

The Impact of Human Resources Mind Management on Organizational Development through the Mediator Variable of Organizational Culture

Mostafa Azghandi

University Lecturer, Department of Humanities, Faculty of Management Studies,

Payam Noor University, Mashhad, Iran

Abstract

The aim of the present article is to survey the impact of human resources mind management on organizational development via the mediator variable of organizational culture. Hence, the 141-member staff of Tehran's Organization of Education, was selected as the statistical population. With the help of "Krejcie and Morgan's Table," 100 samples were chosen through Proportionate Stratified Sampling. As an applied research type, its method was Descriptive and Correlational. Moreover, in order to gather data, the researcher designed a questionnaire (based on the 5-point Likert Scale) with acceptable validity and reliability. Finally, the data were analysed by Descriptive and Inferential Statistical Methods. In the inferential analysis, tests of Pearson's and Spearman's Correlation Coefficients, Linear Regression Analysis, Analysis of Variance (ANOVA) and Structural Equation Modelling (SEM) were used to test the hypotheses and questions. Also, SPSS and LISREL software were applied. Research findings indicated that human resources mind management as an independent variable, affects organizational culture and organizational development as dependent variables. Furthermore, there is a significant relationship between organizational culture and organizational development. The most important findings of the research demonstrated that the indirect effect of human resources mind management on organizational development, via the variable of organizational culture, is more than its direct effect when the organizational culture acts as a mediator variable. Accordingly, the results obtained from research questions about the variable of organizational development proved that there is a direct significant relationship between the two features of respondent demography, (namely staff's age and job experience), and the staff's readiness to accept organizational development. However, the results of Spearman's rho test for analyzing the relationship between the two variables of staff's education and organizational development illustrated that there is a reciprocal relationship.

Keywords: Mind management; Human resources management; Change; Organizational development; Organizational culture; Organizational behavior

Hypotheses

H1: Mind management of human resources has a positive effect on organizational culture

H2: Mind management of human resources has a positive effect on organizational development

H3: Organizational culture has a positive effect on organizational development

H4: The indirect effect of mind management on organizational development, via organizational culture, is more than its direct effect (**Main** hypothesis)

