

## The Managerial Skills among the Heads of National Bank Branches in the Province of Lorestan Melli employees

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### ABSTRACT

The present research study managerial skills among the heads of national bank branches in the province of Lorestan Melli Staff deals with statistical research society, including employees of the national bank branches are Lorestan province According to a decision based on the table Morgan 254 people the volume of the number of samples would constitute tool measurements, researchers questionnaire by 30 question, inferential statistics to analyze the data obtained from the questionnaire was used to ask the type of questions that can be used to test Spearman.

The test scores and that is due to non-parametric statistical tests on a scale questionnaire that they have been a rank and question research is the kind of solidarity and test scores of spearman has been used the result is that the skills The presidents of managerial national bank branches in the province of Lorestan Melli employees, the relation is meaningful statistical.

**KEYWORDS:** managerial skills, evaluate employee performance, Melli employees

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### INTRODUCTION

In a world where today it may be the world management, called Managers of duties and various activities and complicated. No manager can work related to his job only on their individual efforts. According to a different abilities and skills for managers of the kind of activity and mission Congregation necessity [1]. The manager should be able to do something that people will carry out his plan; criteria that they should be determined reached them, the organization, duties and finally clear. Careful to the people and different parts of harmony with one another [4,5]. All these activities take advantage of the skills of managers in terms of their management skills are called. Managers with various levels of management (top, middle, operational) to an extent similar activities to spend your time and energy and do not subscribe. Therefore, the establishment of the organization at various levels and types of skills they need to be different [9]. Thinking skills in three different levels of management executives and their relative values pioneered by Robert Katz (1955) was introduced. These Skills included technical skills, and human understanding. Important point is that managers in every level of organization that was supposed to have to rely on each of these three groups skills and really work But what is important and it has been emphasized in their relative value of the various management organization [2,3]. banks and financial institutions and credit as a lever to the implementation of monetary policies and country credit Always to improve their needs continuous implementation of an ideal and principles of managerial duties at all levels and layer Whether the organization and the deputy of the presidents of central administration, management however” branches and the heads of its branches in throughout the country [11].

Banks and financial institutions and credit as a lever to the implementation of monetary policies and country credit Always to improve their needs continuous implementation of an ideal and principles of managerial duties at all levels and layer Whether the organization and the deputy of the presidents of central administration, management however” branches and the heads of its branches in throughout the country. If they want to such institutions in the short term or long-term they must be the efficient managers who use their managerial skills necessary to guide their units [6,7].

We evaluate the performance of bank branches in the country's banking system, most of which are of particular importance is the government. Factors affecting the performance of branch staff, there is effective and efficient management skills and managerial skills necessary to play a constructive role in the organization improve branch employees under their supervision might have better performance[9,10]. So the main questions is whether the relationship between each of the Heads of National Bank branches in Lorestan practice management skills branch employees there? Dr. Reza Seyed Javadin, angels and other trusted colleagues (2006) study titled 'Present relationship management skills and efficiency of bank branches' management skills in the research conducted for the study, the model was used to Katz[17].

This research society statistics include all branches of the expediency of solidarity coefficients excluded. These theories are approved. The results showed that a direct relation between the skills and positive

Management and efficiency in branches and there are also given troll are the results showed that there is a most intimately linked[13,8].

The positive parts of the skills and efficiency by using cognitive models to improve the current state of software Lyserl the offer is presented.

(B). .Robert(2005) who study the issue of educational assessment Isfahan Steel Company and middle managers in three managerial skills (cognitive, human, technical) is performed[14].

Based on the research findings, the need for human skills and conceptual skills more than conceptual skills more than technical skills need to be identified. Also, the required qualification and experience in conceptual and human skills and work experience and education level had no effect on encouraging the body to determine the need for middle managers of technical assistants is unaffected, but the need for education administrators in the technical managers, has been effective[15].

The aim of this research,... The amount of managerial skills evaluated the heads of the national bank's branches and Lorestan province. The main question research is that the director of the skill with the function of personnel there is?

### MATERIALS AND METHODS

In this study, the target application and the descriptive and correlation have been studied

The study also attempts relationship management skills (human perception and human) to evaluate employee performance.

#### 3-3population, sampling and sample size

This classification is based on a sampling procedure which is given in the table below. The number of total population of the study included employees of the National Bank of Lorestan province has a total population of 740 people according to Morgan survey of at least 254 people.

#### 3-4MeasuringInstruments

In this study, researchers used questionnaires to measure. In this study, a researcher with the names of two questionnaires assessing employee performance management skills and management skills using a questionnaire and a questionnaire to assess staff performance standard has been made.

Questionnaire containing 30 questions is management skills,to analyze data, inferential statistics to analyze the data obtained from the questionnaire survey was used to question the assumptions of the Spearman test was used. (Spearman's test is a nonparametric statistical test because the scale questionnaires have been out of the question, the type of statistical test, Spearman correlations were used)

### ANALYSIS OF DATA

There is no relationship between employee performance management skills.

H 1: The skills of manager between employee performance management skills are related.

Variables	Number ofsubjects	Thecorrelation	Significant
ManagementSkills	45	.133	.35
Employee performance	45		

It achieved a significant level ( $./035$ ) of  $0/05$  under the hypothesis H1 is accepted and H0 hypothesis is rejected. Our findings suggest that the relationship between employee performance management skills there.

#### Correlations

			Manager	Performance
Spearman's rho	Manager	Correlation Coefficient	1.000	.133
		Sig. (2-tailed)	.	.035
		N	253	253
	Performance	Correlation Coefficient	.133 <sup>*</sup>	1.000
		Sig. (2-tailed)	.035	.
		N	253	253

### DISCUSSION

As shown hypotheses, the findings of the present study and practice management skills are there between the results obtained are consistent with the research and the research is not conclusive. So considering the fact that the theory of the investigation of the story of the approval of the relationship between managers and skill

performance of employees is therefore suggested that the administration of the branches in Lorestan skills for improving Managers of programming.

Also human skills managers, which included increasing confidence in employees-transparency communications – trust to the promotion of a post-prevention of stress increased. Authorities to manage the affairs of banks branches recommended appointment managers will be at his expertise to the level of education and care manufacturer why have educated people and expert understanding with issues like effective communications with his subordinates, planning to do better and better understanding of environmental issues Bank can increase the performance of employees.

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