



## Impact of actions of human resources management for the commitment of employees(Case study: Bahman Automotive Group)

1. Ali Sohrabi om abad\*<sup>1</sup>

2. Mojtaba Maleki

3. Mahmoud Amiri fard

1. Student of *Master of Business Administration (MBA)*, Department of Pharmacoconomics & Master of Business Administration (MBA), Faculty of Advanced Sciences & Technology, Pharmaceutical Sciences Branch, Islamic Azad University, Tehran - Iran (IAUPS), [mojahed51541@chmail.ir](mailto:mojahed51541@chmail.ir)
2. Department of Pharmacoconomics & Master of Business Administration (MBA), Faculty of Advanced Sciences & Technology, Pharmaceutical Sciences Branch, Islamic Azad University, Tehran - Iran (IAUPS), [dr.maleki@iaups.ac.ir](mailto:dr.maleki@iaups.ac.ir)
3. Master of Business Administration, Central Teheran Branch, Islamic Azad University, Tehran, [amirifardmahmod@yahoo.com](mailto:amirifardmahmod@yahoo.com)

### Abstract

One of the main indicators of increasing the quality of employees is organizational commitment, and in this regard the HRM practices is one of the important levers director of the organization to raise the level of organizational commitment. The aim of this study was to identify the effects of the Actions of managers in the human resources of the organization's commitment to the Bahman automotive group. These Research, is applied research and survey methodology. The study population included all staff and workers constituted to Bahman automotive group. A sample of census and a standard questionnaire was used to collect data. In this study, 8 hypothesis includes the impact of human resource practices on organizational commitment that was evaluated. According to the results of research the correlation with all 8 HRM practices and organizational commitment to Group headquarters confirmed. 5 of 8 actions had positive correlation measure HRM practices and organizational commitment has been recognized for significant plant workers. These measures include the headquarters for the "absorption The goal of the work "," training "," performance evaluation, "" opportunities for improvement "," performance-based compensation "," facilitate the knowledge "," job security "and" integrated human resources management system ". Just for workers "promotion opportunities", "performance-based compensation" and "facilitate the knowledge" and "commitment" was not confirmed. According to the results of statistical analysis, factors affecting the "organizational commitment" in workforce automotive group between the two groups in terms of respondents' headquarters and factory workers; ranked. In this study, the relationship between variables such as age, experience, gender and education level of organizational commitment was tested that relationship of the variables and organizational commitment was not confirmed. Finally, based on the results of research proposals for improving the level of commitment of this group of car maker is provided.

**Keywords:** Human resources management, HRM practices, organizational commitment.

### Introduction

The efficient manpower is considered as major indexes advantage of an organization than the other, because manpower is considered the most important resource of any organization. Commitment arises as a man's attitude no doubt that organizations with a high level of commitment, usually of higher performance. In other words, the commitment increases the efficiency, effectiveness and productivity of the organization and ultimately improve society will be followed (Asgari, 1381, p. 252). Human resources committed themselves to belong to the organization sees its own goals and objectives of the organization in order to realize they will not spare any effort in the effort. Affiliated organizations and individuals committed to itself and its identity in addition to its efforts to the development and promotion organization takes steps to greatness and therefore the mission and philosophy of their organization gets closer (Armstrong, 1377, p. 46-47). Research shows that organizational commitment with many other organizational behavior such as absenteeism, delays and displacements has inverse relationship, ie the commitment is more, these variables will be reduced. So potentially it has serious effects on the performance of the organization's commitment and it could be an important

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<sup>1</sup> corresponder author