

Investigating the Effect of Team Coaching on Group Decision-Making and Social Responsibility with the Mediating Role of Human Resource Flexibility (case study: government organizations of Ilam city)

Said Mehdi vayseh ¹

Mohammad Adina Vand ²

Ardeshir Shiri ³

Abstract

The current research was conducted with the aim of investigating the effect of team coaching on group decision-making and social responsibility with the mediating role of human resource flexibility in public organizations of Ilam city. The research method is applied in terms of purpose and descriptive-survey in terms of nature. The statistical population including managers and employees of government organizations in Ilam city, were 2500 people, of which 384 people were selected as the research sample. The main tool of data collection was questionnaire and data analysis was done by structural equation modeling method. And the results of the research showed that team coaching has a positive and significant effect on group decision-making, social responsibility and flexibility of human resources. Also, this research showed that the flexibility of human resources has a positive and significant effect on group decision-making and social responsibility and finally, team coaching has a significant effect on group decision-making and social responsibility through the flexibility of human resources.

Keywords: team coaching, group decision making, social responsibility, flexibility of human resources.

1. Associate Prof, Department of Management, Faculty of Literature and Humanities, Ilam University, Iran, m.vayseh@ilam.ac.ir

2. MSc. Student, public administration (human resources, mohammad.adinehvand73@gmail.com

3. Associate Prof, Department of Management, Faculty of Literature and Humanities, Ilam University, Iran, a.shiri@ilam.ac.ir