

Impact Welfare Services and Benefits on the Performance of Staff of the Inspector General Organization

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ABSTRACT

In this study, is paid to "Impact of Welfare Services and Benefits on General Inspector's Organization employee performance" and the main research question has been presented in this form whether welfare services and benefits are effective on the performance of the employees of the Inspector General Organization, or not? Design of this study is the survey and place in the area of descriptive research. The statistical population of research are composed of all staff of the Inspector General Organization that are about 300 people that were chosen 169 people as samples using of random sampling and Morgan's table. After sample selection, was use welfare services and the Benefits and efficiency questionnaire that their validity coefficient through Cronbach's alpha is 0.70. Finally, were used of one-group statistical models of t and multivariable regression and findings show that with increasing "implementing regulations", "communication" also increase and with decreasing it "communication" also reduce.

KEYWORDS: Welfare Services And Benefits, Staff Performance, Inspection Organization

1. INTRODUCTION

In the early 1918, renowned psychologist [1] was conducted extensive researches in the area of job satisfaction with the aim of establishing a close relationship between psychology and management. He considered reviews the affecting factors in job satisfaction as one of the key issues in Applied Psychology [2]. Increase job satisfaction, is known as one of the basic measures for valuing humanity that can contribute a lot of material interests. Many researchers and theorists have helped together to identify effective strategies to describe, explain, control and predict job satisfaction. Through this not only is attend to employees human values, but also can be increase the economic efficiency of industrial enterprises [3]. Employees, who have high job satisfaction, are motivated to employ the maximum their potential in the job environment and to show a growing commitment towards the organization. This situation can increase job performance and create favorable trends in human resource management. For this reason is that industrial managers are seeking to increase employee satisfaction and improve its existing facilities in order to provide satisfaction. ...

This situation shows the importance of economic factors affecting and the pay of employees and thus the effectiveness and efficiency of the organization [4]. One of most important factors that play a role on job satisfaction is salary and benefits side. With examining the research related to analysis of factors in structural of job satisfaction can receive that pay factor is the most obvious factor and in the event the organization does not provided to the employees a favorable economy and does not provided the welfare facilities, not only is reduce job satisfaction even job absence reduce significantly and it can be seen decreasing the effectiveness and efficiency [5]. In examining the influencing factors on satisfaction of petrochemical employee was determined that wages and benefits plays a major role in Iran's petrochemical employees' job satisfaction. Descriptive and inferential analysis performed showed that petrochemical company staffs are expressing meaningful satisfaction from welfare and benefits that to eliminate or minimize it, should to employ appropriate strategies and increase their job satisfaction and through this we will witness an increase in performance [6]. Due to inattention to welfare facilities and benefits and also neglect to employee satisfaction from economic factors increase psychological problems dramatically in work environments and reduce efficiency of job behavior. It is necessary to can measure the level of employee dissatisfaction regarding the advantages and of welfare facilities through long-term studies and tried to make plans related to enhance the amount of benefits be can increase employee performance [7].

On the other hand, studies have shown that attention to staff welfare state has played a significant role in the absorption and retention of manpower. Hence, the provision of recreational facilities and other material benefits can play dramatic impact on satisfaction, staffing, recruiting and keeping them. Therefore, examining the strengths and weaknesses of management utilities, gives useful information to increase performance and reduce frustration satisfaction [8]. Remarkably, is raised nowadays that one of the most important issues in human resources management is providence welfare facilities and benefits to employees. Facilities and benefits are conditions that keep human resources from psychological factors such as job dissatisfaction, job Stresses that could endanger their health, and its main rely is priority and prevention. Stress is among the factors that are creating in line with job insecurity, job satisfaction and job stresses. Purpose of providing welfare services and

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benefits in organizations is reducing stress, eliminate occupational diseases, reduce stress, eliminate dissatisfaction of work, create environment without insecurity and create a sanitary workplace. Extracurricular programs, facilities and benefits that follow from the model which include eleven factor key , objectives and policies, top management support , organizational structure , creating commitment, job safety, education and training , run , sanitary environment work, appropriate medical care and rehabilitation. The organization should examined the factors comprehensively to create a safe environment with generate motivate to employees [9].

Hence, today, there is a large emphasis in organizations to examination related factors to welfare facilities and benefits and in examinations that is paid to identifying of welfare facilities and benefits affecting on performance could be seen reducing welfare facilities and benefits affecting on employee performance in organization, this situation is reflector of organizational factors coordinating [4]. Therefore, in the present study is identified the strengths and weaknesses of the General Inspector of welfare facilities and benefits. The basic approach of this study was specifying employee satisfaction towards the welfare services and benefits through closer look and in this way we can increase the efficiency of employees in the organization.

Problem Statement

In according to that human resource management consist of a various range such as welfare services and benefits, in-service training and employment compliance as titled absorption or selection, placement and maintenance personnel, should be can evaluate the main indices of human resource management effects on staff performance. So, with emphasis on welfare benefits is trying to be can to determine the constructive factors role and contribution of welfare services and benefits on employees' performance. On the other hand, structure of performance that is affected by many factors such welfare facilities and benefits, leaving behind many challenges as one of the basic issues in the fields of management and psychology, and today provide new perspective in the fields of applied psychology. However, identifying the factors affecting performance still is dealt with different ambiguities and not a comprehensive approach towards it as possible. In the field of relationship between performance on the one hand and welfare facilities and benefits, on the other hand, can be explain existing theories and researches show that in most cases performance is affected by facilities and benefits [10] and the attitude of staff to welfare facilities and benefits have dramatic impact on job behavior [11]. Accordingly, should be attempted to identify strengths and weaknesses and advantages of welfare facilities management and in this way pay attention to increase welfare facilities and benefits of the employee's satisfaction. Human resource development not only deals with attract efficient recruits and job facilities providing even looking for ways to increase human resources maintain. On one hand, human resources development process and on other hand specialists recruit and attraction has been set training and maintain human resources to as an organizational relationships major issue.

Thus, is emphasis on provide job facilities in human resource development that it provides the highest efficiency in terms of manpower and maintenance. In this way, as well as governmental and nongovernmental organizations are trying with minimal resources and the best possible methods available to carry out maintenance manpower. In the meantime, it can be raised, since job satisfaction is such variables that can be considered a decisive factor in the maintenance of human resources and according to previous research in the petrochemical companies which has been emphasized on employee dissatisfaction and the welfare benefits [6], It is necessary to analysis benefits distribution status and welfare facilities and be provide a useful strategy for improving job satisfaction in order to increase the efficiency of the employees of Inspector General, Thus, in organizational an official environments or in industrial complexes if the decline job satisfaction increasingly and does not provide amount of payment of welfare services mutual ,not only job dissatisfaction be increase, but also decreases the increasing the efficiency of its employees. This rise more seen when job stresses is increased and employee immigration is occurred [12].

In other words, the core foundation of this research as titled theoretical vacuum or lack of knowledge arises because there are no detailed information on employee performance rather than benefits and welfare facilities. According to the phenomenon of extremism that is greater emphasis in the performance structural, should be more limited the research question and proposed that the lack of knowledge and awareness rather than amount of staff performance of inspection organization of benefits and welfare facilities is as a source of this study's research question and hence main question of design has been developed as follows: the welfare services and benefits is effective on performance of the employees of the Inspector General or not?

Implementation of this type of research that done in organizational contexts can be provide a valid and experimental data for future planning in the area of human resource management. In this manner that performance structure is extremely important for both moral and economic aspects. According to ethical aspects, always it should be emphasis on human values to promote employees satisfaction norms as their human rights. Thus, the emphases on human values and satisfy employees associated with ethical aspects provides and regular framework for the restoration of morals. Therefore, evaluation of strengths and weaknesses of benefits and facilities management in general and in specific cases in inspection organization give the useful data for identifying employees' attitude towards receiving and facilities distribution that practical actions have high priority in this area. Implementation of this study, in addition to provide a clear image of staff attitudes of General Inspector's Office in the field of distribution and quality of welfare facilities and the advantages, but also for their suggestions and criticisms as a way to reflect crucial tasks to increase amount of performance in the not too distant future.

Research question

With emphasis on the assumption of the survey researches in present study only provide the sub-questions and cannot explain the research hypotheses. Hence, the research questions in two areas of the main questions and sub-questions will be raised as follows:

The main question

Does facilities and benefits effective on employee performance in General Inspector's Office or not?

Sub- questions

1 - Does welfare services and employee benefits effective on planning factor in General Inspector's Office, or not?

2 - Does the welfare services and employee benefits effective on communications factor in General Inspector's Office, or not?

3 - Does the welfare services and employee benefits effective on inspection skill in General Inspector's Office, or not?

4 - Does the welfare services and employee benefits effective on change management factor skill in General Inspector's Office, or not?

5 - Does the welfare services and employee benefits effective on contributions and teamwork factor in General Inspector's Office, or not?

6 - Does the welfare services and employee benefits effective on creativity and innovation factor in General Inspector's Office, effective or not?

7 - Does the welfare services and employee benefits effective on system approach factor in General Inspector's Office, or not?

8 - Does the welfare services and employee benefits effective on regulations and rules in General Inspector's Office, or not?

2. MATERIALS AND METHODS

This study in view of purposes is practical, in terms of data is quantitative and the nature and methods of survey is descriptive. The statistical population is formed of all employees of General Inspector's Office queue in 91-92 years comprise about 300 people that were selected 169 subjects as the sample using random samples and Morgan. After sample selection, was used questionnaire of services and welfare benefits and performance. After obtaining data normality assumptions used a single group the statistical model. Also, in order to determine the effect of in-service training on the performance was used statistical regression model.

3. RESULTS AND DISCUSSION

Analysis of the questions of research

So, given that welfare facilities and employee benefits has increased impact on the efficiency and performance of staff leaves, and also this study aim to pay to impact of welfare facilities and employee benefits on the performance of the General Inspector's Office staff, hence, in the present study were considered to test the research questions after collection of experimental data by field methods and using multivariate regression model and the following results were obtained:

Question 1: does the welfare services and benefits effective on planning factor, or not? To test above question, multivariate regression models were used and results showed a does not seen significant relationship between the components of the "welfare services and benefits" with "planning" in the $\alpha=0.05$ level. In other words, does not exist predict power of "planning" through "welfare facilities and benefits" factors.

Table1. Multiple regressions to predict "planning" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	540.79	6	90.13	0.47	0.829
Reminder	28324.69	148	191.38		

According to the table above and with emphasis on the obtained F, it can be argued that does not seen the relationship between the components of "welfare services and benefits" with "planning" in $\alpha=0.05$ level. In other words, there is no predicting power of "planning" through "welfare facilities and benefits" factors.

Question 2: Does the welfare services and benefits effective on communication or not? To test above question, multivariate regression models were used and results showed that is seen a significant positive relationship between "how implementing the rules and regulations" and "communication". In this manner that with increasing the "how implementing the rules and regulations", "communication" is increased and with decreasing it, "Communication" will be reduced.

Table 2. Multiple regressions to predict "Communication" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	2022.57	6	337.09	2.08	0.058
Reminder	23877.33	148	161.33		

According to the table above, with emphasis on the amount F, it can be argued that is observed the relationship between the components of "welfare services and benefits" and "communication" in $\alpha=0.05$ level. In other words, there is predicting power "communication" through "welfare services and benefits" factors. Hence, to identify and to explain the regression coefficients, it is essential to be explaining regression coefficients table.

According to multivariate regression coefficients with synchronous entry method and also obtained regression coefficients, it can be explained that is seen a positive relationship between "implementing the rules and regulations" and "communication". In this manner that with increasing the "implementation of the rules and regulations", "communication" also is increased and with decreasing it, "communications" will be reduced.

Question 3: Does welfare services and benefits effective on inspection skill factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant relationship between the components of the "welfare services and benefits" with "inspection skill" in $\alpha=0.05$ level. In other words, there is no prediction power of "inspection skill" through "welfare services and benefits" factors.

Table 3. Multiple regressions to predict "inspection skill" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	1841.49	6	305.91	1.73	0.118
Reminder	26254.14	148	177.39		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "inspection skill" in $\alpha=0.05$ level. In other words, there are no prediction power of "inspection skill" through welfare services and benefits" factors.

Question 4: Does welfare services and benefits effective on change management factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant relationship between the components of the "welfare services and benefits" and "change management" in $\alpha=0.05$ level. In other words, there are no prediction power "change management" through "welfare services and benefits" factors.

Table 4. Multiple regressions to predict "change management" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	898.01	6	149.66	0.87	0.517
Reminder	25389.49	148	171.55		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "change management" in $\alpha=0.05$ level. In other words, there are no prediction power of "change management" through welfare services and benefits" factors.

Question 5: Does welfare services and benefits effective on teamwork factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant relationship between the components of the "welfare services and benefits" and "teamwork" in $\alpha=0.05$ level. In other words, there are no prediction power "teamwork" through "welfare services and benefits" factors.

Table 5. Multiple regressions to predict "teamwork" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	176.40	6	29.40	0.23	0.965
Reminder	18679.81	148	126.21		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "teamwork" in $\alpha=0.05$ level. In other words, there are no prediction power of "teamwork" through welfare services and benefits" factors.

Question 6: Does welfare services and benefits effective on creativity and Innovation factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant

relationship between the components of the "welfare services and benefits" and "teamwork" in $\alpha=0.05$ level. In other words, there are no prediction power "creativity and Innovation" through "welfare services and benefits" factors.

Table 6. Multiple regressions to predict "creativity and Innovation" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	1188.72	6	198.12	1.16	0.326
Reminder	25093.31	148	169.54		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "creativity and Innovation" in $\alpha=0.05$ level. In other words, there are no prediction power of "creativity and Innovation" through welfare services and benefits" factors.

Question 7: Does welfare services and benefits effective on system approach factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant relationship between the components of the "welfare services and benefits" and "system approach" in $\alpha=0.05$ level. In other words, there are no prediction power "System approach" through "welfare services and benefits" factors.

Table 7. Multiple regressions to predict "system approach" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	609.86	6	101.64	0.76	0.602
Reminder	19764.04	148	133.54		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "system approach" in $\alpha=0.05$ level. In other words, there are no prediction power of "System approach" through welfare services and benefits" factors.

Question 8: Does welfare services and benefits effective on knowledge of rules factor, or not? To test above question, multivariate regression models were used and results showed that is seen a significant relationship between the components of the "welfare services and benefits" and "knowledge of rules" in $\alpha=0.05$ level. In other words, there are no prediction power "knowledge of rules" through "welfare services and benefits" factors.

Table 8. Multiple regressions to predict "knowledge of rules" through "welfare services and benefits" factors

Changes resource	Sum of Squares	Degree of freedom	Mean of Squares	Amount of F	Significantly level
Regression	426.08	6	71.01	0.43	0.856
Reminder	24267.80	148	163.97		

According to the table above, with emphasis on the obtained amount of F, it can be argued that is seen the relationship between the components of "welfare services and benefits" with "knowledge of rules" in $\alpha=0.05$ level. In other words, there is no prediction power of "knowledge of rules" through "welfare services and benefits" factors.

In summarizing the data collected between independent and dependent variables, and due to the obtained significance level (Sig), it is observed that only the communication variable with dimensions of welfare services and benefits (Sig=0.058) has meaningful relationship and the dependent variables not significant.

Executive proposals

1. Examine this research on executive managers and reviews the effects of welfare services and benefits on performance in future research.
2. Examining the compensation of employees services in the General Inspector's Office were reviewed and further payments, cash payments will also be given priority.
3. It is recommended that the honor and respect of their employees placed on top of the code of ethics and moral incentives to act in the presence of other employees.
4. Identify the affecting factors on the performance of the General Inspector's Office staff.
5. Examine effects of in-service training on performance of General Inspector's Office staff.
6. Examine effects of job compliance on performance of General Inspector's Office staff.
7. Optimal distribution of facilities and short-term and long-term loans among employees

8. Optimize the implementation status of the organization's rules and regulations and guidelines
9. Optimize the adequate payment and financial status of the organization
10. New legislation in the field of ease of access to facilities
11. Evaluate the effectiveness range of facilities in staff's working efficiency

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