

SUMMARY

Human Resources Management, whose importance for organizations has been recently and gradually recognized, is an extensive and specialized form of management than personnel management. This field, which formerly consisted of tracking daily routine practices such as entering or leaving employment and daily tasks, and which did not require expertise, has transformed through research carried out in order to obtain higher efficiency from employees. Each emerging approach has allowed human resources management to slowly departmentalize and become a separate unit.

Human resources planning, job analyses, finding and choosing human resources, orientation, training, performance evaluation, motivation in order to guarantee job satisfaction, ensuring behavior in accordance with the goals and objectives of the organization, preventing conflicts, attachment to organization and similar functions in an organization are the major tasks of human resources managers.

Every person working in an organization has different feelings, value judgments, beliefs and goals acquired both from the family and the environment throughout life. Organizational culture, which unites and unifies an organization while distinguishing it from others, and allows the employees to acquire intuition and sense regarding how to act, think and behave, provides for the elimination of individual differences. Organizational culture emerges as a critical factor for the success of human resources management practices.

In order to determine the relationship between human resources management and organizational culture, a survey was conducted on human resources managers of a total number of fifty organizations from different sectors within the scope of the field study carried out in İzmir. This study demonstrates the differences between sectors in respect of human resources management and organizational culture.