

Recognizing and Prioritizing Effective Factors on Productivity of Human Resources Through Using Technique for Order of Preference by Similarity to Ideal Solution Method

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Abstract : Studying and prioritizing effective factors on productivity of human resources through TOPSIS method is the main aim of the present research study. For this reason, while reviewing concepts existing in productivity, effective factors were studied. Managers, supervisors, staff and personnel of Tabriz Tractor Manufacturing Company are considered subject of this study. Of total individuals, 160 of them were selected through the application of random sampling method as 'subject'. Two questionnaires were used for collecting data in this study. The factors, which had the highest effect on productivity, were recognized through the application of software packages. TOPSIS method was used for prioritizing recognized factors. For this reason, the second questionnaire was put available to statistics sample for studying effect of each of factors towards predetermined indicators. Therefore, decision-making matrix was obtained. The result of prioritizing factors shows that existence of accurate organizational strategy, high level of occupational skill, application of partnership and contribution system, on-the-job-training services, high quality of occupational life, dissemination of appropriate organizational culture, encouraging to creativity and innovation, and environmental factors are prioritized respectively.

Keywords : productivity of human resources, productivity indicators, TOPSIS, prioritizing factors

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