

# The Effect Evaluation of Personnel's Perception Way From Safety , Hygiene and Welfare Acts of Agency on Their Efficiency (Case Study of Iran Chooka Wood and Paper Industries )

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## ABSTRACT

The main purpose of this research is to make sure for existence of correlation between organization welfare acts and personnel's efficiency and finally use of results to improve the management of human sources for organization purpose. In terms of method and procedure , this research is a sort of descriptive – analytic researches with emphasis on correlation branch done on field . Thus, the research instrument is questionnaire. the personnel's of Iran Chooka wood and paper industries , are the population size of the study. With references to the random numbers table , 110 samples were taken .after dispensation , 100 questionnaires received . for testing hypothesis , the statistical methods of correlation coefficient , regression and  $\chi^2$  test have been used. The test result of hypothesis indicates that the existence of correlation between organization welfare acts and the efficiency of personnel's.

**Key Words:** Welfare Acts, Awareness, Correlation.

## 1. INTRODUCTION

Considering personnel's welfare acts which is a part of major factors in personnel's work life quality, has a lot of importance . Although many managers know this fact but they don't care about it. As a result they don't require the personals to be informed about welfare acts (Afjeh, 1989). During last two decades the increasing amounts of information in organizations and the necessity of their effective use in organizational decision (Babaei et al, 2011). While if they think more, they will know that personnel's information in these outline are so effective on their perceptive functions and complying their results. Thus This effect is redounded to satisfaction and improving function and vice versa . In this competitive world (Gilaninia & et al,2011;Ziakhosoosi ,Gilaninia& et al,2011) According to behaviorism , since the importance of subjects said above is revealed when we know if act done or service presented. However without awareness and attention, is like which has been never done (Orei yazdani, 1993).

For example, you , may encounter lots of issues that you don't care about all of which. Because we don't care about many of them, is like that we have never seen them and they never happened (Emery, 1979). Hence, more importantly ,if the awareness exists, our perception of this , that how much expectation from these functions ,will be effective on type of function. In organization managers opinion , the purpose of increasing the production and gain rate is by increasing the equipment and personnel's efficiency and proficiency. Since human sources have a most portion in use of machinery, the attendance to effective factors on personnel's efficiency has been noticed. Lots of studies have been done on effective factors on personnel's efficiency, this studies investigates other factors (Jucius, 1981, Fishbein, 1987)

## 2. Theoretical Framework

The motivation is a general psychological process. The comprehensive intellect of motivation is in sequence or cycle of hidden stimulant –necessity of purpose. The general process includes the necessities (proscriptions)which instigates the stimulants to attain the purposes.(every things that could appease the necessity and decrease the stimulant). In the knowledge society of the 21 century human resources development (HRD) is of critical importance in both enhancing the competitiveness of nations and insurances social integration towards national development (Ebrahimitabar et al,2012).The stimulants with motivations could be categorized either as primary or as, general and secondary. Primary motivations are not included in any isms , thus , have physical base (physiological)(Davis,; Newstrom ,1991).

Ordinary primary motivations consist : starvation, thirst, sleeping, avidness' of pain and sorrow and maternal attentions. General motivation are not included in isms, nonetheless have not any physical base. Adequacy, curiosity, domination, action and glow are the examples of general instances. Secondary motivations are included in isms and have most relationship with studying of organizational behavior. Need of power, Success , peace , safety and shelter are the most essential stimulant powers in behavior of organization members (Mirsepassi, 1989).

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The mentoring relationship is valuable (Gilaninia, Soufi, 2011, Gilaninia & Mousavian, Soufi, 2011) As the motivation theories have been noticed specially in job motivation, we face with several ordinary views, Maslow, Herzberg, Alderfer models try to identify the models special personal (about Maslow and Alderfer) or job environment (about Herzberg model) which impulse the personals (Ivancivich, 1990). Although these implicit views represent logical apparently, their understanding is easy and we can make it happened easily. In spite of that, research evidences indicates their obvious limitations. In today's environment (Gilaninia, Ahani & et al, 2012) Researches support the theoretical basis and the ability of prediction of these models is so low. Trying to simplify the theories, impairs the real understanding of complex job motivation problem. Due to the features and Advantages (Gilaninia, Deray & et al, 2011) All the same from positive viewpoint implicit models has emphasized on the important implicit factors which usually have been forgot (Dunnette, 1986). In addition, Alderfer model makes more flexibility possible and Herzberg model is useful for presentation of job satisfaction and as an introductory of job design (Rezaeian, 1991).

In Adams equal theory, each person compares his own got results in relation with data, with total got others results in relation with data, while in this research, a person compares got results about organization welfare acts with his own expectation. Up to now, researches which test the adequacy of Adams equal theory, some deal support this theory in a comprehensive revision. For supporting of equality norm if any inequality were observed the person who control the data, their results and others, try to reinstate the equality. For laboratory research, noticeable support received, while more reliable field studies have made less support for it. As a result, this theoretical framework presents the leading lines which consist of: (Alavi, 1990).

1-The personnel's who assume the organization welfare acts are more than expectation, with increasing efficiency, add their portions to the results and consequently made inequality decrease.

2-the personnel's who assume the organization welfare acts are less than expectation, with decreasing efficiency, subtract their portion from the results and consequently made inequality decrease. For several times we face with personals in various organization whose information about purposes and results of their office acts were so low (French, Israel & Aas, 1989; Buryess, 1982)

Although one of the important reasons of personnel efficiency reduction might be this, their awareness about purposes and the results of organization acts.

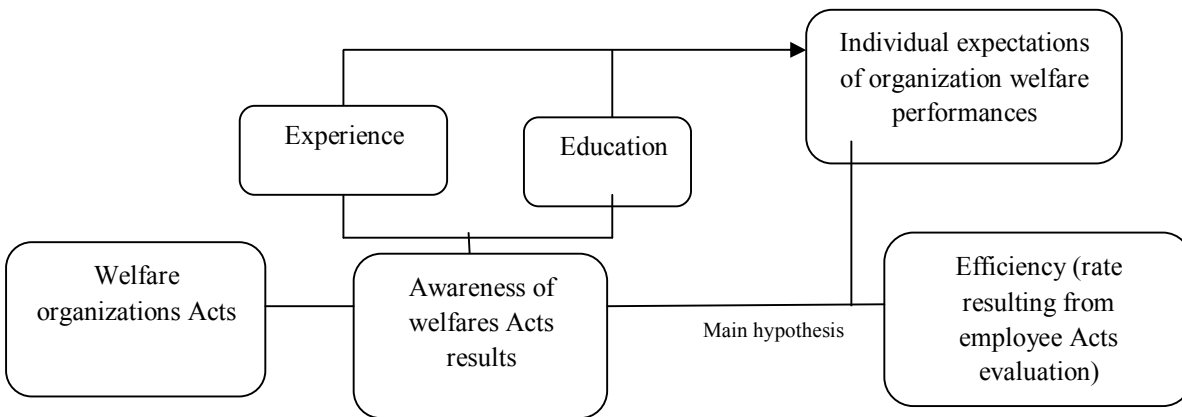


Fig 1) the perception model of research

Awareness : it means the personnel's perception way of results of organization acts (Allen;cohen,1989)

Dependency: any sort of dependents and relations that could be between personnel's awareness of results of organization welfare acts and their efficiency. This dependency might be meaningless. In general or if it exists, its sort could be direct or reverse. The conclusion of research and correlation test will represent its form (Wood, 1983)

Efficiency : it means output, useful of an appliance or being that is measured with its equipment. Thus, knowing the efficiency rate of an appliance or a person, we should measure its acts and compare the results with a suitable standard. Computation of human efficiency is not as simple as computation of machine efficiency (Oavis, 1980).

In general for efficiency, in regards to number and diversities of purposes, many definition represented, some which are mentioned here. chunz in definition of efficiency said : ' Efficiency consists of working with maximum force and potency to achieve purposes:( Lehman, 1990)

$$\text{Efficiency} = \frac{\text{useful output}}{\text{input unit}}$$

$$\text{Efficiency} = \frac{\text{effective result}}{\text{expected result}}$$

$$\text{Efficiency} = \frac{\text{function in relation of production or services unit}}{\text{function cats}}$$

$$\text{Efficiency} = \frac{\text{effective output}}{\text{input}}$$

So, the empirical work (Amiri & et al,2011) what it been said here ,is equality personnel's efficiency with evaluation of their acts .Evaluation process consists of a sequence of official actions .to scrutinize the personnel in a specific period of time and all persons behaviors in relation with his function at that period of them. There for. The functional definition of dependent diverse is like this.

The efficiency rate of each man includes his toted got scores in relation with the factors which mentioned in evaluating form in a specific period of time.

Evaluation system of personnel in chukka wood and paper industries in a variety diverse basement , evaluates both personal features and persons job features (Nisbett & Borgida, 1980).

### 3. Research Hypothesis:

**3.1. Main hypothesis :** there is a relation between personnel efficiency and their awareness of organization welfare acts.

#### 3.1. Sub hypothesis:

1-if the personnel awaresee (perception) of organization welfare acts results be closer to their expectation, their efficiency increase.

2-There is a relation between personnel's awareness (perception way) of organization welfare acts results and their degrees rate.

3-There is a relation between personnel awareness (perception way)of organization welfare acts results and their experience rate.

### 4. Methods of Research

By this subject , this article is in dominion of human sources management at the field of effective practical of human force and job motivation theory framework. The method of research is analytical field survey which was evaluated after primary studying on 30 primary questionnaires for its confidence degree by use of Cronbach's alpha coefficient questionnaire validity was more than 80%.

For this article, all personnel's of Chooka wood and paper industries are population. the total number of personnel's are 1790 which work in 3 part of production, services, official ,sales and business .after identifying the simple persons by use of random numbers table , 110 questionnaire were delivered to these personnel's, then we explained for each persons, how it should be filled. As a result, 100 questionnaires were completed and returned.

Statistical methods which are used for hypothesis testing consist of correlation coefficient, correlation coefficient significance test, regression, coefficient meaningful test in regression equation,  $X^2$  test.

### 5. Data Analysis

**Main hypothesis:** There is a relation between personnel efficiency and their awareness of organization welfare acts.

The correlation in main hypothesis is meaningful between efficiency and awareness  $r=0/576$  with 95% confidence.  $X^2$  test confirms the relation between two efficiency and awareness variables in the level of 95% confidence and correlation Latinity  $0/664$

In equation , regression for awareness variable and efficiency for dependent variable obtained it means awareness  $b=12/5$

This coefficient is meaningful with 95% assurance and represents.

This fact that for each unit increasing of personnel's awareness of organization welfare acts results,12.5 point add to personnel's efficiency points .

#### Testing of Sub Hypothesis

1-if the personnel's awareness (perception) of organization welfare acts results be closer to their expectation, their efficiency increase .

For subsidiary hypothesis test, first of all , we divided the statistical samples into two group . first group consist of persons from sample whose expectations average that came true, had equated in opinion polling questionnaire and had been more than their expectation.

The condition to accept the second hypothesis was : first , the efficiency average be the first group. Furthermore the average of expectation complied in opinion polling questionnaire for the second group be larger than the first group. Finally the difference between means for both statistical hypothesis groups be meaningful.

Second hypothesis variables (first subsidiary)

1-personnel awareness in first group

2- Personnel awareness in second group

3- Personnel efficiency in first group

4- Personnel efficiency in second group

Numbers of samples persons in first group → 40 persons.

Numbers of samples persons in second group → 60 persons.

Total 100 persons

#### Mean test

$H_0: Y_1 = Y_2$

$H_1: Y_1 \neq Y_2$

Mean test confirms the meaningful difference between efficiency means of two groups with 95% assurance level for efficiency of two group with , we have .

Means test for awareness of two groups:

$H_0: X_1 = X_2$

$H_1: X_1 \neq X_2$

The variation between awareness mean of two groups with 95% assurance was meaningful. Therefore , because of the mean of second group, efficiency and awareness is larger than the mean of first group efficiency and awareness, and this difference in 95% assurance level is meaningful by considering.

statistics, as a result the H hypothesis is not accepted which is based on increasing the awareness for reduction of efficiency and the H hypothesis is accepted which is based on increasing the awareness for increasing the efficiency or approaching the welfare acts results to personnel's expectations.

2\_ there is a relation between personnel's awareness perception way of organization welfare acts results and their degrees rate.

The second subsidiary hypothesis the correlation between awareness and degrees rate which is  $r=0/245$ , is accepted with 45% confidence.

The correlation between awareness and degrees with X2 test and, 40% correlation ratio in 95% confidence level is confirmed.

the regression equation that degrees is placed there is meaningful with coefficients  $B=0/247$  and 45% assurance level this coefficient mentions that for and unit increasing of persons degrees rate, if other variables be fixed, personnel thoughts of their expectations to come true, is decreased with  $0/247$  ratio.

3\_ there is a relation between personnel awareness (perception way) of organization welfare acts result and their experience rate.

In the third subsidiary hypothesis, the correlation between awareness and experiences which is  $r=-0/27$ , is meaningful with 95%assurance.

$X^2$  test confirms the relation between two variables with  $0/44$  correlation ratio.

The regression equation which experience is placed there is meaningful with coefficient  $B=-0/25$  and 95% assurance level. The beta coefficient mentions that for and unit increasing of persons experience rate, if other variables be fixed, personnel thought of agency welfare acts results is decreased with  $0/25$  ratio.

To denote the effective or non- effective variables in model,  $X^2$  test and for correlation ratio for each question have been alone. The follow tables present the test results.

Table 1) Got result of  $x^2$  test for each question with efficiency

Ineffective Variables On Efficiency	Rank	Correlation	Effective Variables On Efficiency
Unemployment insurance	1	0.773	Loan rate
Social security retirement insurance	2	0.723	Surrender system
Life insurance	3	0.71	Polyclinic in town
Supporting pension fund	4	0.696	Making inside alms box
	5		Essential convenience for
Marriage loan rate	6		Labor health center
Student loan rate	7		Transportation
Gifts in special days	8		Establishing the security by police station
Town environment cleaning	9	0.662	Medical treatment loan rate
	10	0.654	Labor cooperative company
Municipal services	11	0.63	Essential loan rate
Town library	12	0.61	Urban cooperative & market
	13	0.566	Gaining food (meal)
Quality of quarterly periodical	14	0.56	kindergarten

**6. Conclusions and Suggestions:**

The researcher started his research with several question about the relation between personnel's awareness of organization welfare acts and their efficiency, then continued the surveying and studying to active the answers with clarity, practical and suitable expression.

Is there a relation between personnel's efficiency and their awareness of agency welfare acts results?

After this question the researcher tried to study about the existence concepts in this question. Also, during this time, has done his discovering interviews and attained the valuable in formations about 2 main concepts in research question welfare acts personnel's view-and measuring efficiency rate for each person with a joint scale.

In general the purpose of codifying this question is to which are the parts of the agency welfare acts that personnel awareness (perception) of that part effect on it? Does relation exist between perception & personnel's awareness of organization welfare acts results? if does how is its direction& ratio. In regard to answer to this question, it was---- to study about the factors which are effective on personnel's Function, because in theories about job motivation it had been noticed to study about satisfaction & motivations effect on function, and the subject study of researcher was in their

framework, and among these theories. Searched to find the answers between the job motivation theories. The most suitable theoretical framework which could be an answer for this question was Adams equality theory.

In hypothesis correlation coefficient between efficiency & awareness was 0/576 and correlation ratio was 0/664 that is accepted with correlation 95% assurance between personals efficiency & their awareness of organization welfare acts results.

Something that present new information is: the organizations welfare acts could be divided into two separate groups:

1-the welfare acts which out of the organization obtrude on it. The organization managers should do it that we called it hygiene welfare acts. The damage gets the personnel's administration separately.

2-the welfare acts which with organization manager's change and their variations related with agency's ability & organization managers decision we called the kind of welfare acts motivation welfare acts. In fast the organization managers could be positive affection motivation & finally their efficiency with approaching this welfare acts and informing the personnel's about this.

Managing of this part of welfare acts is for most personnel's to study about personnel's expectation dynamically & correct schedule for removing of these needs and it was the agency ability of salvation for personnel's.

It is suggested to organization manager:

1-notice to effective welfare acts on personnel efficiency and 17 effective acts on efficiency that mentioned before and considers them one by one.

2-creat an awareness system for personnel's about organization welfare acts considering this action could be done with spending time & little facilities. In regard to this action is effective on personnel's cognition process judge from facts and in function and increasing the efficiency has the major effect.

The gat results from first hypothesis mention that if the personnel awareness of organization welfare acts results be closer to their expectation their efficiency increasing.

Conclusion first mean of efficiency & mean of awareness the group that assumes the agency welfare acts results are equal and more than their expectation was larger than the mean of efficient & awareness means of two groups were meaningful in 45% assurance level. Finally the conclusion might be: personnel's efficiency for approaching the organization welfare acts to their expectation is meaningful with 95% assurance.

-The correlation between efficiency & awareness in first group is meaningful with 0.585 coefficients in 95 % assurance level.

-The correlation between efficiency and awareness in second group is meaningful with .061 coefficients in 95% assurance level.

Therefore it's suggested:

1-The opinion polling from personnel's about agency welfare acts results while evaluating the personnel's functions.

2-involving personnel's in setting of organization welfare schedule for achieve to tow goal: A-concern about be important for personnel's .B-approaching these schedules to their expectation that finally can be positive effect on their function & efficiency.

The result of second subsidiary hypothesis presents that correlation coefficient between personnel's awareness of organization welfare acts results and degrees rate are 0.245 which is meaningful in 95% assurance level. X2 test with 0.4 correlation ratio accepts that hypothesis with 95% assurance so these advices are presented:

1-It's suggested to organization welfare acts and considering to this research results distinguish. Between agency welfare acts for persons with low & high degrees rate.

2-setting the welfare schedules & presentation of services with considering of each groups of personnel's expectation for agency ability.

3-informing about welfare acts results to graduated persons by using of suitable way.

The results of third subsidiary hypothesis present that the correlation between personnel's awareness of organization welfare acts results & their experience rate is 0.27 which is meaningful in 95% assurance level. x2 test represents that correlation confirms two variables with 0.44 ratio \* in 95% assurance level.

So these advices are presented:

It is suggested to organization manager to avoid the actions that make illogical expectations. Without studying not to surrender welfare facilities.

In special considering to thoroughbred personnel's welfare needs opinion polling about welfare acts has been done makes them possible to observe the crack between that the organization done and what thoroughbred personnel's expected.

Then by identifying the effective factors in making the differences you can organization acts & personnel's expectations it might be possible that graduated and thoroughbred personnel's separate from organization or show their satisfaction in different way of efficiency reduction.

Finally it's suggested to others researches to do this model for surveying of its universalization in other agencies & organizations to support its adequacy.

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