إضواء وآراء حول واقع ومستقبل إدارة الموارد البشرية صعبة المراس في منظمات الأعمال

الخلاصة:

The current researsh is aimed to pay attention on concept of human resources hard (Difficult) to manage. Such style of human resourcses has emerged to form anew challenge for busniess organizations.

Management such human resources entails first determing incentives of their behaviour models. Analyzing these models will be important to strategical management of them from work.

In nutshell, this researsh try to recommendation of contemporary literature about future of difficult (hard) human resources management.

المقدمة:

اولا: المعضلة الفكرية للبحث وأهدافه

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(2004: 11)

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(Cooper & Sutherland,2004:7)

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ثانيا: أضواء حول الموارد البشرية صعبة المراس

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(1966)   (Goldner)   : "

(Keith Davis)   "

(Human Behavior at Work: Human Relations and

Organizational Behavior).   (1972)

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. (Davis,1972:22-23)

(Saton Stall,1980:513)   (Davis)   : "

-Human Beings –

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(Srivastva,1985:321)

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(7:1989)

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(12:1999)

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(MaxWell,1999)

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(7:1999) .

"   (69:2001   )

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        (   )   (160:2002   )

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(Goleman et al.,2002:83)

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(Brinkman & kirschner,2002:11)

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(104:2004   )

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(Cooper & Sutherland,2004:8)

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(144:2003   ) .

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(Prusak & Cohen,2001:1) .

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(Higgs & Dulewicz,1999:20) .

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3 - لماذا اصبحوا صعبين ؟ وهل من مسببات ؟

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(Vallas & Yarrow,1997:130) .

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- (Arnold,2000:45)

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; (Marks & Mirvis,1996) .   (   )

(29:1999   )

ثالثا: آراء حـــول المـوارد البشـرية صعبـة المـراس

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-        (Brinkman & Kirschner,1998)

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(Brinkman & Kirschner,1998:6-25 & 183-339)

(Akrwed & Thopson,2002)   –

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(Akrwed & Thopson,2002)   (2)

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(Akrwed & Thopson,2002:49-66)

(Cooper & Sutlerland,2004)   –

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3 . (Cooper & Sutlerland,2004)

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(Brinkman & Kirschner,1998)

(Akrwed & Thopson,2002) **(Cooper & Sutlerland,2004)**

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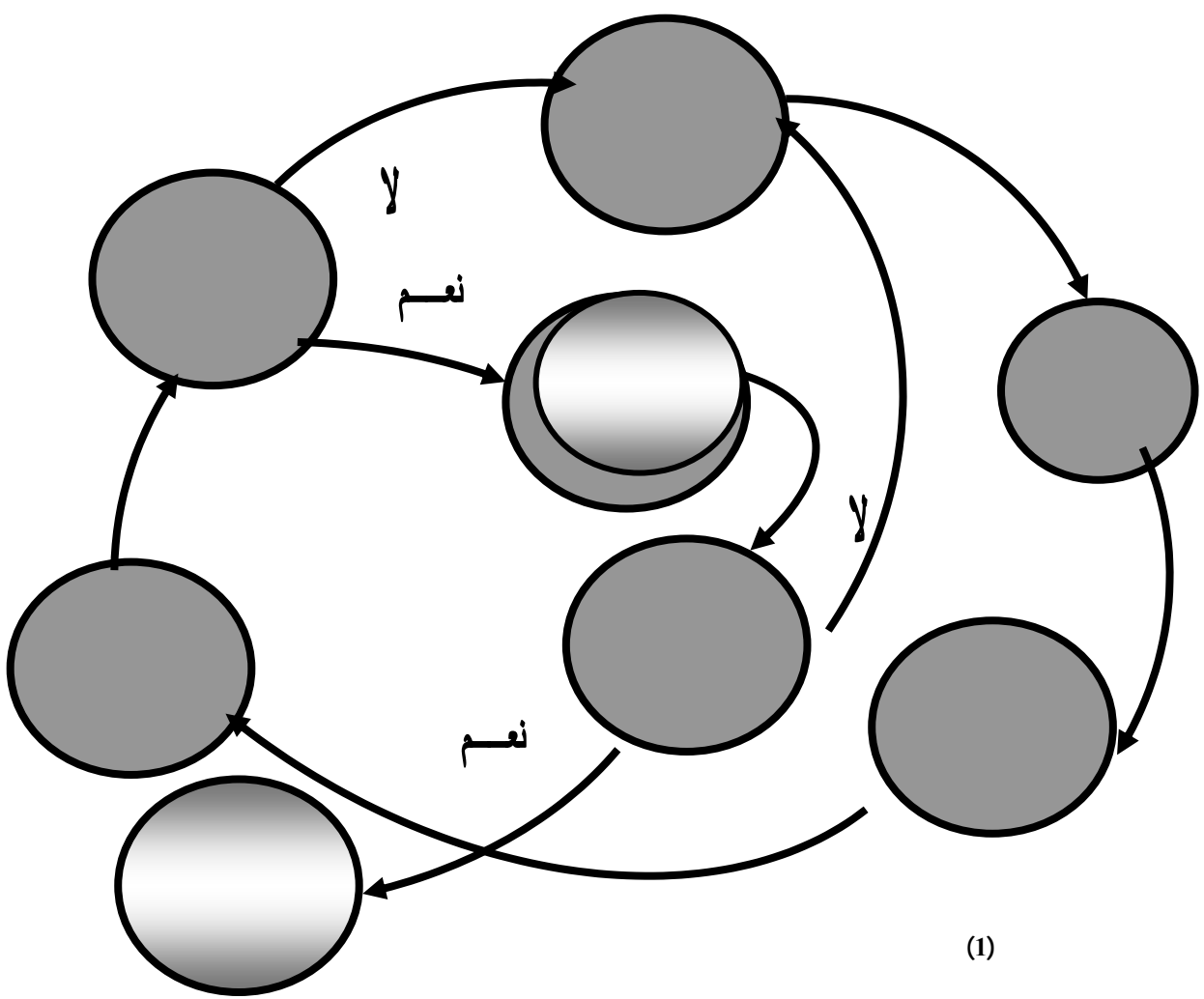
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رابعاً: مستقبل ادارة الموارد البشرية صعبة المراس

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.   (2003:6   )

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(2004:6   )

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.   (Alderfer,2001:142)

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7 .   : (Pressure From Superior)   (2000:75-78)

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خامساً: الخلاصة والإستنتاجات:

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   John MaxWell   .

6 .   (1999)   :
        /   Peter Drucker   .

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