

Evaluating and Prioritizing the Effective Management Factors of Human Resources Empowerment and Efficiency in Manufacturing Companies: A Case Study on Fars' Livestock and Poultry Manufacturing Companies

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Abstract : Rapid environmental changes have been threatening the life of many organizations. Enabling and productivity of human resource should be considered as the most important issue in order to increase performance and ensure survival of the organizations. In this research, the effectiveness of management factory in productivity and inability of human resource have been identified and reviewed at glance. Afterwards, answers were sought to questions "What are the factors effecting productivity and enabling of human resource?" and "What are the priority order based on effective management of human resource in Fars Poultry Complex?". A specified questionnaire has been designed regarding the priorities and effectiveness of the identified factors. Six factors were specified consisting of: individual characteristics, teaching, motivation, partnership management, authority or power submission and job development that have most effect on organization. Then a questionnaire was specified for priority and effect measurement of specified factors that were reached after collecting information and using statistical tests of Keronchbakh alpha coefficient $r = 0.792$, so that we can say the questionnaire has sufficient reliability. After information analysis of specified six factors by Friedman test their effects were categorized. Measurement on organization respectively consists of individual characteristics, job development or enrichment, authority submission, partnership management, teaching and motivation. Lastly, approaches has been introduced to increase productivity of manpower.

Keywords : productivity, empowerment, enrichment, authority submission, partnership management, teaching, motivation

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