

Investigating the impact of strategic human resource management on job satisfaction and law-breaking of electricity industry employees with the role of servant leadership as a moderator

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Abstract:

The purpose of this research is to investigate the impact of strategic human resources management on job satisfaction and law-breaking of electricity industry employees with the role of servant leadership as a moderator. The statistical population of this research is the managers and electrical workers of the Mazandaran and Golestan regional electricity company, and the research sample size is 214 people using Morgan's table. Data collection in this research was done by the field method and the data collection tool was a questionnaire. The reliability of the questionnaire was determined by Cronbach's alpha method. Structural equation method using SmartPLS software was used to examine and analyze research hypotheses. The research results showed that the results of this study show that the strategic management of human resources has a direct effect on reducing the breaking of laws and increasing the job satisfaction of employees in the electricity industry. The negative effect of strategic human resources management on law breaking shows that the implementation of effective strategies in the field of human resources can reduce unethical and incompatible behaviors. Also, strategic management of human resources increases employee satisfaction by improving job conditions. On the other hand, servant leadership also plays an important role in both reducing rule breaking and improving job satisfaction. More interestingly, servant leadership as a moderator strengthens the effects of strategic human resource management in both law-breaking and job satisfaction variables. This shows that combining strategic approaches in human resource management with servant leadership style can help strengthen organizational order and employee satisfaction.

Keywords: Strategic management of human resources, job satisfaction, servant leadership, breaking the law, electricity industry

Date of sending the article: 2024/09/13
Acceptance date of the article: 2025/01/15

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