

On the Correlation between Efficiency and Performance of Human Force with Creating Value in Organization (Case Study: West Azerbaijan General Governor's Office)

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ABSTRACT

The aim of the present study is to investigate the relationship between efficiency and performance with creating value in West Azerbaijan general Governors Office. Two main hypotheses and seven secondary hypotheses were developed. The statistical population comprised of 1520 employers working at West Azerbaijan General Governors Office. Sample size was determined as 307 using Cochran formula. The questionnaires are taken into account as standard. The validity of the questionnaire is confirmed and the reliability is evaluated based on Cronbach alpha coefficient method. Kolmogorov-Smirnov test is used to study the normality distribution of variables and Pearson correlation coefficient is employed the results of the study show a strong correlation among the variables.

KEYWORDS: efficiency, performance of human force, creating value, West Azerbaijan General Governor's Office

INTRODUCTION

The development of communities have led to the establishment of companies and organizations whose chief goal is to respond to people needs. The scientific findings have been derived by creativity, innovation and values which have been formed based on knowledge and thinking development. So, human resource is at the core of any organization which is the basis of any activity. Human resource has been developed to a national level in terms of its application.

One of the factors that contribute to the efficiency of human force is the evaluation of staff performance. Considering the evaluation of staff performance is said to be one of the chief responsibility of manager due to the fact that the manager is able to make judgments on distributing the responsibilities, promotions, transmissions and training of staff. Considering the human force as the building block of productions and service providing in organizations is one of the fundamental solutions leading to the increase of efficiency and effectiveness of organization (Berteshek, 2009).

Recent changes in production fields have led to the change in efficiency-related concepts. The goals of organization are to achieve efficiency in its highest level. The factors that affect efficiency involve capital, instruments, methods of procedure, building and human force. Human resource plays a great role among the other contributive factors and they are taken into account as the development factor of any country. The studies in this regard have showed that countries which enjoy higher levels of national pure productions are categorized by expert and trained human force, the aim of the present study is to investigate the relationship between human resource efficiency as a strategic resource for organizations and performance of people in creating values.

Statement of the problem

Nowadays, organizations are suggested to have the capability to creative value for their clients in order to remain in the competitive context so that they can follow their ways toward transcendent cases. The existence of different samples causes that the value creation of manager's fall into choosing appropriate sample to implement. Most of the organizations attempt to follow and implement appropriate sample to develop the quality of products and value creation beneficial for their clients; however, they have not been able to do so due to the fact that there are no business-based integrated accomplishments which support all levels of organization. Such a problem can be raised by two factors. The first is the lack of familiarity with the capability if existed models of creating value and inappropriate adjustments of these capabilities to infrastructure and organizational attributes. The second factor is providing a common model which is applicable to all industrial, service based, instructional and etc. fields is difficult. Values re regarded as the basis of every organization. Similar to the philosophy of organization to get succeeded, values provide a similar and common way for all staff and that they offer policies and procedures for their daily interactions. It is necessary that the fundamental values are identified which form the value roots of individual and organization (Carmichael, 2009).

One would say that it is possible to evaluate human force in order to creating value. On the other hand, organization management requires only conserving the training, improving the innovation power and creativity, increasing the morale and incentive, developing staff characters and factors like this to establish an organization with efficient human force. In so doing, the performance of staff is recommended to be evaluated in an optimum way and one is able to overcome any weakness after highlighting the weaknesses and positive aspects of staff. In other words, it is suggested that human force development is achieved by evaluating the performance (Moshbeki Esfahani et al, 2010).

The ultimate goal of every organization is to obtain higher levels of interest. Organization would better make use of human resource and productive facilities to attain this goal and continue it with reducing the expenses in order to increase the efficiency,

It is critical for organization to attain a higher level of production and creating values that processes, resources and limitations are recognized and selective sample capabilities are getting acquainted so that the organization provide effectiveness through making appropriate choice.

To create values and attain superiority, it is suggested that organizations focus on the relationship between supreme tasks of organization and establish a logical association from the highest to the lowest level of performances which led to development of goals and strategies (Talaie, Jebel Ameli, 2007).

Few studies have drawn their attention toward the efficiency and performance pfhuam force in relation to creating values, the relationship between efficiency and performance of human force and its role in creating value in West Azerbaijan General Governor's Office is investigated in the present study., it is predicted that there is a positive relationship between performance of human force in creating values and subscales of human force efficiency including job satisfaction, rate of entry and exit and staff creativity.

Research hypotheses

Main hypothesis

There is a relationship between human force efficiency and creating value in West Azerbaijan General Governor's Office

There is a relationship between human force performance and creating value in West Azerbaijan General Governor's Office

There is a relationship between staff capabilities and creating value in West Azerbaijan General Governor's Office

There is a relationship between staff understanding as well as knowledge and creating value in West Azerbaijan General Governors Office

There is a relationship between organizational support and creating value in West Azerbaijan General Governors Office

There is a relationship between motivation and creating value in West Azerbaijan General Governors Office

There is a relationship between staff feedback and creating value in West Azerbaijan General Governors Office

There is a relationship between staff adaptibility and creating value in West Azerbaijan General Governors Office

There is a relationship between staff accreditation and creating value in West Azerbaijan General Governors Office

Designof the study

The aim of the present study is to investigate the relationshipbetweenefficiency as well as performance of human force and creating value in organization (the case of West Azerbaijan General Governors Office). The statistical population comprises of all 1520 employers working at General governors Office. Cochran formula is used to determine the sample size that has been chosen among the managers and staff of Deputy of General Gvoernors Office.

Data analysis

Based on Kolmogorv-Smirnov test, if the level of significancefor all independent variables is greater than the level of test (0.05), the variables are normally distributed.

H0: the data of i variable are not normally distributed

H1: the data of i variable are normally distributed

	F1	F2
Frequency	307	307
Kolmogorov-Smirnov statistic	2.058	2.434
Level of significance	.075	.324

According to the obtained results and that the level of significance is greater than 0.05, the normal status of data distribution is accepted and the method is that of parametric.

First main hypothesis

There is a relationship between human force efficiency and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	human force efficiency
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.437
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between human force efficiency and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Second main hypothesis

There is a relationship between human force performance and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	human force performance
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.474
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between human force performance and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

First secondary hypothesis

There is a relationship between staff capabilities and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	staff capabilities
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.450
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between staff capabilities and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Second secondary hypothesis

There is a relationship between staff understanding as well as knowledge and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	staff understanding
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.184
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between staff understanding and creating value in West Azerbaijan General Governor's Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Third secondary hypothesis

There is a relationship between organizational support and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	organizational support
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.184
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between organizational support and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Fourth secondary hypothesis

There is a relationship between motivation and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	motivation
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.393
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between motivation and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Fifth secondary hypothesis

There is a relationship between staff feedback and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
		Creating value	staff feedback
Creating value	Person correlation coefficient	Strong and significance sig<0/05	.453
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between staff feedback and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Sixth secondary hypothesis

There is a relationship between staff adaptability and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
Creating value			staff adaptability
	Person correlation coefficient	Creating value Strong and significance sig<0/05	.588
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between staff adaptability and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Seventh secondary hypothesis

There is a relationship between staff accreditation and creating value in West Azerbaijan General Governors Office

Pearson correlation coefficient			
Creating value			staff accreditation
	Person correlation coefficient	Creating value Strong and significance sig<0/05	.463
	Level of significance		.000
	frequency	307	307

The correlation results show that since the level of significance is less than 0.05 level of error in 95% level of confidence, null hypothesis is rejected and alternative hypothesis is accepted. This means that there is a relationship between staff accreditation and creating value in West Azerbaijan General Governors Office. Also, the correlation coefficient is positive and greater than 0.5; there is a strong and direct relationship between the two variables.

Conclusion and suggestion

Based on the finding that there is a significant relationship between staff capability and creating values in West Azerbaijan General Governor's Office, it is suggested that improvement and drawing attention to in-service trainings be taken into account. Considering the understanding and knowledge of staff in relation to responsibilities and failures is inevitable. Since there is a significant relationship between understanding as well as knowledge of staff and creating values in West Azerbaijan General Governor's Office, it is possible to offer solutions for the fact that subjects have a self-monitoring power.

In case subjects and different sections are financially supported and required facilities are provided for them, it is expected that value creation is observed in organizations. This is due to the fact that there is a relationship between organizational support and creating value in West Azerbaijan General Governor's Office. It is expected that value is created in organization based on the promotion conditions of staff and inclusion of motivators.

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