



Presenting model of job attachment improvement of personel (case study on branches of Keshavarzi Bank in Hamedan province)

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Abstract

Many ideas and various models have been presented about job attachment of personnel and solutions of improving exploitation of human resources that study and perception of them give some valuable experiences to managers and enthusiasts to this field. The thing that is obtained in evaluation and study of these models is emphasis on factors that are effective on personnel's job attachment and more participation and improvement of their satisfaction level and finally improving exploitation of human resources. Experts of human resources have described the participation as a method to reduce inefficiencies, costs and consequences due to dissatisfaction in work environment. The researchers of this paper have tried to present the model of job attachment improvement of personnel in order to improve exploitation of human resources by study and evaluation of available knowledge interview with managers and personnel of branches of Keshavarzi Bank in Hamedan province and also professors of management. In this regard the conceptual model is presented by extraction of the most effective components and suitable arrangement of them. In the proposal model 7 components (the basic concept) of rationality, education, leadership, trust, culture, structure and service compensate were found as the most general factors of forming job attachment so that many other effective factors are achieved and form job attachment when before them these seven components become practical.

Keywords: job attachment, organizational rationality, education, trust, participative leadership, participative culture and compensate and rewards