IMPORTANCE OF HUMAN RESOURCES MANAGEMENT IN RESEARCH AND DEVELOPMENT PROCESS

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Abstract
In research and development organizations the community of human resources due to environmental conditions and personality of researchers and scientific views are different from those of other communities. Such differences Research and development organizations that are leaders on the management of human resources. But act with the selection, in addition to these organizations should take place as planned at the highest level of performance improvement is achieved. Elsewhere, we also have the freedom in research and development staff in the organization as well as are. It's also equally effective in research productivity and should be committed to putting the facility, especially with the kind of quiet and appropriate management of mental conditions Researchers, of update and enhance their productivity, provide. In all cases should be referred to the importance of this issue that people in these organizations should be responsible for the growing productivity of the takeover.

Keywords: Research and development, human resource management, organization.

Introduction
Research and development of the creative work of the regular scientific and technical knowledge to increase the storage and use this knowledge in new applications of the invention and design is performed [5]. Identification of the need or capacity for research and development, the emergence of ideas, creativity, design, production and presentation and publication of a new technological product or system is [2]. The annual cost industry millions of dollars to improve their products and procedures. Of Sentence They May Power to Design Chip, Engineering, Analysis Financial , And R and Development Mention In [7]. How Reach Organizations To Competitive Advantage Stable, Of Topics Challenge Controversial At World Competitive Today [1]. Organizations there are that with Emphasis on Distinctive feature To Looking Create value for Customers Are [6]. More investment in "product development" and "operations" are spending a lot of influence and impact. Technology firms to promote the growth and success possible. Because the technology can enhance research and development, the investment in research and development has important role in the success of firms. For investment in research and development firms grow, the need for a codified system of management in corporate R & D activities exist. This system will make planning and organizing research activities in addition to the investment in R & D output is desired, arrangements should also provide the firm's future growth. All of these activities is that their customers high quality products and reliable service with minimum cost to obtain [3].

Human Resource Management
Human resources management to identify, select, hire, train and Develop human resources to achieve organizational goals are defined [4]. After defining the research and development and human resource management alone Can conclude that management of human resources in research and development organization, is the following Art identify, select, hire,
train and consolidate efforts of different people, Intelligent, autonomous and creative. What distinguishes the management of research and development organizations with other organizations: research and development organizations in four areas of personnel, ideas, financial and cultural Organization different from other organizations [4]:

1 - Personnel: Personnel of the degree of research and development organizations MA top talent and high level During Master's degree, impact the socialization process, learn that the . Independent work and initiative of the estuary show.

2 - Ideas: ideas in a research and development organizations, through the network. Connections are made unique by the mood and virtues of a scientific community, are easily implemented.

3 - Financial support: funding research and development organizations in all large organizations with similar, are different. For example, in the United States 50 Percent of research and development budget is funded by the federal government.

4 - Culture: the culture of an organization's tangible and intangible factors associated with Yes. Organizations in research and development, intangible factors such as research facilities, Laboratory equipment and office buildings, with different organizations. Intangible factors Such rules, regulations, norms and values in research and development organizations, with Other Different organizations.

Characteristics of human resources in research and development organizations (features Knowledge-based workers):
Knowledge-based workers, the main value of the company involved. They the motion is that creativity will help. Implementation Learning organization, they are the institutional memory. A well-trained staff, student-centered, self-motivated and success oriented. Are. They want their challenges to their mental and technical development of their Do. Centric knowledge workers are mobile. They can move anywhere most importantly, they often can work anywhere. Knowledge-based employees will be led by the management. About them the work of a manager knows that even teach them. For The results obtained are very creative, and they are expected to release towards the needs. Will lead the company, are expected to conduct. Traditional managers that they are constantly Amrvnhy do not want [4].

In a research and development organization, successful people who are mentally analytical, curious, independent thinker and has an introverted personality and Are interested in math and science activities. Such people often culture, flexible and spontaneous work, ambiguity (anonymity) they need to survive severe Autonomy and development in the work environment and have a little respect. However, the success of an organization Research and development, joint work is required so that employees are not. Hence, very introverted people are not suitable for research activities. Contact Peers and colleagues (communication skills) is very important, because most New ideas, not just the study of written sources, but from the Talk with researchers who have dealt with similar issues, can be found in the establishment of a research and development group, which is a better workforce .Is varied. Good ideas will not only employees but also to individual research institutions Entrepreneur, Leadership Project, the main relationship, coaches, staff, public relations, etc. The Required. With the right combination of manpower, can cause drastic changes in the Environmental research and development organizations, will ensure the survival of the organization [4].

Conclusion
Obviously in research and development organizations because of particular characteristics of staff, management must act in accordance with the specifications. But more importantly proper implementation of this management is in line with the overall values not interference. So that the desired efficiency
and effectiveness of the provision is approved and the appropriate personnel to be dealt with, whether from a financial perspective, personality and...... Who should be in the form of growth to both the objectives: 1 - treated correctly and ensures they are in their 2 - on their way to an Angyzanym productivity are growing accustomed to.

References