

The Impact of the Human Resource Management applications on Supply chain: Logistics Capabilities as a mediating variable

An Applied Study in the Jordanian Health Sector

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Abstract

The current study aimed to test the influence and identify the importance of human resource management applications in its dimensions (human resource planning, human resource recruitment, human resource training and performance evaluation of human resources) on supply chains in its dimensions (purchase, services, storage, and transportation), through logistical capabilities as an intermediate variable in the Jordanian health sector.

Proceeding from the problem of the study and the achievement of its objectives, the researcher adopted the descriptive analytical approach to prepare the study. The questionnaire was used as a main tool for collecting data from the members of the study community. The researcher followed the simple random sampling method in order to collect a representative sample of the

target study community, which is represented by all workers in the administrative cadres in government and private hospitals in the capital, Amman. By sharing an electronic questionnaire link with the administrative staff in the targeted hospitals by the researcher during the months of April and May of 2023.

473 questionnaires were distributed, of which 459 were integrated and valid for analysis. SMART PLS technology was used to test the data of the study.

The study reached results, the most significant of which are: the presence of a high positive impact of human resource management applications on supply chains; human resource management applications have a relatively high positive impact on enhancing logistics capacities by 67.7%; and logistics capabilities have moderately positive impact of an improvement in supply chains by 53.4%.

Accordingly, the study reached a set of recommendations, most notably: It is recommended that Jordanian health sector hospital administrations provide additional administrative efforts; to give special attention to the areas of development, training, and evaluation; pay greater attention to supply chains, and focus on keeping up with and applying the most recent administrative recommendations in the field of human resources and studying other factors in the organization may be associated with the practices of human resource management.

Key words: Human resource management, supply chains, logistical capabilities, Jordanian health sector