

Comparison of the Effects of Human Factors Affecting the Human Resource Productivity among Employees of Ministry of Youth Affairs and Sports

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ABSTRACT

This study aims at investigating these factors and identifying their priority in order of importance. The research is a descriptive field study and its aim is comparison of human resource management functions in improving human factors influencing human resource productivity in Ministry of Youth Affairs and Sports of Iran. A researcher made questionnaire with 48 closed questions was used in Likert scale with five items was used to examine four main variables. Sample size was calculated to be 129 using Cochran formula. The subjects were selected using simple random sampling. After administering questionnaires and eliminating the incomplete ones, generally 107 questionnaires were examined. Friedman test was used to test the research hypothesis. The results showed that there is a significant difference between organizational commitment, work motivation, life quality and job satisfaction regarding their effectiveness. According to the results, it can be concluded that job satisfaction and life quality are the most and the least effective factors affecting human resource productivity in the ministry of youth affairs and sports, respectively. Therefore, the Zero hypothesis is rejected. In other words, there is a significant difference between the amounts of human factors affecting human resource productivity.

KEYWORDS: Human Factors - Human Resource Productivity- Ministry of Youth Affairs and Sports

1. INTRODUCTION

Today human resource occupies the most valuable position in development and authorities pay increasing attention to it. Therefore most developed countries in the world consider the increase in human resource production as a model for their activities. It is evident that research on economic development, especially industrial development requires proper use of human resource. Increasing efficiency and improvement in quality and quantity of products requires true leadership and the optimal use of employees' skills in economic and manufacturing institutes. Researches conducted on leadership show a direct relationship between productivity and choosing a proper method of leadership and human resource productivity. Human resource is the most important asset of an organization and the effective management of them is the key to organization's success [1].

In order to plan to achieve maximum productivity, these factors first need to be identified and prioritized according to scientific criteria and standards, and then the related programs and designs should be codified. The aim of attempts related to productivity is achieving the latest improvements in performance. Productivity is also the best means to increase profits, reduce costs, capital creation and improve working life quality.

Productivity in general is the proportion of output to input and workforce productivity is the proportion of goods output or accessorial services or their financial value to the amount of work required to manufacture the product or service. Human resource productivity is only referred to an aspect of quality with product or service quality that is done by means of improving quality level and human resource efforts. Since human factor is the most important factor in production, therefore, it seems that first we should find ways to improve quality level and human resource efforts and increase the production unit productivity in consequence [2].

Productivity in personal life means better use of time, personal assets and all family facilities to develop and provide an appropriate life with more welfare. Productivity in organizational life means correct use of resources, production factors, facilities, services and etc. in order to achieve organizational goals and eventually personal and organizational needs and helping human communities. Planning and decision-making to achieve and maintain productivity are one of the goals in successful organizations. They make justifiable investments annually in this regard.

Not only productivity should be on top of all activities and programs of organization, but organization should also develop and follow regular programs and designs in this field. Accordingly, improving the level of productivity is one of the most important goals in any organization, especially in Sport organizations [3].

According to the available theoretical foundations and previous research results, numerous human factors have influenced human resource productivity. Some researchers have addressed the organizational commitment role in this regard [4, 5]. In other researches work motivation has been referred to as one of the human factors influencing human resource productivity [6, 7]. In this regard, a number of researches have focused on a new structure called working life quality. These researches have shown that this factor can significantly influence

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human resource productivity in organizations [8, 9]. Along these variables, job satisfaction variable have been referred to in various researches as an influential factor affecting human resource productivity [10, 11].

According to the results of these researches, the fundamental question is raised that which one of these factors are more effective with regard to their effectiveness. The researcher in this study aims at investigating these factors and identifying their priority in order of importance.

2. MATERIALS AND METHODS

The current research is a descriptive field study and its aim is comparison of human resource management functions in improving human factors influencing human resource productivity in Ministry of Youth Affairs and Sports. The research is a descriptive field study with respect to its aim, function and strategically the research methodology. Regarding the researcher's experiences, in this study a questionnaire with 48 closed questions was used in Likert scale with five items was used to examine four main variables. In order to increase the validity of the questionnaire, the desired viewpoint about the factors influencing human resource productivity was first taken into consideration as the main aim of the research, and then the questions were prepared. Finally after several reviews and collecting specialists' and professors' views, the questionnaire was filled. Cronbach's alpha was used to determine the reliability coefficient of the questionnaire. It was calculated to be 95% which is very high. Reliability coefficients for each subscales of the questionnaire are presented in table 1.

Table 1. Reliability coefficients of subscales of the research questionnaire

Category (questions)	Questions	Alpha
Organizational commitment	1-14	0.83
Work motivation	15-24	0.91
Life quality	25-37	0.89
Job satisfaction	38-45	0.93
Total reliability of the questionnaire		0.95

Statistical population of the current research contains all employees in Ministry of Youth Affairs and Sports in Iran which equals 890 people working in different sections. Sample size was calculated to be 129 using Cochran formula. The subjects were selected using simple random sampling. After administering questionnaires and eliminating the incomplete ones, generally 107 questionnaires were examined. Friedman test was used to test the research hypothesis. It is noteworthy that statistical calculations of the current research was done using SPSS version 20.

3. RESULTS

As it was mentioned before, the aim of the current research is comparison of the effects of human factors affecting human resource productivity. Therefore, the research hypothesis was examined- that is the existence of difference between the amounts of effectiveness among these factors. Friedman test was used to test this hypothesis, which compared the mean ranking of each factor with others. Mean ranking of each factor is presented in Table 2. The results of Friedman test regarding the comparison of human resource factors affecting human resource productivity are presented in Table 3.

Results of Friedman test show that the observed Chi-square ($\chi^2=152761$) at alpha level of 5 percent and the degree of freedom of 3 is significant. Therefore, the Zero hypothesis is rejected. In other words, there is a significant difference between the amounts of human factors affecting human resource productivity.

Table 2. The mean ranking of human factors affecting human resource productivity

Components	Mean ranking
Organizational commitment	2.70
Work motivation	1.92
Life quality	1.73
Job satisfaction	3.66

Table 3. Friedman test regarding the comparison of human factors affecting human resource productivity

Number	107
Amount of Chi-square	152761
Degree of freedom	3
Level of significance	0.001

4. DISCUSSION AND CONCLUSION

The aim of the current research is the comparison of human factors affecting human resource productivity among employees of ministry of youth affairs and sports. The results showed that there is a significant difference between these factors regarding their effectiveness. According to the results presented in

Tables 2 and 3, it can be concluded that job satisfaction and life quality are the most and the least effective factors affecting human resource productivity in the ministry of youth affairs and sports, respectively. The results are consistent with several researches conducted in this field [12-14].

One of the probable explanations regarding the findings is related to the objectivity of these two variables. While job satisfaction is a variable mainly affected by tangible variables such as salary and job promotions, life quality as new variable has decreased in effectiveness on productivity due to its dependence on mental and personal factors. The results of the current research can primarily help officials and planners of the ministry of youth affairs and sports and later the officials of other organizations recognize factors affecting human resource productivity.

Since job satisfaction is one of the factors affecting human resource productivity, it is recommended that factors causing satisfaction be offered to employees and managers to increase the job satisfaction, factors such as raise in salary, benefits and rewards. It is also recommended that factors affecting human resource productivity be presented in related plan and design forms to managers and planners and services be utilized more effectively. In the end it is recommended that preparations for better and more productivity improvement be made in organization with continuous measurement of productivity factors in coming years and controlling the effects of factors affecting productivity factor changes.

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