

Strategic human resource management and knowledge workers; a case study of teachers at the University of North Khorasan

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Abstract:

In recent years, there has been an increased interest in knowledge management (Robertson and Swan, 2004) so that the total population of the industrial age to an information-based era has invested. Despite the proliferation of literature in the field of strategic management and an emerging body of literature in the field of research ,SHRM (Wright et al., 2001), little information is available about a little knowledge-based companies While substantial data to support the importance of leveraging knowledge as a basis for developing the organization's ability to achieve competitive advantages (for example, Jackson et al., 2003) there is The aim of this study was to investigate the management of human resources strategy and knowledge workers (Case study: Northern Khorasan cultural university staff) . The research method used in this research is descriptive and correlational - has been applied. The population of this study included 250 university staff members . Cochran formula was used for sample selection And 150 subjects have to be chosen. The reliability of the standard questionnaire using Cronbach's alpha and the reliability using Cronbach's alpha of 0.88 was obtained that the indicator is to verify the reliability of the questionnaire. The results showed that there is a positive impact between strategic human resource management and knowledge workers.