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RELATIONSHIP BETWEEN STRATEGIC HUMAN RESOURCES MANAGEMENT AND WORK PERFORMANCE; AN APPLICATION ON SHOPPING CENTER (AVM) STAFF

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EXTENSIVE SUMMARY

According to modern management understanding; It is suggested that more responsibility should be given to the workshops and that the opinions of the employees should be consulted in the management decisions. Organizations in which strategic human resources management approach is adopted; Performance and management can be achieved if the activities and decisions are carried out in this framework. In this study, the relationship between strategic human resources management and employee performance is examined and the impact of strategic human resources management on employee performance is addressed. The universe of your research; It creates the managers and businessmen in shopping centers operating in Ankara. For the purpose of collecting data for research; Strategic human resources management scale and employee performance scale were used. As a result of the research; It has been determined that the strategic human resources management approach applied at shopping centers affects the performances of the workers and there is a positive relation between them. The aim of the research is to provide a reliable working environment in the shopping centers and the shopping malls are getting more and more popular every day. Increasing customer potential of shopping centers should have strategic human resources management understanding; Will continue to increase the performance of the occupants and remain the center of attraction for the customers.