the importance of this topic has been overlooked in studies and researches. As development of human resource development models in private and public sectors differ, therefore, the human resources development model of the public sector will be different. If we ask managers working the public sector in Kerman province what/which model of human resource development they prefer, probably we will receive no logical response. In order to fill such a gap, we try to present the human resource development model in the public sector of Kerman province in 2025 in this research.

Case Study

The statistical population of the study consist of three categories: the upstream national documents, university experts in the field of human resources, and experts in the field of human resources working in organizations of Kerman province. Considering its qualitative essence, this research deploys purposive sampling and snowball sampling.

Materials and methods

In this research, interpretive methodology is used based on background essence, interaction, and summarization along with generalization. The data are collected based on university experts' opinions and executives/managers of organizations of Kerman province through an interview. Also, the selected method of data analysis is content analysis.

Results and discussion

As the interviewees point out, the human resources of the public sector should focus on the "input" as different inputs provide different results. Human resources development, in the process of development, takes place in different ways: organizations and managers may assign more tasks to employees in order to empower them. According to the research background

and interviews, the implications of human resource development might be each of the following items: human resource development reduces organizational costs (unlike what can be observed in Organizations in Kerman) as organizational processes and procedures are optimized and utilized by competent and skillful employees. Nevertheless, as long as there is no suitable platform for development, this concept is meaningless.

Conclusion

In this research, the role of the input variables is more important than the other variables for experts and experts believe that different inputs lead to different results. At the end, it should be mentioned that the extracted research codes are not discriminated against each other. Hence, the variables of each stage as well as the stages and context of human resource development are indispensably interrelated. Kerman province has its own specific contextual characteristics that distinguishes it from other provinces of the country. Of course, many of the variables identified in this research can be used in private organizations and in other provinces, however, as the target of the research was Kerman province and therefore experts of this province are interviewed, the results of the research can only be generalized for this province.

Key Words: Human resource development, Public sector, Kerman Province and Content Analysis.