

The importance of perceived organizational support, from the point of view of human resources. Case study "PAPADOPOULOU COMPANY SA"

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Abstract

The present project dealt with the very important concept of perceived, organizational support, which involves 3 basic dimensions: perceived justice, HRM practices and the employee manager relationship.

After a critical analysis of the relevant theory and the interpretation of the findings, in regard to the company "PAPADOPOULOU COMPANY SA", the following conclusions were drawn:

- The organization seems to be moving successfully, at the POS level
- The organization has a rich history (full of difficulties, controversies, etc.), which seems to be utilized both in terms of brand image development (communication messages, values that are displayed, etc.), but also internally. What is mentioned on its website is "on point", in terms of the findings of scientific management. It is one of the few Greek companies that can be considered to have understood the deep thoughts and consideration, of the modern scientific management and HRM.

In the organization, some suggestions for improvement are recommended, but it should be emphasized that its external success (market shares, profitability, etc.) is not accidental, as it seems that it has managed diligently its working environment / climate and the variables that are considered internal. The dimensions of performance are not so easily separated: the internal dimensions are considered as important as the external ones, as it has been found in a multitude of researches that successful companies are favored by the adoption of a long-term orientation. This is the subject of this paper, in essence. The perceived support that an employee perceives may not "mean much" to the average executive of a small, Greek (for example) business, but it seems to be an extremely important concept at the academic level.

Organizations that focus on similar, "soft" concepts seem to be gradually gaining ground, surviving, and gaining competitive advantage through a series of ways that primarily address the ability to create, transfer, and utilize organizational knowledge.

Keywords: organizational support, human resources, reward, Papadopoylos SA, attribution, reciprocity.