

Our brief addresses the issue of effective human resource management in the context of developing countries. This work aims to determine the factors most likely to influence the effectiveness of human resource management departments. Today, human resources management is a concept that refers to a set of activities allowing an organization to have human resources corresponding to its needs, in terms of quantity and quality. In other words, it is a question of having sufficient and permanent staff, competent and motivated people to do the necessary work by putting them in a position to develop their talents with a high level of performance. In developed countries, the human resources function has changed a lot within the company. Organizations have gone from personnel management to true strategic human resource management.

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professionals have evolved simultaneously due to the increased

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services. However, the skills of THE MANAGEMENT OF AL-RASHID

BANK teams in developing countries remain very modest. Consequently,

human resources management is limited to administratively managing

staff. Our results revealed (among other things) that the role of mediator,

if properly assumed by the human resources department, has a significant

influence on the latter's effectiveness.