

# **The Impact Of Compatibility Of Human Resource Management Strategies And Business Strategies On The Organizational Performance**

**Seyed Yaghoub Hosseini\***  
**Seyed Abass Mousavi\*\***  
**Abolfazl Ebrahimi\*\*\***

## **Abstract**

The role of human resource management in achieving competitive advantage has been analyzed in the past studies. But fewer researches have been attempted on the compatibility between human resource management strategies and business Strategies and its impact on organizational Performance. It seems that absence of such compatibility in many companies could affect decreasingly on the performance. So we need more researches in this field. The aim of this study is surveying compatibility between human resource management strategies and business strategies and its impact on organizational performance. Statistic society of this research is companies located in special economic zone of Bushehr. The main hypothesis of this study is that we can promote organizational performance through creating compatibility between human resource management strategies and business strategies. The type of this research is applied in terms of purpose; its approach is quantitative in terms of research procedure. This study is based on library and survey method. Data have been analyzed through structural equation modeling (averages comparison method. The results show that the performance is higher in the companies with compatibility between human resource management strategies and business Strategies, in comparison with the companies that don't have this compatibility.

**Keywords:** Human resource management, Business strategy, Human resource strategies, Organizational

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\* Assistant Professor, Business Management Department, Persian Gulf University (hosseini@pgu.ac.ir)

\*\* Assistant Professor, Business Management Department, Persian Gulf University

\*\*\* MA in Executive Management, Farabi Institute of Higher Education