

Integrated Information System on Human Resource Management in Project-Based Organizations

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Abstract : Human Resource Management as one of the core processes of the project-based companies, despite its key role in the success and competitive advantage, is relatively unknown. In the project-based companies, due to the accelerated movement of knowledge in the work activities and the temporary nature of the project, the need to develop mechanisms for achieving optimal management of this issues is very challenging. Approach to human resource management in these companies evolves with goals, strategies, and operational processes. Therefore, the need for appropriate tools to facilitate implementation of the optimized human resource management in the project is more than before, Which currently with the development of information technology and modern communication, appropriate to address the optimal approach for dynamic management of human resources in the project have been provided. This is done by using the referral system implemented in Mahab GCE that provides 1: the ability to use humans in projects without geographic limitation and 2: information on the activities and outcomes of referrals. Furthermore, by using this system, recording the lessons learned after any particular activity on projects, accessing quantitative information, procedures, documentation of learned practices that have been stored in the data base as well as using them in future projects is provided.

Keywords : human resource management, project base company, ERP, referrals system

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