Assessment the impact of ICT on the psychological security of staff, Case Study "Sanandaj official site"

Mohammad Faeqeh, Mohammadi1, Parisa, Bagheri2, Samira, Bagheri3, Afshin, Aalampour4

1- Ph.d.student in educational management. Bu-ali sina university. Hamedan. iran
2- msc. in educational management. Faculty of Psychology and Education, Kharazmi University.Tehran. iran
3- msc. in educational management. Faculty of Psychology and Education, Kharazmi University. Tehran. iran
4- msc. in Personality Psychology. Faculty of Psychology and Education, azad University.karaj. iran

ABSTRACT

This study aimed to investigate the effects of ICT on psychological security personnel of Kurdistan official site were done. The statistical population of the study was all staff of Kurdistan official site. Using Stratified random sampling convention 210 persons were selected an survey. The research method was descriptive correlative. Data collection tool was IT And psychological security questionnaires. Content validity of the questionnaire according to the Masters View, and their reliability using Cronbach's alpha for psychological security (69/0) and Information Technology (75/0) was calculated. Data were analyzed by using correlation and multiple regression that Results showed. Between ICT and psychological security relationship was not significant, However, between the IT and Finance Executive (-.173) and production and operations (-.200) a significant negative correlation was found. The influence of these two factors on psychological security in level P<0/05* was significant. In the end results were discussed.

KEYWORDS: information and communication technology, physical security, administrative sites of Sanandaj.

INTRODUCTION

In today's world, organizations are moving towards Process based and Management attention was focused on enterprise processes. As a result, information technology, a powerful agent for this changes. Organizations to increase the integration and standardization of processes, accelerating globalization, restructuring and frequent changes in business needs to the IT makhmali (2013) [1]. The development of information and communication technology (ICT) such as computers, communication networks, software and communications hardware, administrative, technical and... had to fundamental changes in the areas of economic and social causes. The development that ICT caused in institutions, organizations and different institutions has directly affected people's work and personal life and organization. In fact ICT, inclusive collection, organization, storage, dissemination and use of information in audio, video, graphics, text, number, etc, that using computer tools and telecommunications. It consists of hardware, software, human resources, information management, production and maintenance that which interact with each other, and create a spatial information stored in the system significant. Fathi and Sobhaninejad (2009) [2]. This definition is similar to the Mantel (2006) view that definition the information technology of gathering, storing, organizing, processing and dissemination of information, including sound, image, text or number that is done by means of computer and telecommunications (Sobhani et al, 2013).

The most important feature of ict is that continuously increased technological capabilities and reduce the cost of using them. At present, investment in this sector is significantly faster. Sobhani et al (2013) [3]. Effective and integrated information systems that can cover all activities and tasks in an organization and timely provide the necessary information to the users, Are useful tools for organizations to increase their capabilities, improved performance, better decision making and gain a competitive advantage. Ghasemi et al (2012) [4]. Information and communication technology when Entering into human life, accelerate and better achieve to the objectives, and this has led to their use in organizations. Despite tremendous advances in the field of technology and information technology, is still human resources in any organization, the most important and valuable resource, and is a major audience of information technology. However, the important thing is that the spread of information technology in organizational, addition to the positive effects: including the development of professional skills and organizational innovation. soltani (2007) [5] Improve the performance of the organization (Xiao, 2008, Ghasemi et al., 2012, movahedi and motamedi, 2011) [6] [4] [7], Human Resource Development (Payndani, 2014, essa Khani, 2013) [8] [9]. Can have a negative impact. One of the most important variables related to ICT and development organizations is psychological security and a sense of security in the organization. In terms Jesyl (2010) psychological security Refers to climate protection, open, flexible, non-threatening, reliable interpersonal relationships, group dynamics and dynamic management style in the organization (shohodi & hasani, 2013) [10].

In terms of coomb (2010) emotional security create a sense of confidence in the team, so that able to express their opinions, comfortable, and are not afraid interrogated and threatened. In addition, this confidence Due to mutual respect
Research hypotheses

1. The use of ICT and physical security is desirable in the site office staff.
2. There was a significant relationship between ICT and psychological security of staff.
3. Dimensions of ICT have a significant effect on the psychological security.

MATERIALS AND METHODS

This research in the field of study located in "descriptive" and "correlation". Population of the study included all administrative of Sanandaj site staff. Using stratified random sampling method, 210 subjects were selected as sample. Two questionnaires were used to collect the data. To measure staff perceptions of the state of ICT in organizations Martinez & Lorenz (2004) [16] questionnaire was used. The questionnaire consists of 4 dimensions (IT in support of decision-making, information technology in communications, information technology and financial administration and information technology in production and operations). Akbari et al (2012) reported the reliability of the questionnaire with Cronbach alpha (.85). To measure the psychological security used of Admnsvn (1993) questionnaire. In the present study the Cronbach Alpha values for psychological security (69.0) and Information Technology (75.0) was calculated.

RESULTS

- The use of ICT and physical security is desirable in the site office staff.

The results showed that the mean the middle is calculated for the IT Dimensions. The highest average has acquired in information technology in communications, with an average of (3.63). The highest amount of accountability dispersion related to administrative and financial (SD=.991). For psychological security mean 2.90 is obtained, which is relatively low. Other results for the first hypothesis can be seen in Table 1.

Table 1) The mean and standard deviation of variables

<table>
<thead>
<tr>
<th>variable</th>
<th>mean</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>in support of decision-making</td>
<td>3.14</td>
<td>.884</td>
</tr>
<tr>
<td>in communications</td>
<td>3.63</td>
<td>.875</td>
</tr>
<tr>
<td>in financial administration</td>
<td>3.48</td>
<td>.991</td>
</tr>
<tr>
<td>in production and operations</td>
<td>3.34</td>
<td>.775</td>
</tr>
<tr>
<td>ICT</td>
<td>3.46</td>
<td>.763</td>
</tr>
<tr>
<td>psychological security</td>
<td>2.90</td>
<td>.615</td>
</tr>
</tbody>
</table>

- **There was a significant relationship Between ICT and psychological security of staff.**
  
  The results for the second hypothesis of this study showed that there was a significant relationship between ICT and psychological security of staff as a whole. With these qualities the study of ICT in organizations will be determined that Between the two dimensions of information technology in administration and finance (-.200) and information technology in the production and operation (-.173) was a significant negative correlation. In other words, despite the lack of ICT relation with the psychological security, These two dimensions have a significant negative relationship.

Table 2) matrix of correlations between ICT & psychological security

<table>
<thead>
<tr>
<th>dimensions</th>
<th>psychological security</th>
</tr>
</thead>
<tbody>
<tr>
<td>in support of decision-making</td>
<td>.030</td>
</tr>
<tr>
<td>in communications</td>
<td>-.107</td>
</tr>
<tr>
<td>in financial administration</td>
<td>-.200**</td>
</tr>
<tr>
<td>in production and operations</td>
<td>-.173*</td>
</tr>
<tr>
<td>ICT</td>
<td>.132</td>
</tr>
</tbody>
</table>

In contribution of each dimension was determined, despite the impact of ICT on the psychological security of staff, Only two dimensions, information technology in administration and finance (Beta = .588) and information technology in the production and operation (Beta = .343) could have a significant effect on their psychological security in level (P<0.05).

DISCUSSION AND CONCLUSION

The main purpose of this study was to evaluate the effect of ICT on the psychological security of employees in the workplace. The results showed that the ICT in Sanandaj official site at a level, closer to the average, In other words, from the perspective of employees, ICT in the medium And for daily needs, and accelerate the work of their clientele. At reviews of relationship between ICT and psychological security it became clear that both the administration and finance, production and operations had a significant negative relationship with ICT. What can be said in explanation of this results, is Given that IT easy the exchange of information in organizations, On the other hand higher the accuracy and control of financial accounting and administrative matters, Has caused that staff fewer involved in such activities and are higher concerned than before, that May be due to financial problems in the organization or trouble in administration, To reprimand and punish them, so This causes discomfort and insecurity In terms of psychologically and intellectually. The results of the impact of information technology on the psychological security dimensions showed that the information technology overall had a significant impact on the psychological security of staff. In the other hands, a sense of staff psychological security in addition to other internal and external variables, By ICT also influenced, and progress in this
area could affect employees' sense of psychological security. As the contribution of each dimension was found that the same correlation coefficients, two administrative, financial and production operations as well as the decision support at P<0/05 have been significant. Considering the importance of financial and administrative resources for enterprises and their survival, And given the importance of the two dimensions for employees, as well as incentives and their efforts to achieve the goals, the application of ICT in administration and finance staff have had the greatest influence on the psychological security. In other words, to explain the impact of ICT on the psychological security, Can be refer to the effects of technology on the interactions of individuals and groups within the organization, Such as the relationship between staff, management and staff, working groups with together, and even external relations, That has been changing the nature of these relationships. The results of these studies have had confirm the makhmali(2013) research that the positive impact of ICT on corruption, hasani and shohodi research (2013) the effects of the leadership on the organization and the atmosphere of the psychological security, and confirm the Gissel (2010) [14] Research , which has a positive effect of the psychological security in information sharing within the organization. According to the results, it is recommended that managers and leaders of the organizations of the importance of ICT, According to the results, it is recommended that managers and leaders of organizations showed the importance of ICT and Familiar the human resources with direct and indirect effects of them. Given that the development of information and communication technologies in the area of finance and administration and production and operations, Recommended, sure the staff, that more attention to these two aspects for more effective organization, Not for rebuke and punish their employees in manufacturing and finance Participation in organizational decision-making and the development of communication within the organization, two important aspects of information technology, which should pay more attention to them.Easily in express opinions and views of the staff and give them security and confidence that treated with encourage, can be provided Psychological and organizational security. Targeted in-service training can be an important step in order to be familiar with information technology and in accordance with its variability Giving more freedom to the employees and reduce the scope of official oversight can give the assurance to the staff that More attention to their capabilities, and consequently, encouraged them to carry out their job better and more efficiently.

REFERENCES

1. Makhmali, h. IT governance in organization. the era of information technology 2013, No. 96, pp. 56 -63
3. Sobhani, e. honari, h. Shahlayi, c and Ahmadi, A. The relationship between information technology and knowledge management in sports federations, sports administrators 2013, No. 17, pp. 73, 55
4. Ghasemi, R. farhangi, A. Abbas Pour.M. examines the impact of new communication and information technologies on organizational structure and performance of the services, information technology management 2012, 5, (3)
7. Movahhedi, M.M Motamedi, M. (2011) The role of information technology in the mobile communications company, Research Management, Volume 8, Number 21, pp. 67-78
11. Afrooz, Gh (2004), the need to strengthen a sense of internal security and the promotion of mental health researchers and young scholars., Proceedings of the third conference of health and mental health of students, (3) (4)
12. ajili, A. Ghorban.A. Mohammad Zadeh, SA. Abdshahy, A. (2013) identify the factors influencing the use of information technology (IT) in view of professionals agriculture (Case study: the cities of Shiraz, Shiraz and Persepolis). Monthly social, economic, scientific and cultural of works and community - No. 157 – June