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Data Article

Q1 Assessment of prioritizing the effective factors on
Q2 human resources effectiveness (Case Study:
Tehran Industrial Parks Organization)

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ABSTRACT

Identifying the effective factors on human resources effectiveness can help management and leadership to obtain success, organization goals and fulfillment of high effectiveness and efficiency. Thus, management and leadership always supposed to survey the effective factors on effectiveness of these valuable and transformational resources. Effective factors on employee effectiveness have different aspects and varieties. For instance, Hay Group[®] model which is in order to compare organizations based on employee effectiveness. The model includes different factors located in two groups of ENGAGEMENT and ENABLEMENT. The main purpose of this study is to assess and prioritize effective factors on employee effectiveness in Tehran Industrial Parks. On the other side, it is required to be surveyed and determined according to organizational properties and content dimensions of under study organization, and use of latent knowledge amongst organization experts (top managers). This cross-sectional and descriptive- analytical research is performed in 2017. So, it is trying to achieve the purposes of study through interview, Delphi method, Multiple Criteria Decision-Making (MCDM) and Analytical Hierarchy Process (AHP) [1–6].

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Specifications Table

Subject area	Human Resources Management
More specific subject area	Hay Group [®] model of Effectiveness, Iran Small Industries and Industrial Parks, Tehran Industrial Parks
Type of data	Tables, Diagram
How data was acquired	This cross-sectional and descriptive-analytical research is performed in 2017.
Data format	Raw, Analyzed
Data source location	Tehran Industrial Parks Organization as the main organization of Iran Small Industries and Industrial Parks (isipo) included 18 active industrial parks.
Data accessibility	Data is included in this article

Value of the data

- Investigating the factors of employee effectiveness in Iran Small Industries and Industrial Parks for the first time.
- Studying the global models of employee effectiveness and choose Hay Group[®] model as the basis.
- Use of Delphi and AHP techniques as selected research method in order to make effective decisions in Human Resources.
- Impact of effectiveness improvement in growth of organization and employee productivity.

1. Data

First, provided tables about Experts, including their position, department, work experience and degree is shown below (Tables 1–8).

After consensus, participants (experts) in interview have stated common criteria for identifying factors affecting on employee effectiveness. Prioritized criteria in this research collected by experts based on Delphi method are included:

- Accessibility
- Comprehensiveness
- Influence level

AHP tables:

See [Supplementary Table 9](#) here.

According to [Table 9](#), the priority of the factors affecting on employee engagement based on criterion of "Accessibility" are respectively:

1. Pay and benefits
2. Development opportunities

Table 1
Total numbers of participants according to position.

Amount	Experts position
1	CEO
2	Consultant
3	Assistant
12	Manager
18	Total

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