

# Investigate the relationship between human resource practices and organizational learning capacity

Javad Mehrabi, Abbas Pezeshkpur and Ruhollah Nasiri\*

Department of management Qazvin branch, Islamic Azad, University, Qazvin, Iran

*Corresponding author:* Ruhollah Nasiri

**ABSTRACT:** The present study sought to examine the relationship between human resource practices and organizational learning capacity. The population of our tax administration is Alborz Province. In this regard, efforts have been made to the relationship between human resource practices and learning capacity (individual, team, and organization) of the tax administration of the Alborz Province review. The aim of the present study is an applied research and data collection, descriptive and correlational research. Data from the questionnaire were used organizational learning and human resource activities. The results of the comparison test and Pearson correlation coefficient (t) were used. Data were analyzed by SPSS 18 software. The results show that the activity of human resources and organizational learning capacity, there was a significant relationship.

**Keywords:** organizational learning, human resource activities, tax administration Alborz Province.

## INTRODUCTION

Full range becomes wider range of day to day. Among the significant developments in the field of management, and the emergence of phenomena such as the development of knowledge management and organizational learning. The success of knowledge as an asset should exchange between humans and ability to grow. Knowledge of how to solve problems, can be obtained in this way students will be able to manage organizational learning that led to the creation of new knowledge, develop. Conscious organizations are aware that knowledge, intellectual capital is the only capital that can change over time, and if harnessed effectively, be creative and competitive position to maintain. The use of intellectual resources, can cause significant financial benefits. Knowledge management is a process that helps organizations identify, select, organize, transfer and dissemination of important information and skills that are part of the history and are generally unstructured organization, helps. To help manage the knowledge, concepts and methods are clear, the challenges are obvious and can be overcome, the benefits are clear and can be considerable. Here are key issues, administrative support, and evaluate success and technological problems with this, do not have much importance. To successfully implement knowledge management, there are several key factors in different cultures, different. Now we turn to the second part of the research literature and in the third part of the research methodology and in the fourth section, we will analyze the data and the conclusions reached in the fifth section.

## Litrture

Human resource management through processes of job rotation, job enlargement, job enrichment and sharing of learning, creating a learning environment and then through the promotion of human resources and processes of adaptation and change, leading to the creation of a learning organization. In a research The findings show that between knowledge management and organizational aspects of the hard and soft, and there is a positive relationship. Knowledge management has a positive correlation with the three dimensions of organizational innovation (Abdolalamian, 2010). Other research The end result was a low level of organizational learning capability, innovation cannot be observed (Davar Zani, 2005). The results showed that, first, knowledge of the impact of organizational learning on organizational innovation (Tavakoli, 2006). The results of a study using the statistical

results obtained from the analysis of the effect of orientation of the learning organization on exchange of knowledge and innovation were identified (Kokabah, 2010). Organizational learning and knowledge management through direct influence on organizational innovation and organizational innovation, new knowledge is created which requires organizational learning(Rezvani, 2011). In a paper discusses the concepts of creativity and innovation to explain the concept of integrative learning different aspects have been addressed (Goodarzi, 2011). The biggest competitive advantage in the new business paradigm, learning is presented (Ahmadi, 2011). Cycle of economic development with the development of entrepreneurship and entrepreneurial drive is the engine of growth and development(Shoghi, 2012). The need for knowledge and learning and knowledge in organizations of innovation in their prerequisites.(Dvoodi, 2011). The results show that the training and control of business processes, positive effects on increasing the level of innovation within organizations(Yuan Lee, 2005).

### MATERIALS AND METHODS

One of the most important scientific research methodology appropriate to the investigation. The present research is applied.Why is this study about a real issue, objective and live (viable ) have been conducted and the results can be of practical use. Information required for our study was collected through a questionnaire. The study included descriptive statistics and inferential statistical methods will be used. The validity of university professors and advisors to carefully test the questionnaire, Cronbach's alpha was used. Spss software used to analyze the data.

#### Analysis of the data

We had to test hypotheses:

#### The first sub- hypothesis:

HO: Human resource activities don't have an impact on individual learning capacity

H1: Human Resources activities impact on individual learning capacity.

Table 1. Result of The first hypothesis

		Correlations	
		Individual learning capacity	Human resources activities
Individual learning capacity	Correlation	1	.582**
	Significance level		.000
	Count	101	94
Human resources activities	Correlation	.582**	1
	Significance level	.000	
	Count	94	96

\*\* . Correlation is significant at the 0.01 level (2-tailed)

Because the value of the correlation coefficient is positive, the relationship between these two factors in the positive direction. In other words, human activity has a positive impact on individual learning capacity. Hypothesis 1 is confirmed.

#### The Second sub- hypothesis:

HO: Human resource activities don't have an impact on team learning capacity

H1: Human Resources activities impact on team learning capacity.

Table 2. Result of The second hypothesis

		Correlations	
		Individual learning capacity	Human resources activities
Individual learning capacity	Correlation	1	.582**
	Significance level		.000
	Count	101	94
Human resources activities	Correlation	.582**	1
	Significance level	.000	
	Count	94	96

\*\* . Correlation is significant at the 0.01 level (2-tailed)

Because the value of the correlation coefficient is positive, the relationship between these two factors in the positive direction. In other words, human activity has a positive effect on team learning capacity.

**The third sub-hypothesis:**

HO: Human resource activities don't have an impact on organizational learning capacity

H1: Human Resources activities impact on organizational learning capacity.

Table 3. Result of The third hypothesis

		Correlations	
		Individual learning capacity	Human resources activities
Individual learning capacity	Correlation	1	.830**
	Significance level		.000
	Count	96	93
Human resources activities	Correlation	.830**	1
	Significance level	.000	
	Count	93	98

Because the value of the correlation coefficient is positive, the relationship between these two factors in the positive direction. In other words, human activity has a positive impact on organizational learning capacity.

**The main hypothesis:**

HO: Human resource activities don't have an impact on learning capacity.

H1: Human Resources activities impact on learning capacity.

Table 4. Result of The main hypothesis

		Correlations	
		Individual learning capacity	Human resources activities
Individual learning capacity	Correlation	1	.807**
	Significance level		.000
	Count	96	93
Human resources activities	Correlation	.807**	1
	Significance level	.000	
	Count	91	96

Examine the correlation table shows that the positive relationship between human resources practices and learning capacity there. Thus, human activity has a positive effect on learning capacity.

**CONCLUSION**

The main hypothesis on the relationship between human resource practices and organizational learning capacity is built. Due to the significant level (sig) observed that the level is less than 0.05. Due to the output spss, Pearson's correlation coefficient (0.807) indicates a positive relationship between the functions of human resource management and organizational learning capacity. The main hypothesis is confirmed. So one standard deviation increase in human resources management functions; organizational learning capacity will increase to the extent.

**REFERENCES**

Abdolalamian S. 2010. Critical success factors of knowledge management systems:, Department of Industrial Engineering,, vol. 18 No. 2, p. 97.

Ahmadi DO. 2008. Developing a software infrastructure to support systematic innovation through effective management, Technovation, vol. 23, pp. 689-704.

Davarzani K. 2005. Organizational innovation: The challenge of measuring non-technical innovation in large-scale surveys, Technovation, ELSEVIER, ScienceDirect, P. 644-657.

Davoodi S. 2012. Knowledge management and reference services, The journal of academic librarianship, vol. 30, no. 5, pp. 368-81

Goodarzi R. 2009. Strategic human resource practices and innovation performance – The mediating role of Knowledge management capacity, Journal of Business Reaserch.

Kokabha D. 2010. Measuring innovation best practices: Improvement of an innovation index integrating threshold and synergy effects, Technovation, ELSEVIER, ScienceDirect. Pp 838-854.

Rezvani T. 2011. Internal Knowledge generation: the research laboratory and innovation productivity in the pharmaceutical industry, Journal of Engineering Technology Management, 17, pp. 247-271.

Tavakoli C. 2006. The influence of environmental, organizational and HRM factor on employee behaviors: a Mexican case study of organizational learning, Journal of world business, 39, pp. 1-11.

Yuan L. 2004. the construct of the Learning Organization: Dimensions, Measurement and validate. Business Strategy, Vol· 19 No· 1, pp· 4-20.